Sustainability in Context



quantexa

2026 ESG RESPONSIBILITY REPORT

Foreword



Every year, I'm reminded that the organisations we serve are being asked to decide more, and decide faster, with less margin for error. Economic uncertainty, geopolitical tension, tightening regulation and the pace of AI adoption have made the context around every decision harder to see. That is why this year's theme, Prosperity Beyond Tomorrow, matters to me. Lasting prosperity is not built on the next quarter alone. It is built on the choices we make today about how we operate, who we hire, and what we are prepared to be accountable for.

At Quantexa, context is what turns data into understanding and understanding into confident decisions. We apply the same principle to our own sustainability work. You cannot manage what you cannot measure, and you cannot measure well without trusted, connected information. This year we put that into practice. We became a signatory to the United Nations Global Compact, formally committing to its principles on human rights, labor, environment and anti-corruption. We also rebuilt the foundations of our carbon reporting. For the first time we captured refrigerant emissions, reported capital goods as their own category, and calculated business travel from actual trip data rather than spend estimates.

Our total emissions rose 22.9% as the business grew, while revenue grew 24%, so our emissions relative to revenue edged down. That is progress, but not yet the kind of reduction we are aiming for. With Scope 3 accounting for around 99% of our footprint, the work ahead lies in our value chain: engaging suppliers, being deliberate about travel, and carrying our sustainability commitments into our new London headquarters. We remain aligned with the Paris Agreement's 1.5°C pathway and, with better data in hand, we can now set credible interim milestones toward our long-term goal.

None of this happens without our people. Over the past year we have grown to 877 Quantexans across 16 offices, and we have worked to make sure that growth feels like one company. We introduced a Global Mentoring Program, embedded a consistent Leveling and Progression Framework, launched Peakon so that every colleague's voice is heard, and equipped managers to lead diverse, cross-cultural teams. Our Global CSR Committee has had a strong first year, bringing colleagues together in every region to give their time and support to causes that matter to them.

Strong governance underpins all of it. As more of our clients rely on us for mission-critical decisions in areas like financial crime, fraud and public sector risk, they expect us to hold ourselves to the same standards of transparency and integrity we help them uphold. That means protecting data, being clear about how we build and use AI, and holding our supply chain to the standards set out in our Modern Slavery Statement and our policies.

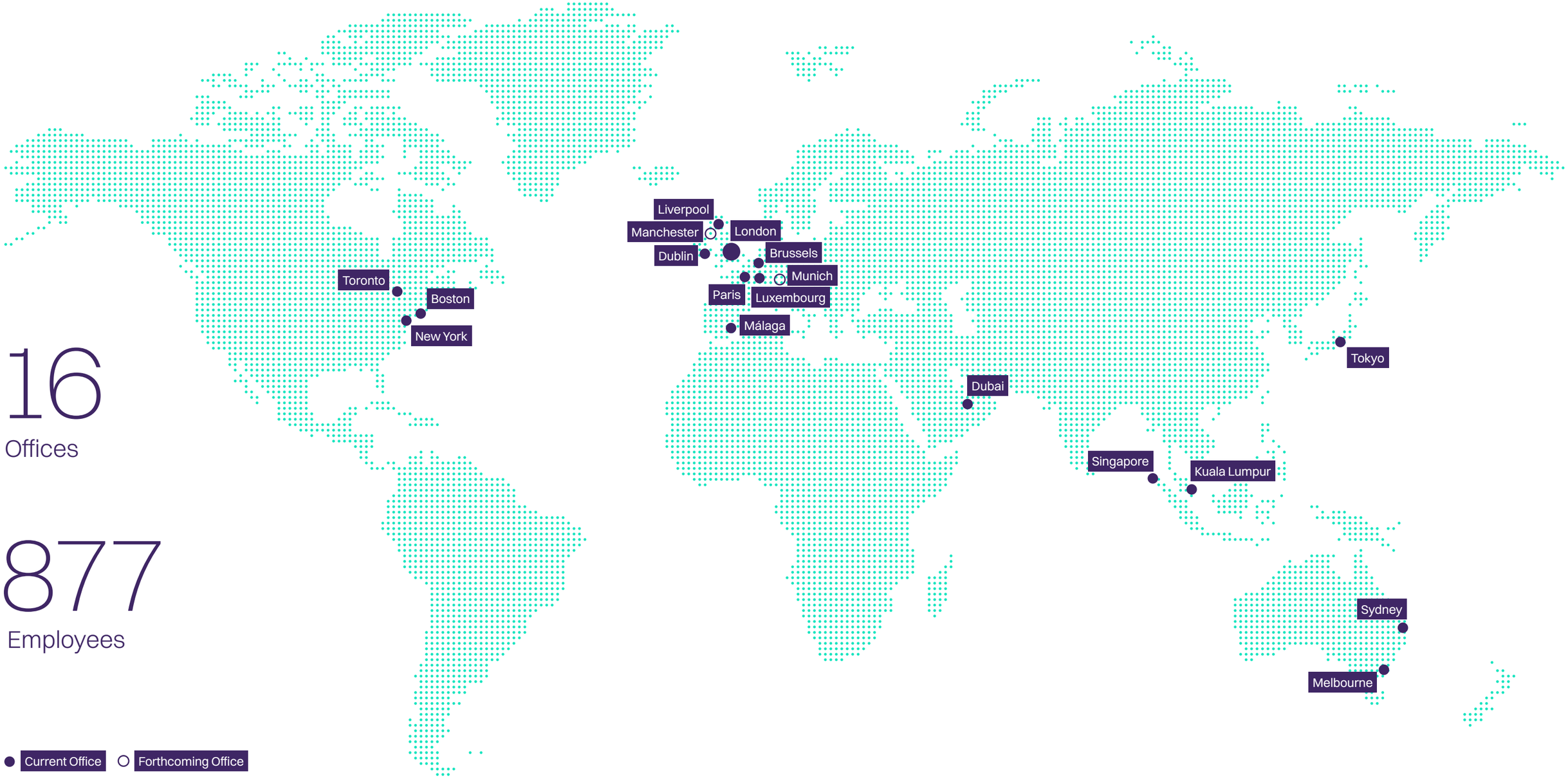
I am proud of what our teams have achieved, and I'm clear-eyed about how much more there is to do. Thank you to every Quantexan, customer, partner and supplier who is helping us build a company that is not only successful, but responsible, resilient and worthy of trust.

As we look ahead to 2027 and beyond, we will keep the ESG principles set out in this report at the centre of our commitments to our employees, customers, and stakeholders. We will build on the stronger data and reporting foundations we have put in place this year, anticipate the regulatory and market shifts still to come, and make sure our business stays resilient and responsible as the world around us continues to change.

I am extremely proud of the culture we have built at Quantexa, where every employee is valued and encouraged to do their best work in an environment of openness and inclusion. As we grow, we will keep working toward a sustainable future in which responsible business practices drive positive social and environmental change.

Vishal Marria, CBE
Founder & CEO, Quantexa

Our Presence



16

Offices

877

Employees

Our Leadership

Vishal Marria
Founder and Chief Executive Officer



Paul Aylieff
Group Chief Financial Officer



Charles Senabulya
Chief Commercial Officer



Dan Higgins
Chief Product Officer



Jamie Hutton
Chief Technology Officer



Ray O'Brien
Chief Operating Officer



Lorraine Metcalf
Chief People Officer



Guy Muir
General Counsel



Imam Hoque
Chief Evangelist



Matt Hooper
Chief Marketing Officer



Mark McNerney
SVP, Global Alliances



Our Story

"At Quantexa, ESG is about more than commitments. It is about making responsible decisions, reducing our impact and building sustainable practices into how we operate and grow as a business."



—Ray O'Brien
Chief Operating Officer, Quantexa

When the stakes are highest, the world's most complex organizations trust Quantexa to provide clarity. Quantexa has spent the last decade transforming fragmented data into a foundation for decisive action.

Right now, the data and signals our customers need are scattered across systems and sources that don't connect. As the pace of change accelerates, more data, more stakeholders and more pressure to act make clarity harder to achieve. Meeting that challenge means moving beyond a data-driven approach to put decisions at the center.

Quantexa resolves that, making sense of billions of data points to create real-world context: a reliable and connected view of the people, businesses, places and events that matter to our customers. That context bridges raw data and real-world understanding, giving their teams the insights they need to act with speed, precision and confidence.

Quantexa's platform creates a connected, AI-ready data foundation enriched with context, helping our customers maximize the value of their data, analytics and AI. It powers intelligent augmentation, scenario simulation, outcome prediction and automated action, turning data from a passive asset into a strategic advantage.

When every connection is clear, explainable and grounded in real-world evidence, our customers can stand behind every mission-critical decision their people and AI make.

Quantexa is a Pioneer and Global Leader in Decision Intelligence Solutions

OUR MISSION

To empower confident decisions by making trusted, contextual data and AI accessible across the entire organization.

OUR VISION

To redefine decision-making across organizations by enabling them to use contextual data, analytics and AI to act with confidence when it matters most.

OUR PROMISE

To help customers establish a culture of confident decision-making at strategic, operational, and tactical levels, enabling them to mitigate risk and seize opportunities on their path to building efficient and resilient organizations.

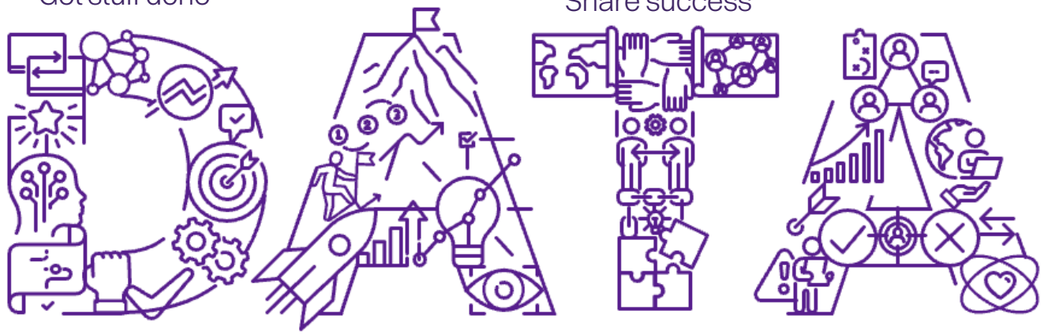
OUR MISSION

Be the world-leading provider of Decision Intelligence technology, helping organizations protect, optimize, grow, and serve.

OUR VALUES

DETERMINATION
Get stuff done

TEAMWORK
Share success



AMBITION
Drive for better

ACCOUNTABILITY
Do the right thing

PROVEN OUTCOMES TODAY

$2.6B Valuation post-Series F funding round

100+ Countries our solutions are deployed in

40,000 Platform users worldwide

UN Global Compact

Quantexa's Commitment to Sustainability

Quantexa is proud to be a signatory to the **United Nations Global Compact**, reinforcing our formal commitment to corporate sustainability, ethical conduct, and responsible business practices. By joining this global initiative, we publicly affirm our dedication to upholding fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption, and to integrating the Ten Principles of the UN Global Compact into all aspects of our business.

Our commitment is not limited to compliance, it reflects a proactive approach to embedding sustainability and responsibility into our strategic objectives, governance structures, policies, and operational procedures. This includes:

Human Rights: Respecting and promoting the protection of internationally proclaimed human rights, ensuring that our operations do not contribute to human rights abuses.

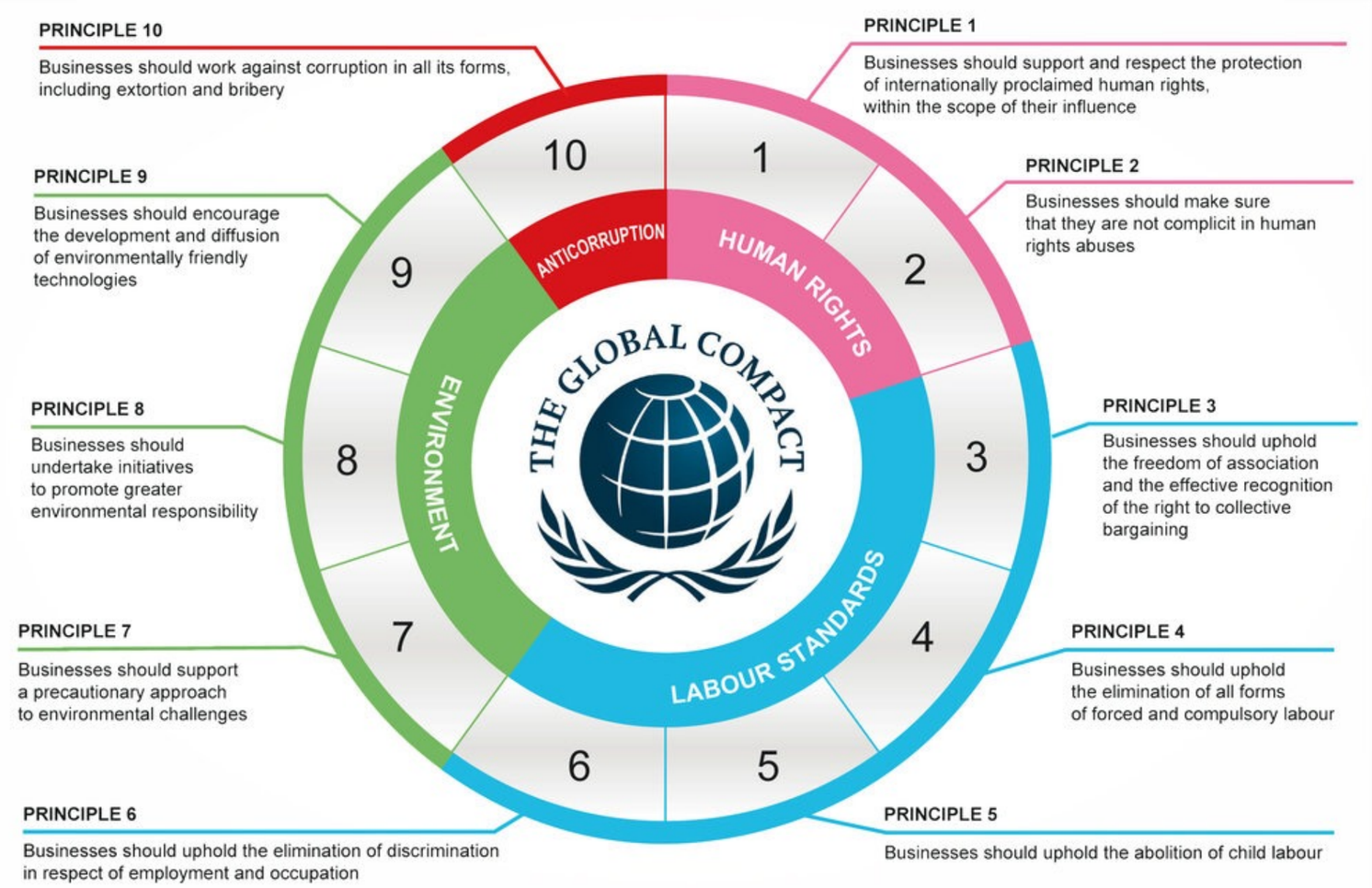
Labour: Upholding the freedom of association, eliminating forced and child labour, and promoting fair and safe working conditions across all locations.

Environment: Implementing sustainable practices and managing environmental impacts.

Anti-Corruption: Acting with integrity, preventing all forms of bribery and corruption, and fostering transparent and accountable business practices.

We recognise that our responsibility is global and holistic: strong performance in one area cannot compensate for harm in another. By embedding the UN Global Compact Principles into our decision-making, culture, and everyday operations, we aim to enhance transparency and accountability in our business practices.

This formal adoption reinforces Quantexa's values and sets clear expectations for all employees, business partners, and stakeholders, ensuring that responsible business practices are a shared commitment and are an integral part of how we operate. As a UNGC signatory, we shall regularly report on our progress, engage in continuous improvement, and contribute to a global movement for a more sustainable and equitable future.



UN Sustainable Development Goals: Overview

The UN SDGs are a globally recognised framework of 17 goals, supported by a series of sub targets. We focus on ten SDGs, where we have the greatest impact.



SDG Targets
3.4 Promote mental health and wellbeing.

Our contribution
Supporting the physical and mental wellbeing of our people.

Examples
At Quantexa, we are proud of our Employee Wellbeing Programme, which supports the mental and physical health of all colleagues. Through a range of initiatives and resources, we aim to promote positive well-being, encourage a healthy work life balance and help our people thrive both at work and in their personal lives.



SDG Targets
4.4 Increase the number of people with skills for employment and decent jobs.

Our contribution
Investing in skills, learning and career progression for our people.

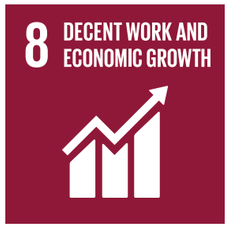
Examples
We are committed to supporting the continuous learning and professional development of our people through internal training, knowledge sharing and career development opportunities. Our annual Learning at Work Week encourages colleagues to explore new skills, broaden their knowledge and identify opportunities for personal and career progression.



SDG Targets
5.5 Ensure women's full participation and equal opportunities for leadership.
5.b Use enabling technology to empower women.

Our contribution
We are committed to creating an inclusive workplace where both men and women can thrive and progress in technology and leadership roles.

Examples
Quantexa is committed to promoting gender equality through Women in Tech initiatives, leadership development, mentoring and flexible working. We monitor gender representation to measure progress and support equal opportunities across the business.



SDG Targets
8.5 Achieve full, productive employment and decent work, with equal pay for work of equal value.

Our contribution
Creating high-value employment and investing in people.

Examples
Quantexa is committed to fair and responsible employment practices, conducting annual pay reviews to support equitable remuneration, employee wellbeing and career development. We aim to provide a supportive and inclusive working environment that recognises individual contributions and promotes long term career growth.



SDG Targets
9.5 Enhance research and upgrade technological capabilities, encouraging innovation.

Our contribution
Developing decision intelligence technology that enables organisations to make better decisions from trusted data.

Examples
Committed to responsible AI, product innovation and digital transformation through continued investment in research, development and emerging technologies. We focus on advancing our AI capabilities, delivering innovative solutions and ensuring technology is developed and used responsibly.



SDG Targets
10.2 Promote the social, economic and political inclusion of all.
10.3 Ensure equal opportunity and reduce discrimination.

Our contribution
We aim to foster an inclusive culture where people have equitable access to opportunities, development and career progression regardless of background or personal characteristics.

Examples
Demonstrated at Quantexa through our DE&I strategy, employee resource groups, accessibility initiative, and inclusive hiring.



SDG Targets
12.2 Achieve sustainable management and efficient use of natural resources.
12.5 Reduce waste through prevention, recycling and reuse.
12.6 Encourage companies to adopt sustainable practices and report on them.

Our contribution
Supporting the physical and mental wellbeing of our people.

Examples
Quantexa supports sustainable business practices through ethical sourcing, responsible IT asset disposal, waste reduction, supplier collaboration and transparent environmental reporting across our operations.



SDG Targets
13.2 Integrate climate change measures into policies, strategies and planning.

Our contribution
Managing and reducing greenhouse gas emissions while continually improving environmental performance.

Examples
Quantexa maintains an annual environmental reporting programme covering carbon emissions, energy efficiency, supplier emissions and environmental management to monitor performance, identify improvements and reduce our environmental impact.



SDG Targets
16.4 Reduce illicit financial flows and combat organised crime.
16.5 Substantially reduce corruption and bribery.
16.6 Develop effective, accountable and transparent institutions.

Our contribution
Helping organisations combat fraud, financial crime and corruption while strengthening trust and institutional resilience.

Examples
Quantexa promote ethical business practices through financial crime prevention, fraud detection, public sector decision intelligence, and strong governance to support transparency, accountability, and institutional integrity.



SDG Targets
17.16 Strengthen partnerships that share knowledge, expertise and technology.
17.17 Encourage effective public, private and civil society partnerships.

Our contribution
Collaborating with customers, partners and industry organisations to deliver sustainable outcomes.

Examples
At Quantexa, we foster strategic partnerships, research collaborations, and customer innovation programmes to encourage knowledge sharing, drive innovation, and advance shared sustainability objectives.

SOURCE: United Nations, Transforming our world: the 2030 Agenda for Sustainable Development (2015). The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Our Commitment to Change

Objectives	**Mitigate Quantexa's carbon footprint by intensifying recycling endeavors, minimizing waste generation and devising awareness solutions to aid in decarbonization.**	**Create a diverse, equitable and inclusive work environment where everyone feels welcome, valued and respected.**	**Positively impact our community through education and our employees' well-being by offering opportunities and support.**	**Meet the requirements of the Modern Slavery Act (MSA), mitigate any associated risks and encourage better behavior within the Quantexa supply chain.**	**Continue to improve our approach to ESG by sharing best practices among our clients, partners and peers.**
FY25/26 Achievements	• Continue the push for renewable energy use wherever possible to minimize our reliance on fossil fuels and reduce emissions associated with energy consumption as evidenced by the upcoming new London HQ operating with renewable energy. • Work with the landlord and project manager for the 2027 London HQ move to ensure that all sustainability initiatives are considered and factored into planning i.e. recycling, data gathering, waste. • Maintain our commitment to transparency while aiming to provide improved sustainability ratings and performance improvement metrics using EcoVadis and Carbon Disclosure Project (CDP). • Continue to disclose through the Energy Savings Opportunity Scheme (ESOS) and ensure that technical equipment, such as screens and laptops, are replaced with more energy efficient models wherever possible and at a frequent cadence. • Continue to track our employee travel in order to obtain the necessary data to understand our travel CO2 emissions allowing Quantexa to provide more accurate data for each reporting year with the aim of encouraging necessary travel only.	• Embedded our Leveling & Progression Framework across all people processes to ensure clarity, fairness and consistency in career development, performance and growth opportunities globally. • Implemented Peakon Employee Voice as our new engagement platform to amplify colleague feedback, strengthen retention and performance, and enhance the employee lifecycle through revamped onboarding and offboarding surveys. • Strengthened community partnerships by expanding collaboration with diverse organizations, including our ongoing partnership with SheCanCode, to support underrepresented talent and broaden access to career opportunities in tech. • Developed global management and cultural agility by equipping managers with the skills to lead high-performing, diverse, cross-cultural teams as we continue to grow and scale internationally. • Launched our Internal Communications Hub to provide employees with the tools, guidance and training to communicate clearly, confidently and consistently, strengthening alignment and engagement across the business. • Launched our new global HR system, establishing a single source of truth for people data, simplifying processes and enabling a more seamless and consistent employee experience worldwide. • Introduced a Global Mentoring Program to foster cross-regional connections, accelerate personal and professional growth and support talent development with flexible, high-impact mentoring opportunities. • Launched our "Life at Q" LinkedIn page to amplify our employer brand by showcasing our culture, elevating diverse employee voices and attracting talent through authentic storytelling.	• Activated our Global CSR Committee to drive community engagement and create local social value through meaningful fundraising initiatives, volunteering and partnerships with community organizations in each region. • Enhanced our Total Rewards offering by partnering with a leading benefits broker to conduct a global benchmarking exercise aligned to our Total Rewards Philosophy, and develop a targeted action plan to ensure competitiveness, equity and employee wellbeing across all regions. • Hosted a World Mental Health Day "Q Parents Panel" to foster open dialogue around parenting, caregiving and wellbeing, helping colleagues connect through shared experiences and build a more inclusive and supportive culture for working families. • Expanded Learning at Work Week with even more interactive learning experiences designed to foster connection, collaboration and a culture of continuous development.	• Quantexa has published its updated Modern Slavery Statement, reinforcing our commitment to preventing modern slavery and human trafficking through responsible business practices, ethical sourcing, supplier due diligence and effective risk management across our operations and supply chain. • Delivered ESG learning at scale through dedicated Sustainable Future training, equipping every employee with the knowledge and practical tools to embed sustainability into day-to-day decision-making and drive positive change in their roles. • Bolstered our expectation that all our suppliers meet the minimum standards set out in our internal policies regarding modern slavery and fully comply with all applicable laws and regulations in relevant jurisdictions when conducting business with Quantexa.	• Joined the United Nations Global Compact to support continuous development and enable us to share best practice with peers. • Restated emission figures for FY24/25 to align with the updated methodology used for FY25/26. • Continued working closely with armonia to enhance the quality, accuracy and strategic impact of our environmental management and reporting. • Annual updates for employees on key topics such as: modern slavery, data protection, sexual harassment, health and safety, IP, DE&I, neurodiversity in business. • Continue to work with investors, clients and partners and engage in conversations regarding Quantexa's approach to ESG, best practices and improvement areas. • Strengthening our sustainability capability, investing in dedicated internal resource to build expertise, drive progress and maintain momentum against our sustainability priorities.

Environment



Introduction

This year marks a step change in how Quantexa measures and manages its environmental impact. We became a signatory to the UN Global Compact, formally committing to its ten principles on human rights, labour, environment and anti-corruption, and we strengthened the foundations of our carbon reporting so that our decisions rest on better evidence.

Our FY 25/26 footprint is our most complete and accurate yet. Refrigerant emissions are now captured under Scope 1 for the first time, capital goods are reported as their own category, and business travel is calculated from actual flight, hotel and rail data rather than spend estimates. More granular procurement data has improved how purchased goods and services are categorised. Part of the year-on-year movement therefore reflects better measurement rather than a change in underlying activity, a more honest baseline to reduce from.

Managing our footprint is a leadership priority, not a reporting exercise. We are extending that work into our supply chain, engaging suppliers on renewable energy and emissions reduction, since purchased goods and services and business travel together account for the large majority of our emissions.

Quantexa aims to reduce its absolute GHG emissions by 90% from an FY24/25 baseline by 2050, reflecting its long-term ambition to contribute to the objectives of the Paris Agreement.

Sustainability is a responsibility we share with our people, our clients and the communities we operate in. Measuring well is how we hold ourselves to it.

Our key progress points this year include:

- Reporting accuracy improved against the FY 24/25 baseline. Utility data recalculated, refrigerant fugitive emissions captured for the first time (19.8 tCO2e), and capital goods split out as Scope 3 Category 2 with prior-year figures restated.
- Business travel moved to an activity-based calculation using actual trip data for flights, hotels, rail and car rental, replacing spend-based estimates for 43% of Scope 3.
- Two years of comparable data now available. Total Scope 1–3 emissions of 7,347 tCO2e, up 22.9% against 24% revenue growth, so emissions per unit of revenue fell.
- Horizon scanning continued with armonia, identifying emerging regulation and near-term priorities including AI governance and climate-disclosure readiness.
- External disclosures strengthened across CDP, EcoVadis, SECR and PPN 006, with wider coverage of renewable energy use and Scope 3 hotspots.

Environmental reporting with armonia

During FY25/26, Quantexa continued its partnership with armonia to improve the quality, consistency and transparency of our environmental reporting. Building on the foundations established in previous years, our focus has shifted towards refining our carbon footprint calculations, strengthening our reporting methodologies and making better use of environmental data to inform business decisions.

An important part of this work has been improving the reliability of our emissions data across Scope 1, Scope 2 and Scope 3. This approach provides a consistent basis for reporting where reliable actual consumption data is unavailable. We also introduced greater detail into our Scope 3 reporting, with capital goods (Category 2) now reported separately from purchased goods and services (Category 1), providing clearer visibility of our wider environmental impact.

Alongside these improvements, we continued to review developments in environmental reporting standards and disclosure requirements, helping us respond to evolving regulatory expectations and the information needs of our clients, partners and investors.

Working with armonia, we also continued to develop the quality and consistency of our external environmental disclosures, including:

- Carbon Disclosure Project (CDP): Strengthening the quality of our climate disclosures, including governance, risk management and emissions reporting.
- EcoVadis: Improving the supporting evidence and documentation used to demonstrate our environmental and wider sustainability practices.
- Streamlined Energy and Carbon Reporting (SECR): Supporting our annual energy and carbon reporting obligations through consistent methodologies and updated emissions data.
- PPN 006: Maintaining and developing our Carbon Reduction Plan in support of relevant UK Government procurement requirements.

Together, these activities reflect Quantexa's continued commitment to responsible environmental management and transparent reporting. As our sustainability programme develops, our priority is to build on these improvements, strengthen the quality of the data available to us and identify practical opportunities to reduce our environmental impact over time.

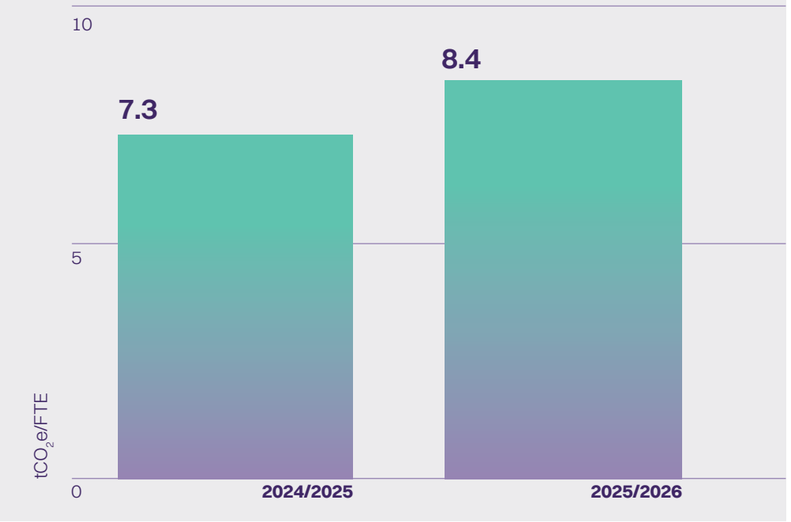
Carbon Narrative

Quantexa continued to improve the accuracy and completeness of its carbon reporting in FY 25/26, measured against the baseline restatement last year. A data quality discrepancy in the WeWork utility data was identified and corrected, energy use was estimated where landlords and suppliers could not provide actual readings, and capital purchases such as IT equipment are now reported separately from other goods and services.

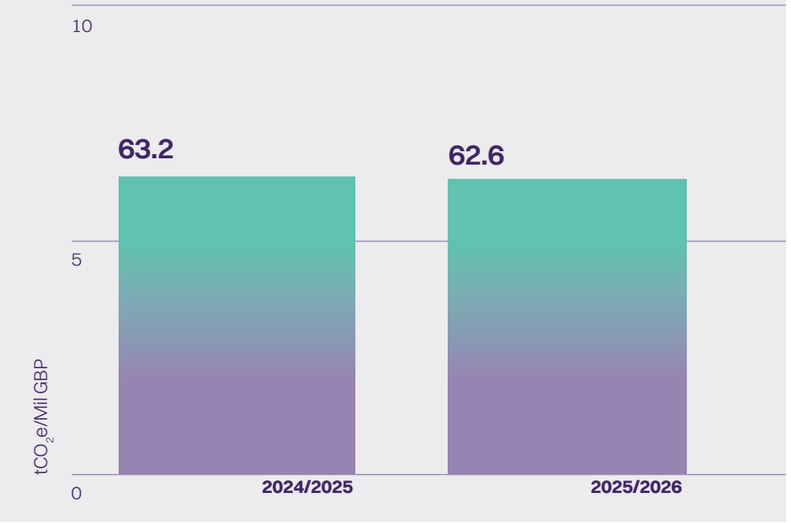
In FY 25/26, our total Scope 1–3 emissions were 7,347 tCO_2e, an increase of 22.9% year-on-year, reflecting business growth alongside higher spend on goods, services and capital purchases. Revenue grew 24% over the same period, so emissions per unit of revenue fell 1%, showing that our carbon impact relative to business activity held broadly flat as the company scaled. Emissions per full-time employee increased from 7.3 to 8.4 tCO_2e, and reducing both absolute emissions and per employee intensity is our focus for the year ahead.

FY 23/24 figures are no longer shown alongside FY 25/26. Following the baseline restatement last year, FY 24/25 is the earliest year calculated on a consistent methodology: FY 23/24 excluded refrigerants, reported capital goods within purchased goods and services, and omitted waste due to methodology uncertainty from a previous provider. Comparisons to FY 23/24 would therefore reflect changes in measurement rather than in emissions, so FY 24/25 is used as the baseline for year-on-year reporting and remains available in last year's report.

Total emissions per Full Time Equivalent (FTE)



Total of emissions per Million Revenue (GBP)



Emissions Scope and Coverage

Quantexa continues to report only on relevant emission sources. The emissions screening exercise completed in last year's reporting cycle was reviewed again this year to confirm that all Scope 1, 2, and 3 categories remain relevant and complete in line with the GHG Protocol, with each category reassessed against operational activities, available data and expected materiality. All significant emission sources are included in the inventory.

Scope 1 now covers refrigerant fugitive emissions, collected for the first time this year; natural gas is excluded as we were unable to confirm its use or obtain reliable consumption data. Capital purchases (construction, IT equipment and furniture) are now reported separately as Category 2 rather than within purchased goods and services, with prior-year figures restated on the same basis.

A major focus area for Quantexa is improving the completeness and accuracy of actual data across all scopes and categories. The rebaselining undertaken last year provides a consistent and standardised foundation for year-on-year comparison. Alongside this, Quantexa is strengthening its approach through several ongoing activities:

- Increasing engagement with internal and external data owners to strengthen data capture and improve the availability of primary data.
- Enhancing supplier outreach to expand primary data coverage across key Scope 3 categories and reduce reliance on secondary emissions factors.
- Replacing estimated values with actual consumption data as it becomes available and where it is considered reliable, and refining estimation methodologies each cycle.
- Reviewing Scope category boundaries each year to confirm they remain relevant as the business expands and evolves.
- Embedding controls and quality checks in the data collection process to ensure accuracy and completeness before reporting.
- Monitoring changes in reporting standards and regulatory expectations to ensure future alignment with best practice.

Overview of Quantexa's Emissions

Quantexa's FY 25/26 greenhouse gas inventory provides a more accurate picture of its emissions profile compared to previous years, following improvements in data quality and methodology. As expected, Scope 3 emissions account for approximately 99% of the total footprint, reflecting the company's value chain-driven impact.

Scope 1 this year comprises refrigerant fugitive emissions of 19.8 tCO2e, collected for the first time. Natural gas has been excluded as we were unable to confirm its use or obtain reliable consumption data, so no year-on-year comparison is available for this scope.

Market-based Scope 2 rose 7.8% while location-based Scope 2 fell 3.0%. Scope 3 emissions rose 22.6% year over year, driven by purchased goods and services, capital purchases, business travel and employee commuting. As the business grows, we measure progress using intensity metrics: emissions per million GBP of revenue fell to 62.6 tCO2e, while emissions per full-time employee rose to 8.4 tCO2e.

We are committed to transparency in how we measure and report our carbon footprint. If you would like to understand the methodology behind our calculations, including the scope, data sources and key assumptions used, we can provide further information on request, subject to a non disclosure agreement (NDA).

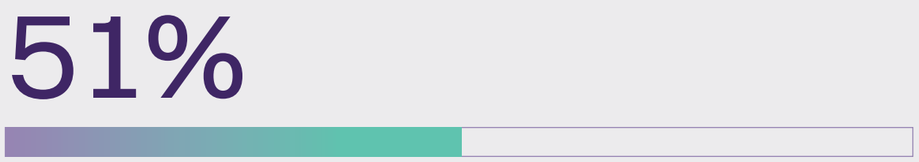
SCOPE	FY 24/25	FY 25/26	% change
Gross Scope 1 GHG emissions (tCO2eq)	—	19.8	n/a
Gross location-based Scope 2 GHG emissions (tCO2eq)	62.0	60.1	-3.0%
Gross market-based Scope 2 GHG emissions (tCO2eq)	34.9	37.7	7.8%
Total gross indirect (Scope 3) GHG emissions (tCO2eq)	5,943.6	7,289.4	22.6%
Total gross GHG emissions (location-based) (tCO2eq)	**6,005.6**	**7,369.4**	**22.7%**
Total gross GHG emissions (market-based) (tCO2eq)	**5,978.5**	**7,346.9**	**22.9%**

FY 24/25 figures have been restated on the current reporting basis and are not directly comparable to those published in last year's report.
FY 23/24 is not shown, as it predates the restatement and is not comparable.

Scope 1 & 2

At Quantexa, Scope 1 emissions cover direct greenhouse gas emissions from sources that we own or control. This year they comprise refrigerant fugitive emissions of 19.8 tCO2e, collected for the first time; natural gas is excluded as we were unable to confirm its use or obtain reliable consumption data. Scope 2 emissions relate to indirect emissions from purchased electricity, heating and cooling across our global office locations, and rose 7.8% on a market-based basis to 37.7 tCO2e. Our electricity contracts continue to reduce this impact: on a market-based basis our electricity emissions are 37% lower than the location-based grid-average figure of 60.1 tCO2e. We place strong emphasis on increasing renewable energy adoption: total electricity consumption was 223,024 kWh in FY 25/26, of which renewable sources accounted for 51%.

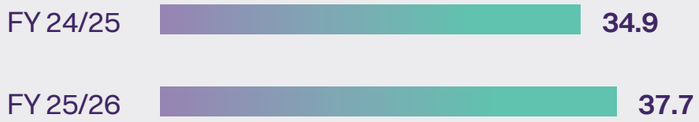
Renewable Electricity: Share of Total Electricity Consumption, FY 25/26



Renewable 51%
113,998 kWh

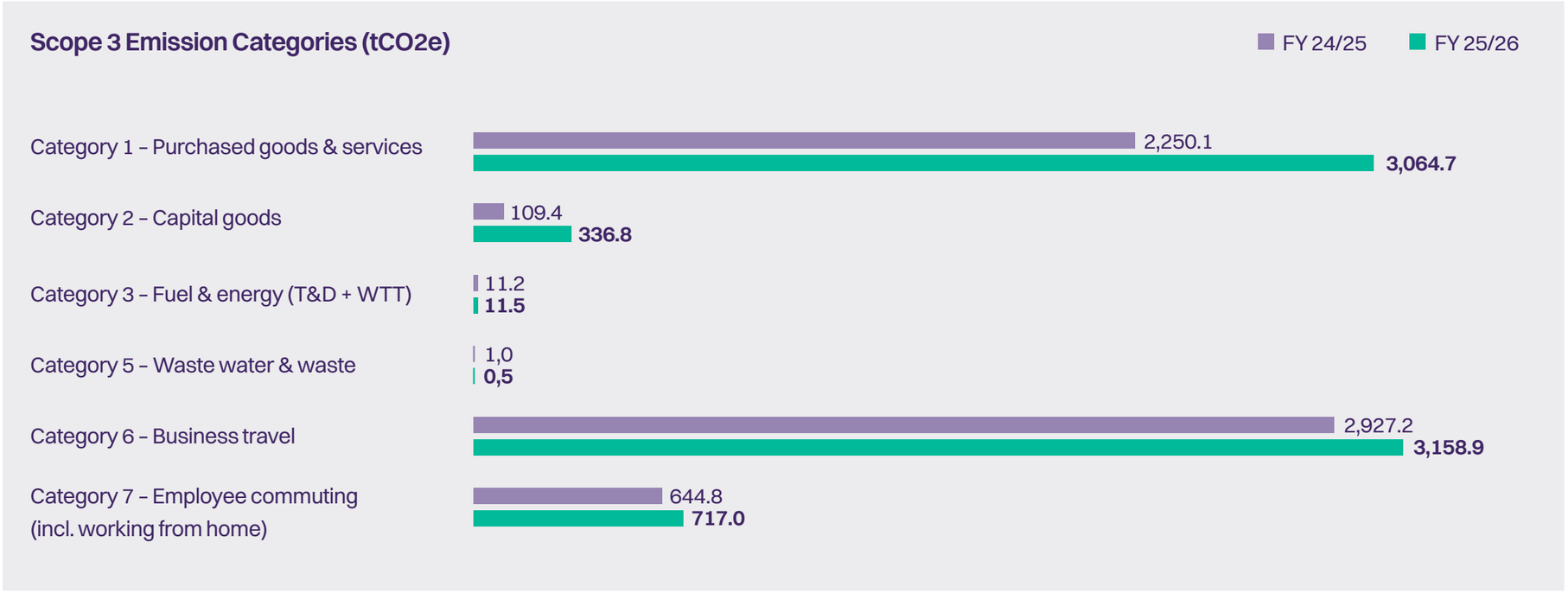
Non-renewable 49%
109,026 kWh

Scope 2 YoY Comparison: Purchased Electricity (tCO2e, Market-Based)



Scope 3

Scope 3 emissions encompass the indirect GHG emissions generated across our value chain, beyond our direct operations. These emissions arise from activities associated with suppliers, partners, employees, and customers, making Scope 3 a key area of focus in our sustainability strategy. Scope 3 emissions rose 22.6% to 7,289.4 tCO2e in FY 25/26 and account for 99% of our total footprint.

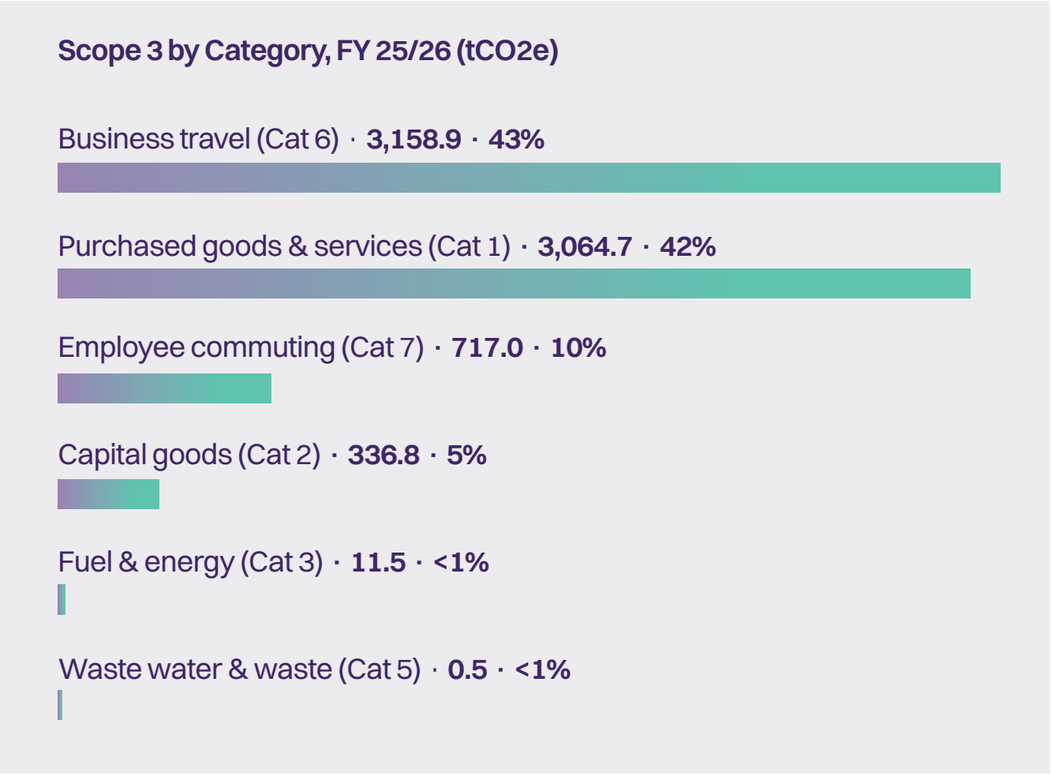


Scope 3 Emission Breakdown

Understanding what makes up the most significant emission sources

Scope 3 Key Takeaways:

- Business travel and Purchased Goods & Services are the two largest contributors to Quantexa's Scope 3 emissions, now closely matched at 43% and 42% of the total.
- Together these two categories account for 85% of Scope 3 emissions, so they set the direction of the footprint. Each is examined in more detail on the following slides.
- Employee commuting, including working from home, is the third-highest contributor at 10% of Scope 3 emissions. Quantexa continues to implement the established cycle-to-work and electric vehicle incentive programmes.
- Capital goods are reported separately for the first time and account for 5% of Scope 3 emissions, against a restated 2% in FY 24/25, covering construction, IT equipment and furniture.
- Fuel and energy-related activities and waste from operations together account for less than 1% of Scope 3 emissions.
- Scope 3 emissions represent Quantexa's greatest opportunity for meaningful carbon reduction. By enhancing data accuracy and focusing on the categories with the highest impact, Quantexa is committed to implementing targeted strategies that drive measurable reductions.



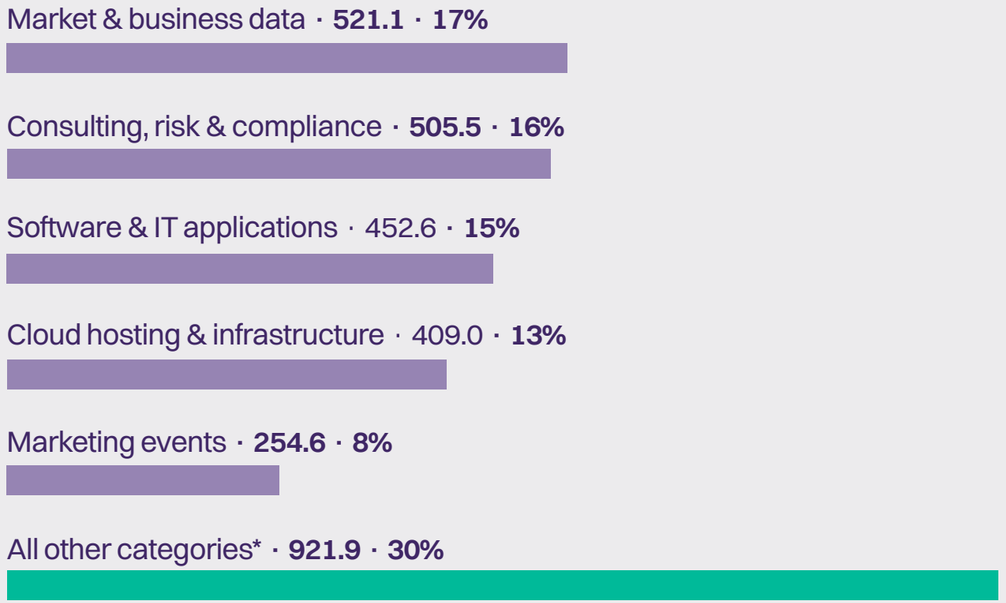
Purchased Goods & Services Breakdown

Where Quantexa's largest spend-based emissions arise

Purchased Goods & Services: key points

- Purchased Goods & Services (Cat 1) accounts for 42% of Quantexa's Scope 3 emissions and covers everything the business buys to operate: professional services, software, data and office supplies.
- Five spend categories account for 70% of the total, led by market and business data subscriptions, management consulting, risk and compliance, and corporate software and IT applications.
- Technology and data services alone (software, cloud hosting and data subscriptions) represent 45% of the category, reflecting a software business that buys compute and data rather than materials.
- The largest single supplier, for cloud hosting and infrastructure, represents 12% of the category on its own.
- Emissions here are calculated from spend covering the top 95% of supplier spend, so they move with procurement value rather than measured supplier activity. Engaging the highest-impact suppliers to obtain actual emissions data is the priority improvement for FY 26/27.

Purchased G&S by Spend Category (tCO2e)



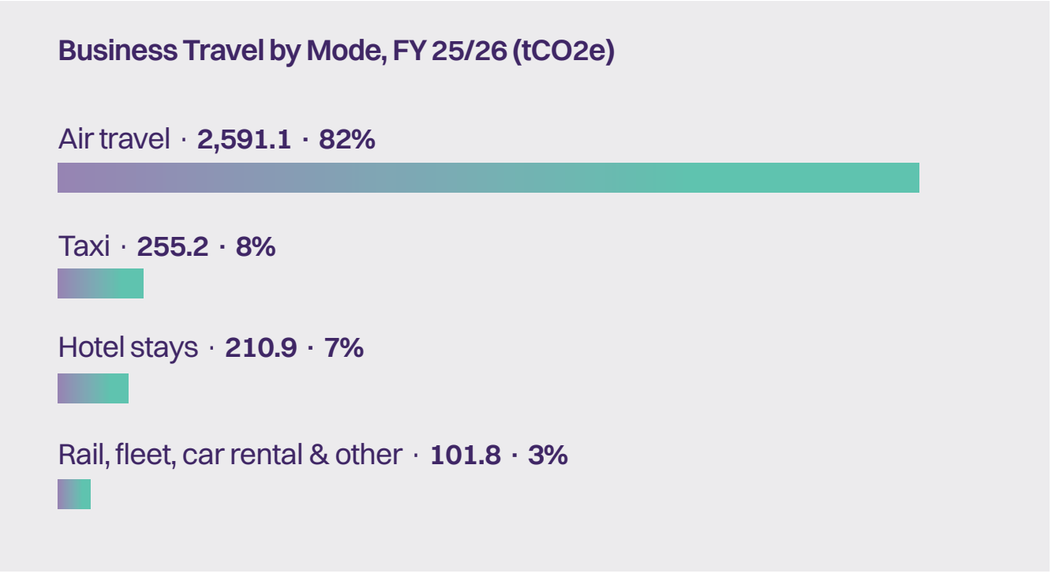
*"All other categories" covers all remaining Category 1 spend categories outside the top five shown.

Business Travel Breakdown

Where Quantexa's largest Scope 3 category arises

Business Travel: Key Points

- Business travel (Cat 6) is the single largest Scope 3 category at 43% of Scope 3 emissions and rose 7.9% on FY 24/25.
- Air travel dominates at 82% of the category. Taxis follow at 8% and hotel stays at 7%; rail, grey fleet, car rental and other travel together account for the remaining 3%.
- Flights, hotels, rail and car rental moved to an activity-based calculation using actual trip data this year, so these figures reflect journeys taken rather than spend estimates.
- Because emissions are concentrated in flights, reduction effort is most effective there: fewer non-essential trips, rail substitution on short-haul routes, and cabin-class policy. Quantexa continues to promote a remote-first approach, and where travel is necessary a reduction in business and first class tickets is encouraged.



Reporting Boundary: Emissions Scopes, Categories and Inclusions

Reporting boundary by scope and category, with the basis for each inclusion and exclusion

SCOPE	CATEGORY/SOURCE	STATUS	BASIS
Scope 1	Stationary combustion - natural gas and heating oil	Excluded	Landlords and serviced office providers did not confirm whether natural gas is used or supply consumption data. With no confirmed activity to benchmark against, no estimate could be made, so stationary combustion is excluded from FY 25/26.
	Mobile combustion - company vehicles and fleet	Excluded	Quantexa does not own or operate company vehicles or a fleet.
	Fugitive emissions - refrigerants	Included	Fugitive emissions from HVAC and refrigeration equipment, reported for the first time in FY 25/26. Only sites that provided reliable HVAC unit and top-up data are included; other sites were not estimated.
Scope 2	Purchased electricity - location-based	Included	All 16 offices consume purchased grid electricity, reported on a location-based basis using grid average factors.
	Purchased electricity - market-based	Included	The same electricity reported on a market-based basis, using supplier and residual mix factors where available.
	Purchased heat, steam and cooling	Excluded	No purchased heat, steam or cooling at any office.
Scope 3	1. Purchased goods and services	Included	Supplier and expense spend across all material procurement, calculated spend-based. Business travel, rent and utilities are excluded here to avoid double counting, as is the bottom 5% of supplier spend by value.
	2. Capital goods	Included	Capital expenditure on construction and fit-out, IT equipment, electrical items and furniture, reported separately from Category 1 from FY 24/25 onwards. Locations without actual capex data were not estimated.
	3. Fuel- and energy-related activities	Included	Transmission and distribution losses and well-to-tank emissions for purchased electricity at all offices.
	4. Upstream transport and distribution	Excluded	Upstream freight is not separately reported; it is embedded in supplier spend under Category 1.
	5. Waste generated in operations	Included	Waste and wastewater arise at all offices and are estimated from headcount benchmarks (150 kg waste per FTE per year; 25 L water per FTE per day).
	6. Business travel	Included	Flights, rail, car rental and hotel stays from the travel management platform on an activity basis, with taxis and other non-platform travel calculated from expense data.
	7. Employee commuting	Included	Commuting and homeworking estimated on a 47-week year with a two-day office average and national commuting distances.
	8. Upstream leased assets	Excluded	Leased office energy is already reported under Scopes 1 and 2 under the operational control approach.
	9. Downstream transport and distribution	Excluded	No onward physical distribution of sold products.
	10. Processing of sold products	Excluded	No intermediate products sold.
	11. Use of sold products	Excluded	Applicable but not currently reported; more reliable data on product use is required.
	12. End-of-life treatment of sold products	Excluded	Software products; no physical products sold that require end-of-life treatment.
	13. Downstream leased assets	Excluded	No assets leased to third parties.
	14. Franchises	Excluded	No franchise operations.
	15. Investments	Excluded	No relevant investments held.

CDP & EcoVadis

Quantexa remains committed to transparent and responsible sustainability disclosure. Our CDP response was submitted during the reporting period, and preparation is under way for our next EcoVadis submission, planned for the end of this calendar year. Together these assessments benchmark our performance against external standards and set the agenda for continuous improvement. The progress below supports both submissions:

Updated Sustainability Policies	**Net Zero Target Setting**	**Increased coverage of environmental reporting**	**Improved sustainability reporting transparency**	**Renewable energy use reporting**	**Expanded visibility of Scope 3 hotspots**

EcoVadis

Quantexa achieved a Bronze rating in the FY 24/25 assessment, reflecting solid foundations across key ESG areas, and EcoVadis continues to raise its assessment standards each cycle. In preparing our next submission, planned for the end of this year, we have focused on expanding our reporting metrics, improving processes across procurement and environmental management, becoming official signatories of the UN Global Compact, and strengthening our policies with actionable targets.

CDP

Quantexa received a C rating in its FY 24/25 CDP submission, improving to a B rating in FY 25/26, reflecting the progress made in strengthening our climate-related reporting and management practices. As with EcoVadis, CDP's benchmarking evolves annually and is scored relative to peers, meaning that maintaining and improving our position requires continued year-on-year progress. Our latest submission demonstrated greater completeness and transparency in climate-related reporting, particularly in relation to renewable energy and greenhouse gas management, providing a more comprehensive account of our climate strategy, governance and targets. We will continue to build on this progress through further development of our climate strategy, target-setting and governance frameworks, with a focus on driving continuous improvement in future assessments.

Social



Accessible & Inclusive by Design

Accessibility is an important part of responsible product development. Our aim is to design and develop a platform that is inclusive and accessible to people with different abilities, needs and working environments. By considering accessibility throughout the development process, we seek to reduce barriers to use and ensure that the benefits of decision intelligence can be realised by as many people as possible.

Standards & Assurance

- Our platform is assessed against WCAG 2.2 Level AA the internationally recognised standard for digital accessibility
- We align with Section 508 of the US Rehabilitation Act and the European Accessibility Act
- An independent third-party audit has been conducted to evaluate conformance, and we publish an Accessibility Statement and Voluntary Product Accessibility Template (VPAT) for our customers

Key Accessibility Features

- **Keyboard navigation:** the platform can be operated without a mouse, supporting users who rely on keyboard-only interaction
- **Screen reader compatibility:** semantic markup, ARIA labels, and meaningful content structure ensure assistive technologies can interpret the interface
- **Colour & contrast:** text and interactive elements meet minimum contrast ratios, and colour is never the sole means of conveying information
- **Text presentation:** content supports resizing up to 200% without loss of functionality, and respects user preferences for text spacing
- **Responsive design:** layouts adapt to different screen sizes and zoom levels without requiring two-directional scrolling

How We Embed Accessibility

- **Design:** Accessibility is a core design principle. Our product designers assess every feature for inclusive interaction from the earliest concept stages, including reviews for cognitive load, information hierarchy, and assistive technology compatibility
- **Development:** Accessibility requirements are part of our engineering Definition of Done. All new front-end functionality must meet our accessibility standards before release
- **Testing:** We use a combination of automated accessibility checks integrated into our build process and manual testing including screen reader and keyboard-only validation
- **Education:** Our teams receive ongoing accessibility training, covering inclusive design practices, content readability, and recognised standards

Continuous Improvement

Accessibility requires ongoing attention and continuous improvement. Where aspects of our platform do not yet fully meet recognised accessibility standards, we aim to provide alternative ways for users to complete their tasks. These areas and our planned improvements are documented in our published Accessibility Statement.

We regularly assess our platform against evolving accessibility standards and work with specialist partners to identify opportunities for improvement. This approach helps us progressively remove barriers, strengthen accessibility and deliver a more inclusive experience for all users.

Corporate Social Responsibilty Committee

A great and busy first year for the CSR committee, achieving all of our first year objectives. The team ran events in all regions, with great participation from local Quantexans to give back in a meaningful manner. The events will continue through the year and we will continue to build and strengthen our existing relationships with the first cohort of charities.

This year the committee is focused on 2 goals

- Enhance the salary donation matching scheme - Including onboarding new charities for donation only engagement
- Create the mentor / skills based program working with a select few charities (eg Kings Trust)

OUR COMMITMENT

At Quantexa, we are committed to giving back in a meaningful, purposeful, and thoughtful manner. The CSR committee is the conduit which helps Quantexans find the charitable organization(s) that matter the most to them and their values. We actively listen and encourage employee engagement and are continually looking at new charities, engagement models, and pathways to deepen relationships that matter.

A Reminder of Key Focus Areas

The employee survey showed a clear preference for the types of charities that matter most to our employees:

- **Human Welfare:** Hunger relief, healthcare, housing, disaster support.
- **Environment:** Climate action, conservation, renewable energy initiatives.
- **Human Rights:** Advocacy for marginalized communities, diversity, anti-discrimination.
- **Women in Tech:** Supporting gender diversity and inclusion in the technology sector.

A Reminder of the Selected Charities

America Charities

- Charities Aid Foundation (CAF)
- Child Rescue Coalition
- Clean Air Taskforce
- Ocean Conservancy
- Big Brothers Big Sisters
- Girls Who Code

EMEA Charities

- Woodlands Trust / Cleanup UK
- Fundación Olivares
- Fundación Alonso Quijano
- Plogging Tour
- The Kings Trust (Formerly the Prince's Trust)
- Crisis
- Lyric Hammersmith

APAC Charities

- Meals on Wheels Singapore
- COOK4CALD
- The Sixth Child
- Red Cross (APAC)
- Clean Up Australia
- City Sprouts- Singapore

Key Events so far in 2026

- Ways of working day with the Kings Trust disadvantaged adult program, with time spent with the Quantexa Insurance Advisory board.
- Blood Donation
- Beach Clean up in 2 Regions
- Charity Run participation and sponsorship
- Kings Trust Palace to Palace
- Joined the Kings Trust Patronage program

Key Events coming in 2026/27

- Ways of working day with the Kings Trust
- Further clean up days in all regions
- Blood donation days
- Charity volunteering over Christmas

What happens next

- Selection and onboarding of new charities for salary giving and or donations
- Work with the Kings Trust on another Ways of working day for disadvantaged young adults
- Build the skills based / mentoring program initially with the Kings Trust and understand how to expand this to other regions

Our Health & Safety Framework

Our health and safety policies cover all Quantexa locations and are reviewed annually. Education does not stop at induction: employees receive ongoing training, awareness updates and practical guidance, including display screen equipment (DSE) and ergonomic advice. In 2026 we recorded 0 reportable incidents, and 97% of employees completed health and safety training.



Policies and Procedures

- Health & Safety Policy
- Office Safety Policy
- First Aid Policy
- Slips, Trips & Falls Policy
- Accident, Incident & Investigation Reporting Policy



Risk Management

- Workplace risk assessments
- Emergency Action Plans
- Accident & incident reporting and investigation
- Ongoing review of workplace safety measures



Employee Wellbeing and Awareness

- Ongoing employee health & safety education
- Health & safety awareness and guidance
- DSE assessments and ergonomic guidance
- Support for safe and healthy working practices

Our approach is designed to provide a safe working environment, support employee awareness and identify and manage workplace risks proactively.

Our Commitment to Diversity, Equity & Inclusion

At Quantexa, we believe our strength comes from bringing together people with different experiences, perspectives, and ways of thinking. As we continue to grow globally, creating an environment where everyone can contribute, develop, and succeed is fundamental to how we build our business.

Today, we are a team of more than 850 people across 22 countries, 16 cities, and three continents. Our growing global footprint brings new perspectives and experiences into our organization every day, and we want to ensure that everyone can feel a sense of belonging and make a meaningful impact.

Our approach to diversity, equity and inclusion is grounded in fairness, opportunity, and belonging. This year, we have focused on embedding greater consistency and fairness across the employee experience, while strengthening the foundations that will support our continued growth. We embedded our Leveling & Progression Framework across our people processes, creating greater clarity and consistency around career development, performance, and progression globally. We also launched our Global Mentoring Program, connecting colleagues across regions and creating greater access to development and career support.

We introduced Peakon Employee Voice as our global engagement platform, giving colleagues a consistent way to share feedback and helping us use employee insight to understand experiences across our workforce and identify where we can improve. Alongside this, we have continued to strengthen our managers' ability to lead diverse, high-performing, and cross-cultural teams, while working with partners such as SheCanCode to broaden access to careers in technology.

Looking ahead

We know that creating a genuinely diverse and inclusive organization is a long-term journey. It requires us to keep challenging ourselves, listening to our people, and using insight to understand where we can make the greatest difference.

In the year ahead, we will continue to strengthen equitable career pathways, inclusive hiring and leadership development, while using employee data and feedback to identify where further action is needed. As Quantexa grows across markets and cultures, we will continue to build an environment where different perspectives are valued and everyone has the opportunity to contribute, grow and succeed.

LinkedIn Top Companies 2026 United Kingdom

Learning at Work Week Impact Awards 2025 Winner Supporting Business and Organisational Goals

Most Loved Workplace Certified Company 2023

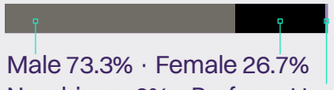
91%
Recommend to a friend

93%
Approve of CEO

Nationalities
56 nationalities in 14 countries

Employee Engagement
Score: 74%

Gender Diversity at Quantexa



Male 73.3% · Female 26.7%
Non-binary 0% · Prefer not to say 1.1%

eNPS: 18

"For me, inclusion is about creating the conditions for every person to grow, contribute and thrive. As Quantexa continues to grow globally, we're bringing greater focus and structure to how our people develop and progress to build greater clarity, fairness and consistency into the employee experience. Our Leveling & Progression Framework is an important step in that journey, and we'll continue to build on that. At the same time, we continue to celebrate the diverse perspectives and voices that make us Q. Our global scale is a real strength, and so is the close-knit, connected culture we've built across our communities. We want to preserve both as we grow."



—Lorraine Metcalf
Chief People Officer, Quantexa

Gender Equality

Gender equality is an important part of our wider commitment to creating a fair and inclusive workplace. As a technology company, we recognize that women remain underrepresented across the industry, particularly in technical and senior roles. Building a more balanced workforce therefore requires sustained action across the entire employee journey — from attracting talent and hiring, through to development, progression and retention.

We use data and employee insight to understand where barriers may exist and where we need to focus our efforts. Our UK gender pay gap reporting is one part of this work, providing an important measure of representation and pay distribution and helping us identify where further progress is needed.

Building the pipeline
We continue to work with external partners and communities to encourage more women to consider careers in technology. Our partnership with SheCanCode helps us connect with female talent, share authentic career stories and showcase the opportunities available within the technology sector. We have also been recognized for our commitment to developing female talent, including being named SheCanCode's Best Graduate Employer.

Our hiring practices are also evolving. We have introduced more structured recruitment processes, including consistent interview scorecards, to support fair and objective decision-making and help reduce the impact of unconscious bias in hiring.

Supporting women to progress
Creating greater representation at senior levels requires more than recruitment. We continue to invest in development and progression, including our UK Women in Leadership program, which provides women with support and mentoring as they prepare for and progress into senior roles.

Our global mentoring program also provides broader access to career development, mentoring and sponsorship opportunities, helping colleagues build networks, develop their skills and navigate their careers.

Alongside these programs, our company-wide leveling and progression framework provides greater clarity around career expectations and progression, supporting a more consistent and equitable approach to development across the organization.

Creating an inclusive culture
Gender equality is also about creating a workplace where people feel supported and able to thrive. We continue to invest in inclusive leadership and management training, alongside wider inclusion initiatives that help colleagues understand different experiences and perspectives.

We believe progress depends on being transparent about where we are today. Our latest UK gender pay gap data show both progress and areas where we need to do more. While women's representation and representation in senior roles have increased, women remain underrepresented in many of the technical and highly paid roles that influence our overall pay gap.

We see this data as an important insight rather than an endpoint. Our focus is on addressing the underlying drivers over the long term by strengthening our talent pipeline, supporting women's progression and creating an environment where women can build successful, sustainable careers at Quantexa.

UK Gender Pay Gap

17.15%
mean UK gender pay gap

24.51%
median UK gender pay gap

For full details of our UK gender pay gap, including our methodology and detailed results, please see our latest Gender Pay Gap Report.

27.39% women represented at Quantexa Ltd in 2025

Global Awareness Days

Shaped by our people, designed for meaningful participation

We asked Quantexans around the world which global awareness days and cultural moments mattered most to them. Their feedback shaped our 2026 DEI calendar, helping us focus on the issues and communities our people care about most.

The moments that mattered most

Ramadan - Creating space to learn, connect and celebrate with colleagues observing Ramadan.
World Mental Health Day - Supporting wellbeing and creating space for open conversations around mental health, with a focus on our Q parents and carers.
Quantexa Wellbeing Day - Giving colleagues dedicated time to focus on their wellbeing, including two half-days away from work.
International Women's Day - Celebrating women's achievements and supporting greater gender equality and opportunity.
Neurodiversity Celebration Week - Building understanding and celebrating the different ways people think, learn and contribute.
Black History Month – UK & US - Creating opportunities to learn, recognise Black history and celebrate Black voices and contributions.
Pride Month & LGBTQ+ History Month - Celebrating LGBTQ+ communities, increasing understanding and reinforcing our commitment to an inclusive workplace.
Diwali - Celebrating one of the important cultural and religious moments represented across our global community.

A calendar shaped by our global community

Alongside our key moments, we recognize and share resources around a wider range of cultural, religious and national observances, including:
Lunar New Year · Nowruz · Eid Al-Fitr · Eid ul-Adha · ANZAC Day · Juneteenth · Rosh Hashanah · Yom Kippur · Veterans Day · Remembrance Day · Christmas · Easter
These moments help us recognize the different cultures, identities, and traditions that make up Quantexa, while giving colleagues the flexibility to participate in the ways that are meaningful to them.

How we bring these moments to life

Connect & create impact — events, workshops, speakers, panels and volunteering and fundraising linked to causes and local communities
Learn & understand — Q-Net resources, stories, reading lists and practical guidance
Make space — creating time and flexibility to recognize important moments and prioritize wellbeing

Our full 2026 Global Awareness Calendar brings these moments together across the year, giving everyone the flexibility to participate in ways that work for them.

52%
of colleagues who responded said volunteering opportunities were their preferred way to engage

49%
wanted workshops and training

44%
wanted to hear from external speakers

Governance



Quantexa's Trust and Policy Center

The **Quantexa Trust Center** remains central to our commitment to transparency, security, privacy and regulatory compliance. Available at **https://trust.quantexa.com**, it provides clients, partners, investors and other stakeholders with a trusted and accessible source of information about how we protect information, manage risk and meet our security and compliance obligations.

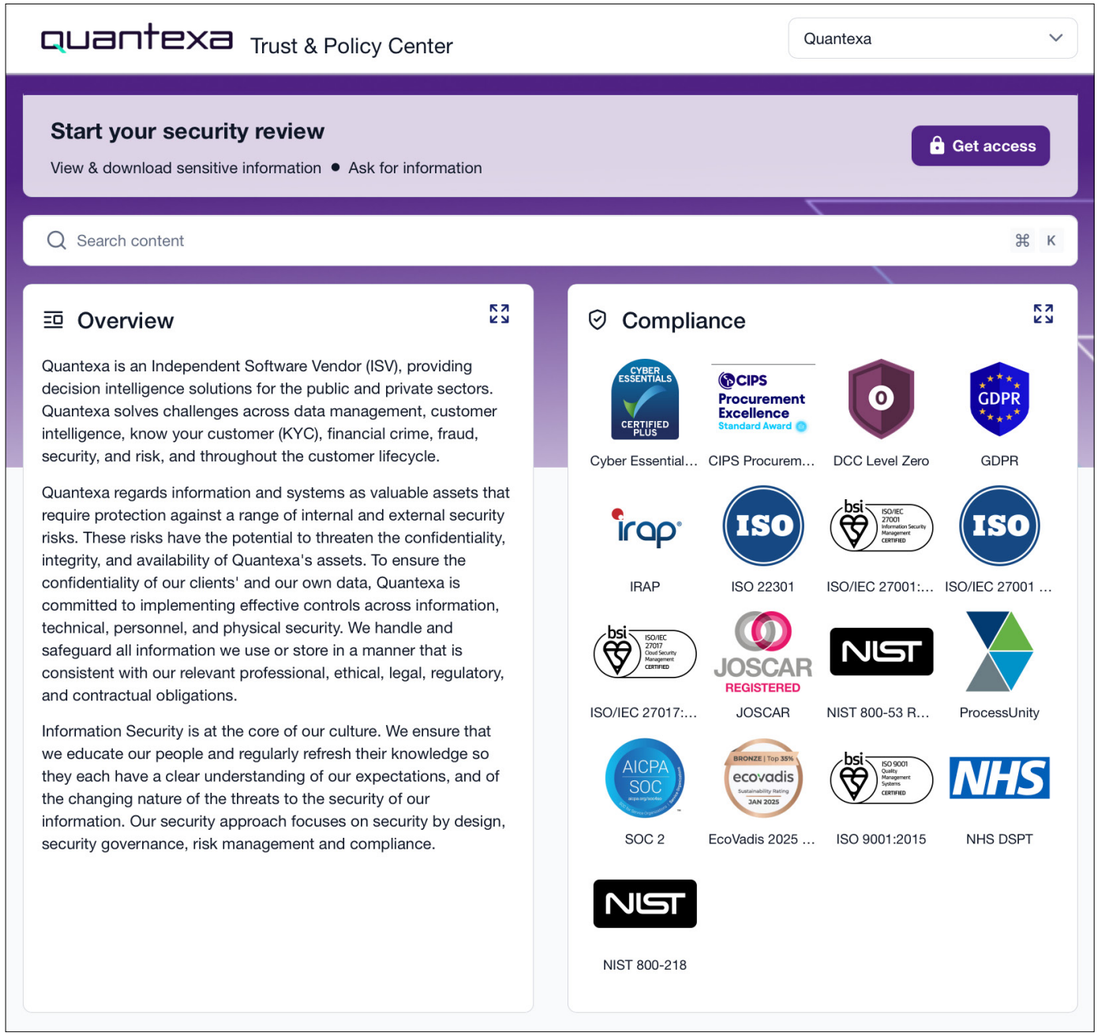
The Trust Center brings together key documentation, including independent certifications, audit reports, security attestations and policies, helping stakeholders better understand our approach to information security and governance. This includes our continued certification to **ISO/IEC 27001:2022** and **ISO/IEC 27017:2015**, our **SOC 2 reporting**, and information relating to data protection and privacy.

Achieving the **Defence Cyber Certification (DCC) Level 0** further demonstrates our commitment to meeting the security expectations of government and defence clients. The Trust Center will continue to provide visibility into our relevant assurance activities and achievements.

We have continued to develop the Trust Center, improving the accessibility, quality and availability of information to support client due diligence, supplier assurance and regulatory enquiries. By providing a central source of regularly maintained documentation, we aim to simplify assurance activities, reduce duplication and make it easier for stakeholders to access the information they need.

The Trust Center is more than a document repository. It reflects our approach to accountability, continuous improvement and open engagement with our stakeholders. As security threats, regulatory requirements and client expectations continue to evolve, we remain committed to strengthening our assurance programmes and providing clear, reliable information about the controls and practices that underpin the trust placed in Quantexa.

We take the security of our products and services seriously and welcome vulnerability reports from customers, security researchers and third parties. All reported vulnerabilities are assessed and managed through our established security processes, with appropriate communication to affected stakeholders. Our Trust Center provides guidance on responsible vulnerability reporting and disclosure.



Cybersecurity/ Data Privacy

At Quantexa, information security remains fundamental to how we operate, develop our technology and protect the trust placed in us by our clients, employees and partners. We continue to invest in strengthening our security capabilities, managing emerging threats and maintaining effective controls across our people, processes and technology.

Our Information Security Management System (ISMS) provides the foundation for managing information security risks, supported by established governance, policies, standards and procedures. The Board and senior leadership maintain oversight of our security programme, with the Head of Information Security responsible for its ongoing management, effectiveness and continuous improvement.

Cybersecurity awareness remains a key priority throughout the year. Alongside mandatory annual training, we deliver an ongoing programme of security awareness communications, targeted guidance and educational initiatives. These activities address emerging cyber threats, phishing, responsible data handling, secure working practices and the safe use of technology, helping employees understand their responsibilities and make informed security decisions.

Our **Incident Management Plan and wider incident response programme** are maintained, reviewed and communicated throughout the year. Regular awareness activities, exercises and engagement with relevant teams reinforce incident identification, reporting, escalation and response procedures. This ensures employees understand how to recognise and report potential security incidents, whilst supporting organisational readiness and effective coordination when incidents occur.

Protecting personal information remains an important responsibility. We maintain appropriate technical and organisational measures, including encryption, access management and data protection controls, to support compliance with applicable privacy legislation, including the UK GDPR and EU GDPR.

As an independent software vendor, we embed security into our software development lifecycle through secure development practices, vulnerability management, software supply chain controls and ongoing security assessments. Our cloud environments are supported by layered security measures, including identity and access controls, encryption, endpoint protection, monitoring and threat detection.

Our commitment to internationally recognised security standards continues through our ISO/IEC 27001:2022 and ISO/IEC 27017:2015 certifications and SOC 2 assurance activities. Independent assessments, internal audits and regular management reviews help validate the effectiveness of our controls and identify opportunities for improvement.

Through continued investment in our people, security capabilities and governance, Quantexa remains focused on maintaining a strong security culture, improving organisational resilience and protecting the information entrusted to us.

- ISO/IEC 27001 (BSI)
- ISO/IEC 27017 (BSI)
- SOC 2 Type 1 (Coalfire)
- NHS Data Security and Protection Toolkit
- Cyber Essentials +
- Attested to NIST SP 800-53r5
- Attested to IRAP (ACSC)
- DCC Level Zero

Trust at Every Stage of the AI Lifecycle

Our Responsible AI Principles establish the framework through which we develop, deploy and use AI. These principles help our customers use trusted AI systems that are transparent, accountable, secure and aligned with real-world business outcomes.

By embedding trust at every stage of the AI lifecycle, Quantexa helps organizations innovate confidently whilst managing risk responsibly.

Our Responsible AI Principles: Based on Trust

These principles are informed by and designed to adhere to: EU AI Act (Regulation 2024/1689), OECD AI Principles, ISO/IEC 42001:2023, NIST AI Risk Management Framework, UK ICO AI Guidance.

Risk-Based Approach

A risk-based approach ensures scrutiny, validation and oversight is proportionate to a system's assessed level of risk. This considers both the technology and the context in which it is applied. Governance is applied consistently and adapts during the AI lifecycle.

Accountable

Systems have clear owners and governance frameworks covering their entire lifecycle: design, build, testing, deployment and operation. This ensures compliance with legal, regulatory and ethical standards, with a focus on identifying, tracking and mitigating risks while ensuring high-quality results.

Fair and Justifiable

AI-driven processes should ensure fairness for all individuals and groups affected by decisions. Outcomes are justifiable and aligned with legitimate business goals.

Transparent and Explainable

The design, data, logic and use of AI are transparent and explainable, enabling stakeholders to understand decision rationale and supporting evidence, while ensuring users know when AI has contributed to an interaction or work product.

Robust and Secure

AI systems must be secure, reliable and resilient, including the confidential data used within them. They should perform with a level of accuracy and reliability that is appropriate for their intended use case and be protected from threats throughout their lifecycle.

Learn how to drive agentic-based decision-making and deliver impact at scale with trusted real-world context at **https://www.quantexa.com/platform/ai-innovation/**

Our Approach to Ethics and Business Conduct

We are committed to conducting business responsibly, ethically and transparently. Our framework of policies, standards and reporting mechanisms helps guide how we operate, supports responsible decision-making and provides clear channels for raising concerns.



Standards & Policies

- Code of Conduct
- Ethical Employment Policy
- Anti-Bribery & Corruption Policy
- Anti-Harassment & Anti-Bullying Policy
- Conflict of Interest Policy



Responsible Business

- Fraud Prevention Policy
- Anti-Money Laundering (AML) Policy
- Clear expectations for ethical and responsible behaviour
- Processes to support compliance and accountability



Speaking Up

- Speak Up Policy
- Confidential channels for raising concerns
- Commitment to addressing concerns appropriately

Together, these measures provide a clear framework for ethical behaviour, responsible business practices and accountability across our organisation.

Responsible Procurement

We expect our suppliers to meet the standards we set for ourselves. We set expectations through our Supplier Code of Conduct, assess suppliers by risk and criticality, and review progress annually, with concerns tracked to completion and reported to senior leadership.

1

Supplier Standards

- Supplier Code of Conduct
- Expectations on human rights, anti-bribery, environment
- Requirements on information security and data privacy
- Modern Slavery Statement

2

Supplier Assessment

- Suppliers which are tiered by risk and criticality
- Due diligence on all new and high-risk suppliers
- Environmental, social and security captured
- Findings tracked to completion

3

Oversight & Review

- Head of Procurement owns supplier assurance
- Annual review of high-risk suppliers
- Concerns raised through Escalation Protocols
- Progress reported to Chief Operating Officer and Chief Counsel

Risk Management

Strategic, operational, financial, cyber and ESG risks are identified, defined and managed through two committees that review them every quarter.

Risks We Manage

Strategic
Goals, market position and growth

Financial
Liquidity, credit and market exposure

ESG
Climate, social and governance impacts

Operational
Processes, people and systems

Cyber
Information security and data privacy

Risk Committee (External)

- Internal and external Board members attend
- Meets quarterly
- Advisory committee members also attend
- Reviews all five risk categories
- Tracks mitigation actions to closure

Risk Committee (Internal)

- Thorough risk reviews, monitoring and escalations
- Reviews top risks and ratings each quarter
- Escalates material risks to the Board

Quarterly meetings mean each risk category is reviewed four times a year.

ISO 9001 Quality and Operational Excellence

ISO 9001 is the internationally recognized standard for Quality Management Systems, providing a structured framework for delivering consistent quality, improving processes and maintaining a strong focus on customer requirements.

For Quantexa, ISO 9001 represents the next stage in strengthening our operational maturity as we continue to grow globally. It will provide a consistent approach to quality, accountability, performance measurement and continuous improvement across our operations.

ISO 9001 will complement Quantexa's existing management systems and certifications, supporting our wider commitment to responsible growth, strong governance and operational resilience.

What This Means for Our Clients

Greater confidence that Quantexa operates through defined, consistent and measurable processes, with clear accountability and a continued focus on quality, client requirements and service improvement.

What This Means for Our Operations

A stronger framework for process ownership, performance measurement, risk-based thinking and continuous improvement, helping us maintain consistency and quality as the business scales.

The Delft: Quantexa's New Headquarters

Our new Delft office reflects Quantexa's commitment to sustainability as we grow our global workplace footprint.

Sustainable workplace
Sustainability was built into the Delft office design, focusing on energy efficiency, resource use and wellbeing.

BREEAM certification
Independent BREEAM assessment covers energy, water, materials, waste, transport and wellbeing.

NABERS certification
NABERS tracks measured operational energy performance for greater visibility in practice.

Better emissions data
Working with GPE to access granular emissions data and strengthen reporting over time.

Supporting our Net Zero journey
Design, certification and data together support Quantexa's path to Net Zero.

Design to measurable performance
The Delft is a key step in embedding sustainability into how we build and operate our workplaces.



Progress & Next Steps

This year, we have taken further steps to strengthen and embed sustainability across our business:

- **Joined the UN Global Compact**
  Reinforcing our commitment to responsible business and the UN Global Compact's Ten Principles.
- **Investing in dedicated sustainability resource**
  Strengthening our internal capability and providing greater focus and momentum to our sustainability priorities.
- **Beginning our ISO/IEC 14001 journey**
  Starting the process towards establishing a structured Environmental Management System (EMS) and continually improving our environmental performance.

Together, these steps provide a stronger foundation for our ongoing sustainability journey and help us turn our commitments into meaningful, measurable progress.

United Nations Global Compact

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The information in this report is accurate as of November 2026