

An aerial photograph of a dense, lush green forest. A paved road with yellow lane markings winds through the trees, starting from the bottom left and curving towards the top right. The forest is thick with various shades of green, suggesting a healthy, mature ecosystem. The overall mood is serene and natural.

quantexa

Prosperity Beyond Tomorrow

ESG RESPONSIBILITY REPORT

Published December 2025



As we look ahead to 2026 and beyond, we continue to place the ESG principles outlined in this report at the forefront of our commitment to our employees, customers, and stakeholders as we strengthen our internal foundation, anticipate external trends, and ensure our business remains resilient and responsible in a rapidly changing world.

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 continue to build toward a sustainable future where responsible business practices drive positive social and environmental change.

Vishal Marria
Founder & CEO, Quantexa

Foreword

The old adage that “the only constant is change” has never been more fitting in describing the complexity, unpredictability, and continual evolution of the world we live in. A shifting risk landscape fueled by economic uncertainty, regional conflicts, climate change, the rapid rise of artificial intelligence, and the heightened demand for cybersecurity and data privacy have created major challenges for enterprises seeking new opportunities and growth.

At Quantexa, we believe that meeting these challenges head on by remaining steadfast in our commitment to environmental, social, and governance (ESG) and the continuation of our heightened focus on ethical business practices, initiatives that promote environmental sustainability, and strong corporate governance, are key to navigating these choppy waters to reach the opportunities for growth and innovation that lie beyond them.

As a pioneer and recognized global leader in Decision Intelligence, we are deeply aware of the challenges enterprise leaders face as they are asked to make smarter, faster, and more transparent decisions. But we also understand that confident decision-making cannot happen without the context necessary to bridge the gap from raw data to a real-world understanding. Providing this context lies at the heart of our Decision Intelligence Platform, which is designed to maximize the value of data and analytics so that organizational leaders don't just see more; they understand more through data that is connected, contextual, and AI-ready to assist them in making better decisions.

We're driving our business through our strong commitment to change built on values that emphasize corporate sustainability and the promotion of cultural integrity to meet the needs of our employees and the planet. This is why we are constantly striving to find new ways to reduce our carbon footprint and emissions as our business grows.

As we look ahead to 2026 and beyond, we will continue to build on our sustainability success by strengthening our internal foundation, anticipating external trends, and ensuring our business remains resilient and responsible in a rapidly-changing world.

Through our corporate social responsibility committee and our ongoing commitment to diversity, equity, and inclusion, we continue to make Quantexa a place where every employee can belong and thrive. And our commitment to strong governance is clearly seen through our Trust Center, which remains a cornerstone of our ongoing commitment to transparency, trust, and operational excellence.

In a world in which constant threats to cybersecurity and data privacy are the new norm, protecting our information and systems remains a top priority. We continue to strengthen our safeguards against internal and external threats to ensure the ongoing protection of employee and client data. And as global interest and demand for AI continues to rise, we are meeting this challenge with solutions that deploy AI within a robust ethical framework that emphasizes our responsibility toward all stakeholders, including our customers, partners, and investors. To this end, we have established four ethical principles that will guide our responsible use of AI going forward. These include accountability, fairness and justifiability, transparency and explainability, and robustness and security.

As always, all of our actions are informed by what we believe is best for the collective good of our employees, customers, and stakeholders, which is why Quantexa is steadfastly devoted to maintaining the highest ESG standards as we strive toward the higher goal of making our world a better and safer place in which to live.

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.

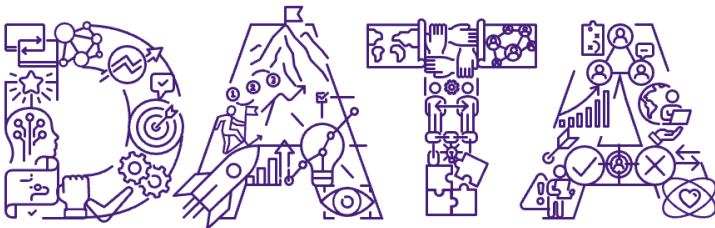
OUR VISION

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

VALUES

Determination
Get stuff done

Teamwork
Share success



Ambition
Drive for better

Accountability
Do the right thing

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 GOAL

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

PROVEN OUTCOMES TODAY

\$2.6B

Valuation post Series F funding round

100+

Countries our solutions are deployed in

900+

Innovators, thinkers, solution finders, problem solvers

15

Offices across the globe

15,771

Platform users worldwide

Our Story

As the pace of change continues to grow, there's more data, more stakeholders, and more pressure to act with speed and precision. In a world where every decision creates a ripple effect, the ability to act with clarity, speed, and confidence is what sets leaders apart. We are seeing the dawn of Decision Intelligence a new approach to helping organizations consistently make smarter, faster, and transparent decisions.

Existing approaches, however, aren't built for fast-paced and accurate decision-making. To thrive in this environment, there is a need to shift from a data-driven to decision-centric organization to gain agility, resilience, and high-performing teams. Quantexa provides the answer: **context**.

Context acts as the bridge from raw data to real-world understanding and confident decisions. With context, organizations can empower every team with the right data and insights needed to make actionable decisions that drive genuine impact to protect, optimize and grow.

Quantexa helps our customers maximize the value of data, analytics, and AI by creating context with our Decision Intelligence Platform. It creates a connected, AI-ready data foundation enriched with context to power intelligent augmentation, simulate scenarios, predict outcomes, and automate actions.

With the Quantexa Decision Intelligence Platform, you're not just managing data – you're transforming it from a passive asset into a strategic advantage to generate confident decisions.

Connected. Contextual. AI-ready. That's how you protect, optimize, and grow your organization at scale.

“ At Quantexa,
we recognize
the pivotal role ESG
principles play in
shaping a brighter,
more sustainable
future for all.”

Vishal Marria
Founder & CEO, Quantexa

Ten Principles of the UN Global Compact

As outlined by the United Nations Global Compact, corporate sustainability begins with a values-driven and principles-based approach to business. This means ensuring that, at a minimum, operations uphold fundamental responsibilities in human rights, labor, the environment, and anti-corruption.

At Quantexa, we are committed to embracing these values and principles across all our locations, ensuring that strong practices in one area do not harm another. By integrating these 10 principles into our strategies, policies, and procedures—and fostering a culture of integrity—we not only meet our responsibilities to people and the planet but lay the foundation for long-term, sustainable success.

Human Rights



Principle 1: Quantexa will support and respect the protection of internationally proclaimed human rights.

Principle 2: Quantexa will ensure we are not complicit in human rights abuses.

Labor



Principle 3: Quantexa will uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Quantexa will support and promote the elimination of all forms of forced and compulsory labor.

Principle 5: Quantexa will support the effective abolition of child labor.

Principle 6: Quantexa will support the elimination of discrimination with respect to employment and occupation.

Environment



Principle 7: Quantexa will support a precautionary approach to environmental challenges.

Principle 8: Quantexa will undertake initiatives to promote greater environmental responsibility.

Principle 9: Quantexa will encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption



Principle 10: Quantexa will strive to eliminate corruption in all its forms, including extortion and bribery.

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.

FY24/25 Achievements

- **Continue the push for renewable energy use** wherever possible to minimize our reliance on fossil fuels and reduce emissions associated with energy consumption.
- **Maintain our commitment to be transparent** and aiming to provide improved sustainability ratings and performance improvement metrics using Ecovadis and Carbon Disclosure Project (CDP).
- **Ensure that technical equipment, such as screens and laptops,** are replaced with more energy efficient models wherever possible and 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.

- **Strengthened gender diversity in tech through our partnership with SheCanCode**, sharing employee stories and thought leadership, and participating in community events — all with the aim of opening more pathways for women to enter and thrive in the tech sector.
- **Expanded support for neurodivergent employees** through the launch of our Neurodiversity Toolkit and Masterclass, building awareness and equipping teams with practical ways to foster an inclusive environment where everyone can thrive.
- **Activated our global Employee Value Proposition** across internal and external channels, embedding our DEI principles into how we communicate, attract talent, and nurture a sense of belonging.
- **Launched Quantexa's Awareness Days Playbook** to empower teams to recognize and celebrate key cultural and inclusion moments across the year, fostering a globally connected and inclusive culture.

- **Expanded community impact and employee volunteering** by launching global engagement campaigns to increase uptake of our volunteer-day benefit, celebrating the International Day of Charity, and establishing Quantexa's first global Corporate Social Responsibility (CSR) Committee with representatives across all regions.
- **Enhanced employee wellbeing and mental health support** through targeted awareness campaigns and the integration of preventative mental health education into our manager training, strengthening our culture of care and early intervention.
- **Introduced personalized Wellness Action Plans**, empowering employees and managers to have proactive, supportive, and tailored wellbeing conversations to promote positive mental health and resilience.

- **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.

- **Established a new baseline for FY24/25** by expanding data coverage, improving methodologies, and refining emission calculations.
- **Quantexa is now working closely with [armonia](#)** to enhance the quality, accuracy, and strategic impact of our environmental management and reporting.
- **Using [armonia](#) to deliver keynote sessions and awareness** on various ESG related topics.
- **Continue to educate our employees** on key topics such as: modern slavery, data protection, sexual harassment, health and safety, IP, DE&I, neurodiversity in business.
- **Continue to meet with partners and engage in conversations** regarding Quantexa's approach to ESG, best practices, and improvement areas.

SECTION 1

Environment

Introduction

At Quantexa, we remain committed to operating responsibly, guided by the highest standards of integrity and sustainability. Our mission continues to focus on generating a positive impact for communities worldwide, while embracing sustainable practices across our business wherever possible.

We take a proactive approach to managing Quantexa's carbon footprint, ensuring our efforts align with our growth and long-term sustainability objectives. This commitment, driven by our leadership team, extends to collaborating with suppliers who prioritize renewable energy and emissions reduction.

A key focus remains our alignment with the Paris Agreement target of limiting global warming to well below 1.5°C, a critical step in addressing the climate crisis. To support this, we continue implementing strategies to reduce emissions and move toward a sustainable future. Recognizing the urgency of climate action, Quantexa advances the transition to a low-carbon economy through coordinated efforts across our operations and supply chain.

Looking ahead, Quantexa has set an ambitious target to reduce 90% of its emissions from a FY24/25 baseline by 2050. This long-term goal underscores our commitment to deep decarbonization and positions us to make a meaningful contribution to a sustainable, low-carbon future.

At Quantexa, sustainability is more than a goal it is a responsibility. We remain committed to building a resilient, environmentally conscious future for our business, stakeholders, and communities.

Our key progress points this year include:

- **Enhanced carbon reporting accuracy and robustness**, achieved through improved data coverage, refined methodologies, and a rebase lined emissions inventory. This provides a stronger foundation for measuring progress and setting credible reduction targets.
- **Completed a forward-looking horizon scanning exercise**, identifying emerging regulatory requirements, sustainability trends, and near-term priorities such as AI governance and climate-related disclosure readiness.
- **Improved transparency and depth in external sustainability reporting**, with strengthened data validation, clearer performance metrics, and more comprehensive coverage of renewable energy use and carbon management practices.
- **Strengthened compliance with environmental disclosure requirements**, including the submission of statutory carbon and energy reports, ensuring continued alignment with leading reporting standards and public sector expectations.

Overview of Work & Partnership With armonia

Over the past year, Quantexa has worked closely with [armonia](#) to enhance the quality, accuracy, and strategic impact of our environmental management and reporting. This partnership has supported our ambition to embed sustainability deeper into our operations and decision-making.

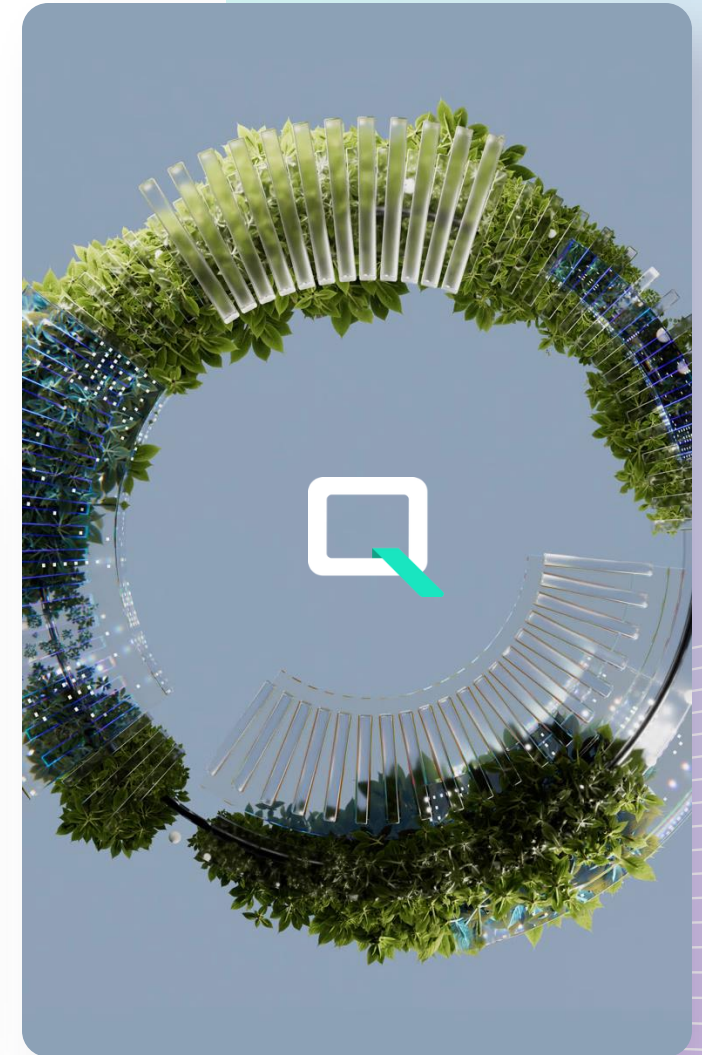
A key focus was the rebaselining of our carbon footprint, where we expanded data coverage, improved methodologies, and refined our emissions calculations. These improvements have provided Quantexa with a more accurate and reliable foundation for tracking ongoing progress and setting credible emission-reduction targets.

To ensure our environmental strategy remains forward-looking, we also undertook a horizon scanning exercise with armonia. This work helped identify emerging regulatory requirements, market trends, and risks, ensuring our operations and strategy remain resilient and aligned with future expectations.

Quantexa further strengthened its external disclosures with armonia's support:

- Carbon Disclosure Project (CDP): Enhanced data accuracy and narrative to better reflect Quantexa's climate governance, risk management, and emissions reduction progress.
- EcoVadis: Improved evidence and documentation, showcasing the maturity of our environmental and social practices.
- SECR: Ensured our annual energy and carbon reporting met regulatory standards and reflected our updated emissions data.
- PPN 06/21: Supported compliance with government procurement requirements through a robust carbon-reduction plan.

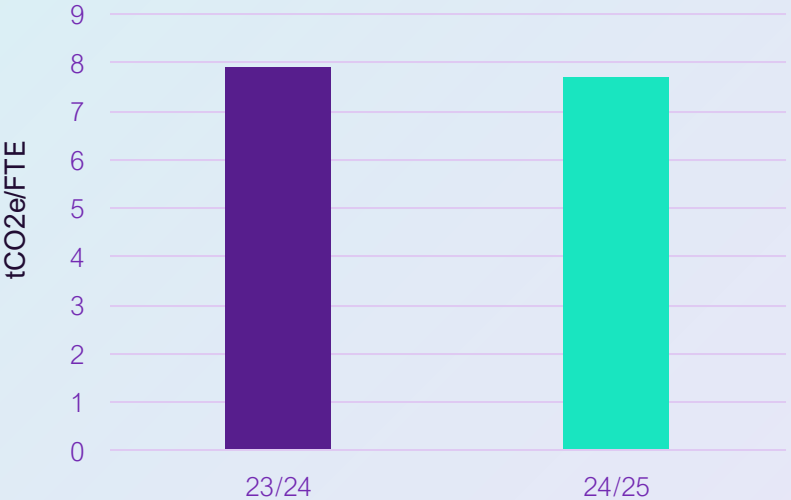
Through these initiatives, Quantexa has advanced both the integrity and strategic value of its environmental reporting—building a strong platform for future sustainability progress.



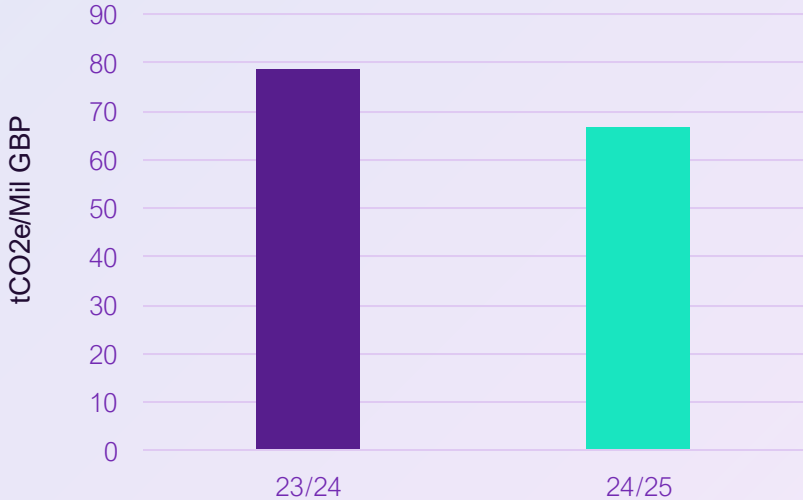
Carbon Narrative

- Quantexa continued to increase the accuracy and completeness of our carbon reporting in the FY24/25. Due to an increased availability of data and updates to methodologies, Quantexa underwent a rebaselining exercise in FY24/25. This will serve as an accurate baseline for setting reduction targets and tracking progress going forward. By improving data quality and refining our methodologies, Quantexa is also strengthening its ability to measure, manage, and reduce its climate impact over time, ensuring that our environmental performance aligns with our sustainability ambitions.
- In FY24/25, our total Scope 1-3 emissions were 6,314 tCO₂e. This was an increase of 10.2% year-over-year, reflecting both business growth as well as the enhanced availability of data and updated calculation methodologies. While total emissions have risen, our intensity metrics — emissions per unit of revenue and per full-time employee — have decreased, demonstrating improved operational efficiency and progress in managing our carbon impact relative to business activity.

TOTAL EMISSIONS PER FULL TIME EQUIVALENT (FTE)



TOTAL OF EMISSIONS PER MILLION REVENUE (GBP)



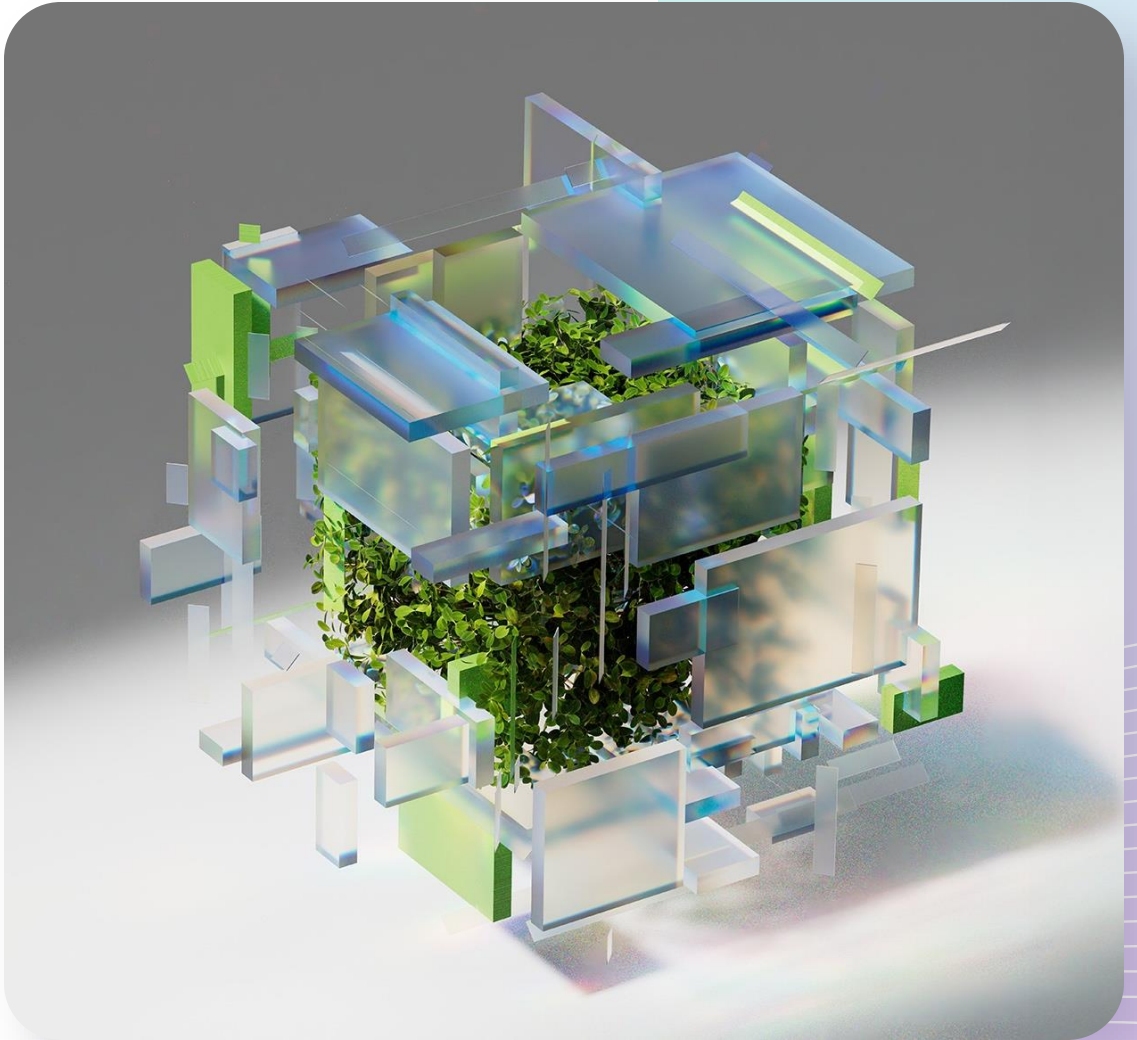
Emissions Scope and Coverage

Quantexa continues to report only on relevant emission sources, ensuring its carbon footprint remains focused, accurate, and representative of the company's true impact.

As part of this year's reporting cycle, an emissions screening exercise was carried out to confirm the relevance and completeness of all Scope 1, 2, and 3 categories in line with the GHG Protocol. Each category was reviewed against operational activities, available data, and expected materiality. All significant emission sources have been included in the inventory.

A major focus area for Quantexa is improving the completeness and accuracy of actual data across all scopes and categories. The rebaselining undertaken this year provides a consistent and standardized foundation for year-on-year comparison and supports a more reliable long-term emissions profile. Alongside this, Quantexa is strengthening its approach through several ongoing activities.

- Increasing engagement with internal 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.
- 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

Here is a breakdown of Quantexa's emissions by scope:

Quantexa's FY24/25 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.

- According to updated methodologies, Scope 1 emissions in FY24/25 included only actual data, specifically from the London office. When comparing these emissions directly, emissions from this natural gas use decreased by 7% year over year.
- Scope 2 and 3 absolute emissions increased by around 10% year over year, driven in part by improved data coverage and rebaselining efforts. These changes also reflect a natural increase in activities as the business grows. However, given Quantexa's ambitions, this must still be underpinned by the next phase of emissions-reduction planning. To account for this, the business measures progress more accurately using intensity-based metrics such as FTE and revenue.

	FY23/24	FY24/25	% change
Scope 1: Direct emissions	30.9	21.5	-31%
Scope 2: Indirect emissions (Location-based)	82.8	83.4	1%
Scope 2: Indirect emissions (Market-based)	27.4	30.2	10%
Scope 3: Other indirect emissions	5668.6	6262.0	10%
Total (Location-based)	5782.3	6366.8	10%
Total (Market-based)	5726.9	6313.6	10%

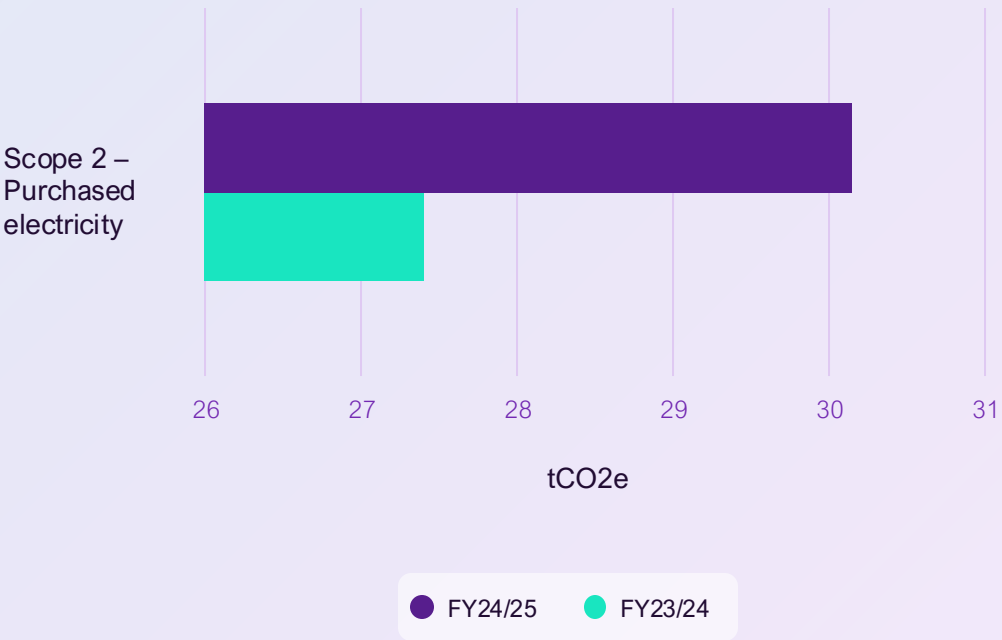
Scope 1 & 2

At Quantexa, Scope 1 emissions cover direct greenhouse gas (GHG) emissions from sources that we own or control. Scope 2 emissions relate to indirect emissions from purchased electricity, heating, and cooling across our global office locations. We place strong emphasis on increasing renewable energy adoption to reduce these emissions, with 50% of our office locations currently using renewable energy.

ENERGY MIX ACROSS OPERATIONS

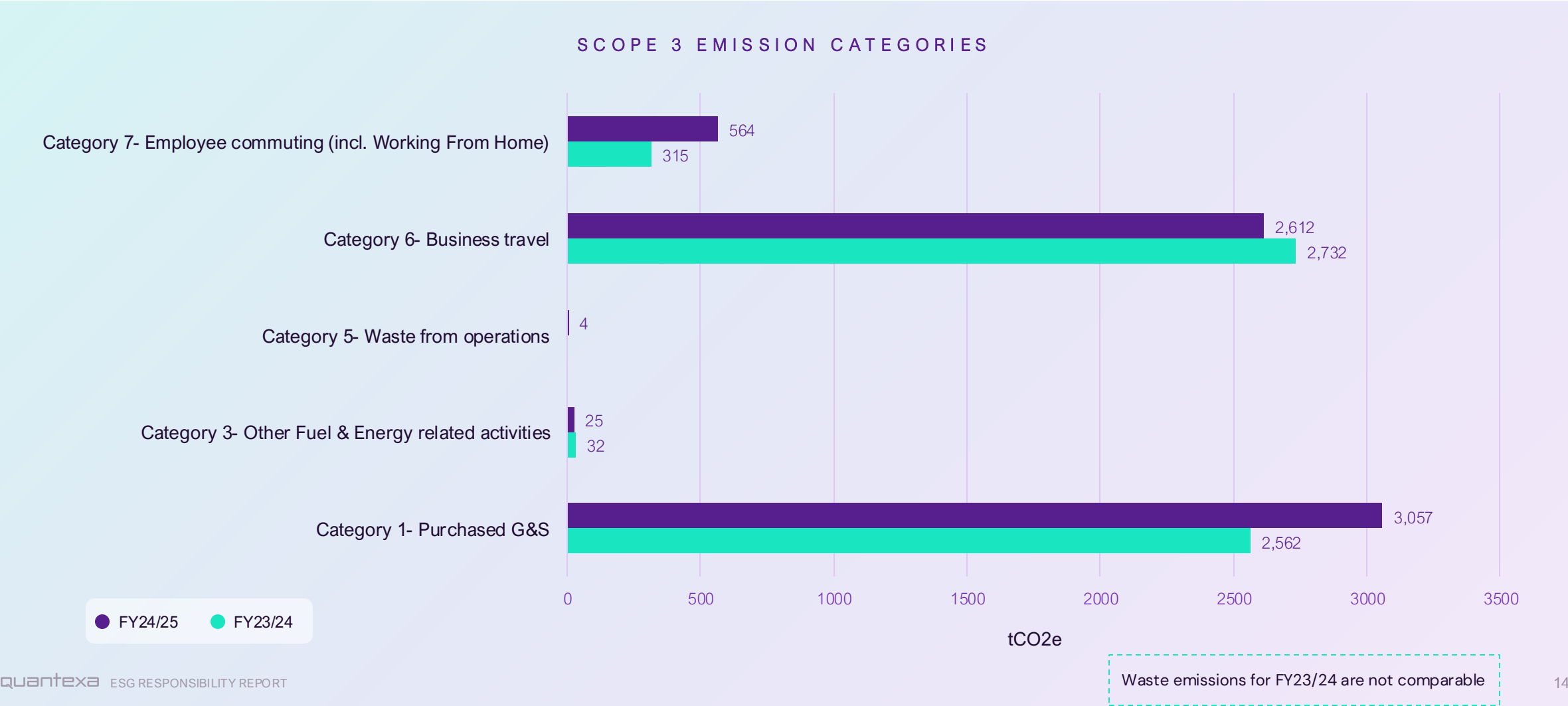


SCOPE 2 YOY COMPARISON



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.



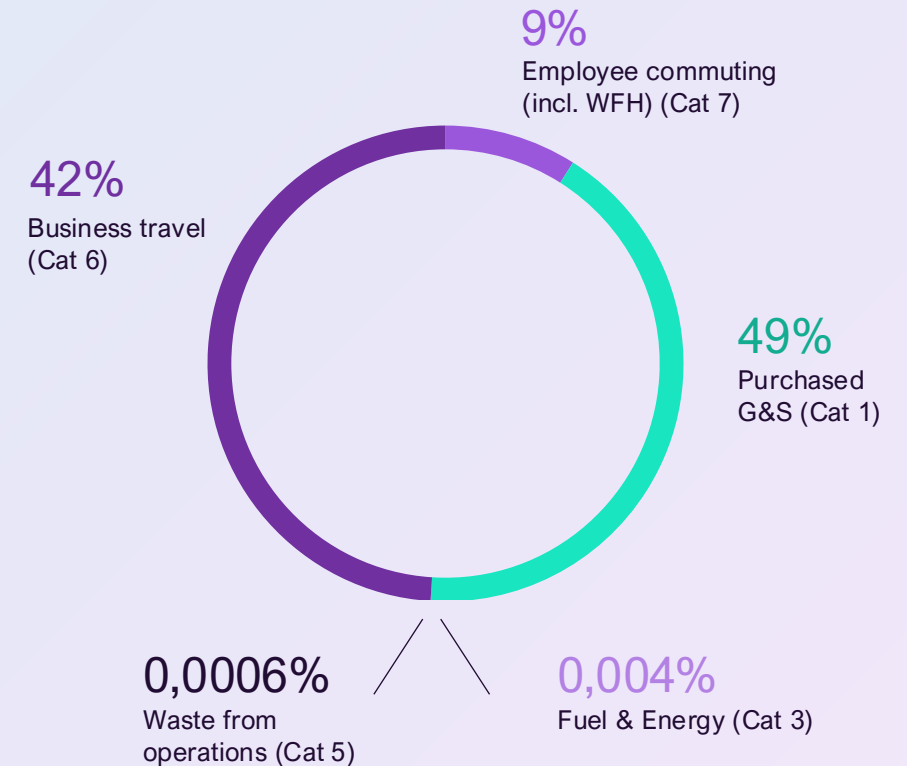
Scope 3 Emission Breakdown

Understanding what makes up the most significant emission sources.

Scope 3 Key Takeaways:

- Purchased Goods & Services and Business Travel are the largest contributors to Quantexa's Scope 3 emissions.
- Within Business Travel, approximately 83% of emissions are attributed to air travel. In an effort to reduce these emissions, Quantexa continues to promote a remote-first approach to reduce travel. When travel is necessary, a reduction in business- and first-class ticket purchases is encouraged.
- As part of the FY24/25 carbon inventory, Quantexa identified the highest-emitting spend categories within PG&S, which included IT equipment, IT software and cloud services, and professional services. Using these insights, Quantexa will review suppliers in these high-impact categories to ensure they represent the most responsible procurement choices. Additionally, the company plans to engage suppliers to obtain more detailed emissions data, enhancing the accuracy of calculations and supporting informed decision-making.
- As the third-highest contributor to Scope 3 emissions, employee commuting is also important to address. Quantexa continues to implement the established cycle-to-work and electric vehicle incentive programs, reducing employee commuting 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 in these emissions.

SCOPE 3 BY CATEGORY



CDP & EcoVadis

Quantexa remains committed to transparent and responsible sustainability practices. During the reporting period, we submitted responses to both EcoVadis and CDP, reflecting our ongoing efforts to strengthen environmental management, climate risk governance, and ESG performance across our operations. These submissions provide a benchmark for our current performance and help guide our continuous improvement initiatives. The following progress has helped bolster our sustainability efforts and perform better in these questionnaires:

Updated sustainability policies

Increased coverage of environmental reporting

Renewable energy use reporting

Net Zero target setting

Improved sustainability reporting transparency

Expanded visibility of Scope 3 hotspots

EcoVadis

With EcoVadis continuously raising its assessment standards, Quantexa recognizes the importance of ongoing improvement in sustainability performance and disclosure. In the FY23/24 assessment, Quantexa achieved a Bronze rating, reflecting solid foundations across key ESG areas. In the most recent submission, the company focused on strengthening specific areas to maintain or improve this standing. Environmental reporting was expanded to include renewable energy use and more detailed carbon metrics, while disclosures relating to labor and human rights were enhanced through improved evidence and documentation.

CDP

In the FY23/24 CDP submission, Quantexa received a C rating. Similar to EcoVadis, CDP’s benchmarking evolves annually, requiring continuous progress relative to peers. In the latest submission, Quantexa focused on improving the completeness and transparency of climate-related reporting, particularly around renewable energy and greenhouse gas management. These enhancements better reflect Quantexa’s climate strategy, governance, and targets, reinforcing the company’s commitment to robust disclosure and climate risk management. Quantexa acknowledges that there is still scope for further improvement and has already begun implementing measures to strengthen its climate strategy, target-setting, and governance frameworks, with the goal of achieving higher performance in future assessments.

Looking Ahead: Key Focus Areas for 2025 and Beyond

Building on the progress achieved over the past year, Quantexa is entering its next phase of environmental and sustainability development. Our focus will center on three interconnected priorities that strengthen both our internal operations and the value we deliver to our stakeholders.

1. Net Zero journey

Quantexa will continue advancing its Net Zero journey, using the new baseline as a foundation for setting credible, data-driven reduction targets. The next stage will focus on developing a clear roadmap that identifies near - and long-term decarbonization opportunities across our operations and value chain. This work will build on current initiatives and be in line with best practice emission reduction.

2. Horizon scanning roadmap

The ESG horizon scanning exercise highlighted several emerging areas that require focused attention in the near term including AI governance and climate-related regulation and disclosure. In the next phase of work, Quantexa will aim to address these initiatives by ensuring compliance with evolving requirements and integrating these considerations into business planning and risk management.

3. Sustainability policies updates

Quantexa continues to implement updates to various sustainability-related policies, to reflect the company's evolving priorities and maturity. The revised policies will embed our environmental commitments across governance structures, operational practices, and procurement processes, reinforcing accountability and supporting continuous improvement.

These three focus areas form the next chapter in Quantexa's sustainability journey: strengthening our internal foundation, anticipating external trends, and ensuring our business remains resilient and responsible in a rapidly changing world.

SECTION 2

Social

Corporate Social Responsibility Committee

The initial focus of the CSR committee is to build a program that supports and aligns to the company’s and staff’s objectives for giving back to the societies that we live and work in. The committee consists of 16 members split across three regional teams (Americas, EMEA, and APAC).

The committee is working toward two goals:

1. Build a program to help Quantexan’s engage and use their volunteer day to help give back by:
 - Creating a group of charities for in-person volunteering
 - Working with selected charities for skills-based mentoring
2. Provide a more aligned mechanism and greater choice of charities for salary donation matching.

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.

Key focus areas

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

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

The survey results informed the charity selection with the following selected as the initial group:

America’s Charities	EMEA Charities	APAC Charities
Charities Aid Foundation (CAF)	Woodlands Trust / Cleanup UK	Meals on Wheels Singapore
Child Rescue Coalition	Fundación Olivares	COOK4CALD
Clean Air Taskforce	Fundación Alonso Quijano	The Sixth Child
Ocean Conservancy	Plogging Tour	Red Cross (APAC)
Big Brothers Big Sisters	The Kings Trust (Formerly the Prince’s Trust)	Clean Up Australia
Girls Who Code	Crisis	City Sprouts- Singapore
	Lyric Hammersmith	

Progress to date

- May 2025: Completed employee survey on what types of charities were most important.
- June 2025: 19 Charities selected to work with.
- October 2025 – Four charities onboarded.
- November 2025 – Crisis volunteer day (EMEA), Padel tournament (Malaga), Blood donation (Australia), Family support for critically ill children (Malaga).
- December 2025 – Blood Donation (Japan & Singapore), Letters Against Isolation (US).
- 2026 - Donation awards from the Quantexa Insurance Innovation forum to Nominated Quantexa charities.

What happens next

- Many employees have expressed that skills-based volunteering is more aligned with their values. The committee will work with the selected charities to build this program over the course of the year.
- More in-person volunteering events in the new year.
- Deepening relationships through “Patronage” schemes with a select group of charities.
- Reassess the selected charities and capacity to work with more.

Our Commitment to Diversity, Equity & Inclusion

This year, we've reached an incredible milestone, expanding our global footprint to over 880 Quantexans whose unique perspectives fuel our success. Inclusion happens when people can bring their authentic selves to work, and we've built a culture founded on values, fairness, and belonging.

Our mission is to create a truly diverse, equitable, and inclusive environment, where all our employees feel that they belong and can achieve their full potential.

Our continued growth reflects not just our resilience but the strength of our culture and values as we continue to scale and diversify. This year, we proudly opened offices in Tokyo, Kuala Lumpur, and Liverpool, strengthening our connections in these regions and embracing the unique perspectives that continue to enrich our global community.

We're also incredibly proud to have been recognized as SheCanCode's Best Graduate Employer 2024 and UK's Best Workplaces™ 2025 - a testament to the extraordinary efforts of every Quantexan.

We launched our company-wide leveling and progression framework, providing clear and equitable career pathways and helping employees and managers align on growth and development at every stage. We also introduced the Quantexa Code of Conduct with interactive, leadership-led training and engaging video content, embedding our ethical principles into the employee experience from onboarding onwards – empowering everyone to uphold them in their day-to-day roles.

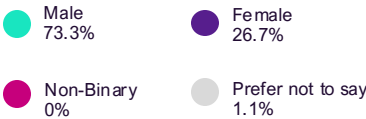
In 2025 and beyond, we will continue to lead the way in diversity, equity, and inclusion by embedding inclusive practices across our global organization. Our focus will be on equipping managers and teams through our new leveling and progression framework, enhancing cross-cultural understanding, and strengthening inclusion through our new Code of Conduct. These initiatives will ensure that, as we scale, we build the foundations for sustainable growth and enable every employee to thrive.



Recommend to a Friend



Approve of CEO



Nationalities
56 nationalities in 14 Countries



Employee Engagement
Score: 74%
eNPS:18



This year, we've focused on embedding inclusion into everything we do, from our new leveling and progression framework to our Code of Conduct. These initiatives are empowering our managers and teams to foster fairness, equity, and collaboration as we continue to grow and diversify globally. In the year ahead, we will continue to prioritize well-being, inclusivity, and equity, inspiring every Quantexan to innovate, grow, and thrive together."

Lorraine Metcalf
Chief People Officer, Quantexa

SECTION 3

Governance

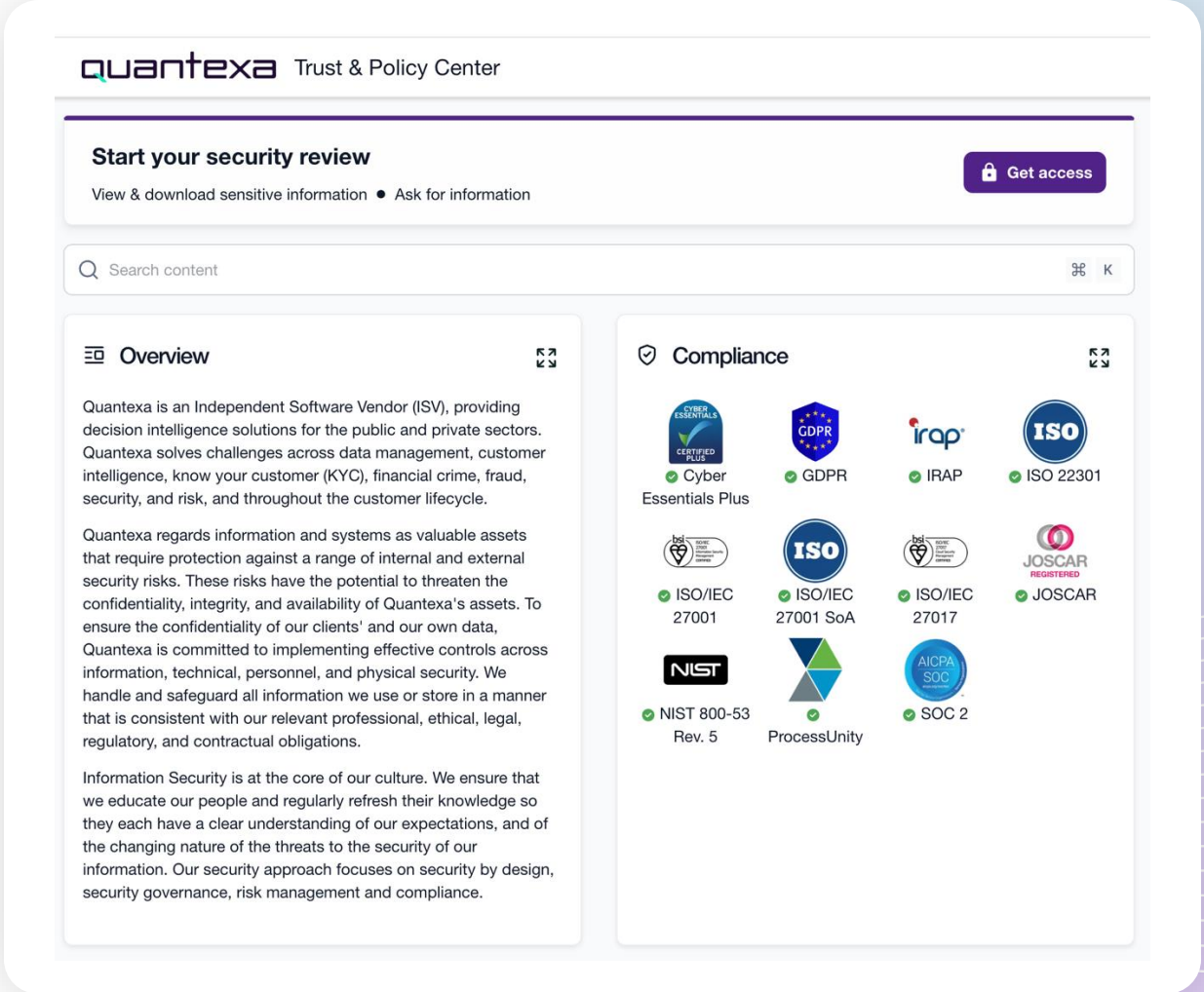
Quantexa's Trust and Policy Center

The **Quantexa Trust Center** remains a cornerstone of our ongoing commitment to transparency, trust, and operational excellence. Since its launch, the Trust Center, accessible at <https://trust.quantexa.com>, has become an integral resource for our clients, partners, investors, and stakeholders, providing a clear and accessible view of Quantexa's dedication to security, privacy, and compliance. Its continued use underscores the confidence our stakeholders place in our ability to uphold the highest standards across these critical areas.

Now firmly embedded in our operations, the Trust Center continues to serve as a comprehensive hub for essential documentation, including certifications, attestations, and policies that form the foundation of our robust security frameworks and compliance programs. These regularly updated resources cover key areas such as ISO/IEC 27001 compliance, SOC 2 reporting, and global data protection standards, demonstrating Quantexa's unwavering adherence to best practices and regulatory expectations.

More than a repository, the Trust Center has proven to be a dynamic reflection of our proactive approach to accountability and governance. By maintaining visibility into our security posture and compliance achievements, we continue to reinforce our position as a trusted partner in the digital ecosystem.

Over the past year, we have continued to enhance the Trust Center's accessibility and functionality, ensuring it remains a valuable, user-friendly tool for stakeholders conducting due diligence, strengthening partnerships, and supporting collaboration. Its ongoing success reflects our commitment to innovation, customer-centricity, and the principles of transparency that define Quantexa's culture. Through the sustained use and evolution of this initiative, we reaffirm our dedication to building enduring trust and delivering lasting value to all those we serve.



Cybersecurity/Data Privacy

At Quantexa, protecting our information and systems remains a top priority. We continue to strengthen safeguards against evolving internal and external threats that could affect the confidentiality, integrity, or availability of our assets. Robust controls are in place across technical, physical, and personnel domains to ensure the ongoing protection of employee and client data.

The Quantexa Board and senior management, supported by the Head of Information Security, provide active oversight of our security framework and endorse all related policies, standards, and procedures. Information security is deeply ingrained in our culture, reinforced by regular training and awareness initiatives that keep our people informed and resilient in the face of emerging risks.

Data privacy continues to be central to our approach. We apply stringent encryption and access controls, alongside transparent data management practices aligned with GDPR and other global regulations. For Quantexa, safeguarding privacy is not only a regulatory requirement but a fundamental expression of our values.

As an independent software vendor (ISV), we design our products with **security-by-design** principles and maintain secure-build environments to protect the integrity of our solutions. Our governance, risk management, and compliance practices ensure adherence to global standards and responsiveness to our clients' evolving needs.

Within our cloud environments, we implement leading security measures, from encryption for data in transit and at rest to network hardening, advanced access controls, and real-time monitoring. These measures are underpinned by our Information Security Management System (ISMS), which provides a consistent framework for oversight, review, and continuous improvement.

We remain committed to upholding and exceeding international standards, including ISO/IEC 27001:2022, ISO/IEC 27017:2015, and SOC 2 Type 1. Regular independent audits validate our performance and ensure our practices evolve alongside global expectations. Through this sustained focus, Quantexa continues to deliver trusted, secure solutions that protect our clients and support our reputation for operational excellence.



- 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)

Our Responsible AI Innovation

Quantexa is committed to AI innovation and to utilizing responsible AI in the way we do business. Our core AI ethical principles have enabled us to use and build AI responsibly. We have clarified them by adopting the following four principles to address emerging AI ethical risks:

1. **Accountability:** Every AI and ML system has a clear owner and a governance framework covering its 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 ethical risks.
2. **Fairness and Justifiability:** AI-driven processes ensure fairness for all individuals and groups affected by decisions, with outcomes that are justifiable and aligned with legitimate business goals.
3. **Transparency and Explainability:** Data and algorithms behind AI decisions are explainable, ensuring transparency. The rationale for critical machine-made decisions is clear, enabling evaluators to understand the supporting evidence.
4. **Robustness and Security:** AI systems deliver consistent, reliable outcomes, while maintaining strong protections for software and confidential data.



Artificial Intelligence (AI) holds great potential for transforming organizations and society, but it necessitates careful ethical considerations. As a global leader in Decision Intelligence solutions, Quantexa recognizes the importance of deploying AI responsibly and ethically. We assume responsibility toward all stakeholders, including customers, partners, and investors, by articulating the ethical principles that govern our AI development and innovations.

To this end, we have established four Ethical AI Principles that form the foundation of our responsible AI use, ensuring a positive impact on society. By championing ethical AI, we aim to contribute to a future where AI technologies are employed for the greater good, empowering individuals, organizations, and society to make informed decisions and foster positive change.

To uphold these principles across our industry and use cases, Quantexa has developed a 'signature' Model Risk Management framework. This framework tracks and documents safe AI development and deployment within Quantexa. We have also chosen to openly publish and advocate for broader adoption of our framework to promote responsible AI practices throughout the industry.



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The information in this report is accurate as of December 2025