

The background of the cover is a scenic landscape at sunset or sunrise. The sky is a mix of orange, yellow, and purple. In the foreground, there are dark, jagged rock formations. A person is silhouetted against the bright horizon, standing on the edge of a cliff. The overall mood is one of achievement and looking towards the future. The text is overlaid on a dark purple rounded rectangle on the left side of the image.

quantexta

Prosperity Beyond Tomorrow

ESG RESPONSIBILITY REPORT

Published February 2025

Foreword

As we look to the future, the heightened focus on environmental, social, and governance (ESG) has necessitated a renewed commitment to ethical business practices, initiatives that promote environmental sustainability, and strong corporate governance.

At Quantexa, we believe that ESG offers the potential for significant opportunities, but that it also necessitates managing real risks. We recognize that we are a highly complex and unpredictable world, which is constantly impacted by regional conflicts, climate change, and economic uncertainty. That's why we've integrated ESG into our operational processes; we believe that the consideration of ESG factors will be important in optimizing the way we assess risk across global economies, markets and industries, as well as building a future-proof business.

Within our organization, oversight of ESG falls under the remit of the Risk Committee, which addresses ESG goals across our organization, utilizing advanced analytics to monitor and manage ESG risks effectively, before reporting findings and recommendations to the Board for strategic guidance.

We are proud to be a responsible, purpose-led business, and despite the complexity and unpredictability of today's economic landscape, we continue to both invest in innovation that benefits our customers and society, and work to influence our supply chain to focus on diversity and responsible behavior. In particular, Quantexa collaborates with its clients and partners globally across various areas relating to human rights and labor, including combating human slavery, abolishing child labor, preventing human rights abuses and discrimination in every form, and protecting and recognizing the right to collective bargaining.

Top of mind for many industry leaders is the responsible, ethical use of artificial intelligence (AI). AI tools hold great potential for transforming organizations, but they must be used in a way that avoids harm. To that end, Quantexa has clarified four core attributes that we believe proscribe the ethical use of AI and help to ensure that our models have a positive impact upon society: accountability, fairness, transparency, and security. We have used these principles to create a set of detailed guidelines to address and mitigate known ethical risks.

Climate change and the challenge to reduce our carbon footprint is another key area we are continuing to focus on. As part of our approach to taking responsibility for the environmental impact, we are managing and monitoring clear objectives set by the leadership team to become a net-zero company. Our target is to align with the Paris Agreement's goal of limiting global warming to below 1.5°C. This year, we are incredibly proud of having reduced our overall carbon emissions by 7.7% despite the ongoing business growth; this was achieved through a coordinated effort to decrease unnecessary carbon expenditure and increase reliance on renewable energy sources.

Our commitment to our people is perhaps the most important area of focus for us. We understand that for our people to feel truly supported, building strong communities is vital, and we will do our utmost to ensure our employees across all locations are kept safe and healthy, and that work conditions meet their expectations.

We are also stepping up our efforts in relation to diversity and inclusion—focusing on fairness in pay and opportunity, transparency, and training around issues of gender and ethnicity. In 2023, we increased the representation of women at Quantexa Ltd. to 25.56%. Our median gender pay gap for UK-based workers is 12.56%, far lower than the national average of 14.3%—but we will continue to work on closing the median pay and bonus gap as we move forward.

We've implemented a Code of Conduct this year, which ensures that all of our colleagues are educated about diversity, equity, and inclusivity, and that a global value proposition—embedded with DEI principles—is developed with their involvement. We are proud to have been named a Top 100 Most Loved Workplace for 2023, and that 98% of our surveyed employees stated that they would enthusiastically recommend us to a friend.

From transparency and culture, to making sure we have a diverse leadership team, to making sure we remain good stewards of the planet and global citizens, we are steadfastly devoted to maintaining the highest ESG standards. We will hold ourselves accountable for all the commitments we have made, and will ensure that stakeholder voices continue to be heard at the highest level so that they influence our approach. We believe we can—and indeed have the imperative to—make the world better.



At Quantexa, we recognize the importance of integrating sustainability practices into everything we do.

We are steadfast in our commitment to the ESG principles outlined in this report and by aligning our actions with our values, we aim to make a meaningful and lasting impact on the world around us.

I am very proud of the culture we have cultivated at Quantexa. Our collective vision helps us lay a foundation for a sustainable future where responsible business practices drive positive social and environmental change.

Vishal Marria
Founder & CEO, Quantexa

Quantexa is driven by our purpose and vision: to help industries transform with Decision Intelligence

OUR PURPOSE

To empower every organization with the right data to make the right decisions

VISION

To bring innovation and confidence in decision-making to every industry in the world by driving the switch to contextual data

VALUES

We put DATA to work

- Determination** Get stuff done
- Ambition** Drive for better
- Teamwork** Share success
- 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

To continue our Decision Intelligence category leadership

PROVEN
OUTCOMES
TODAY

15,771

Current platform users worldwide

70+

Countries our solutions are deployed in

27%

North America

57%

EMEA

15%

APAC



Quantexa at a Glance

In a rapidly evolving world, organizations need confidence in their data. Without trusted data, decision-makers risk uncertainty, which can lead to missed opportunities and increased risk. However, in times of uncertainty, those who can navigate complexity with clarity gain a competitive edge.

Effective decision-making whether strategic, operational, or tactical relies on **context**. Understanding what the data represents, ensuring its accuracy, and connecting disparate data points into a unified, reusable resource are essential for making informed choices. AI and ML alone can't fully automate decision-making, but with the right data, in the right context, and with the right connections, they can accelerate and enhance the decision-making process.

Leading organisations rely on **Quantexa's Decision Intelligence Platform** to harness the speed and precision needed to **trust their data, drive operational efficiency, and strengthen business resilience**. By transforming raw data into a continuously valuable resource, Quantexa empowers organisations to protect, optimise, and grow with confidence and clarity.



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

Vishal Marria

Founder & Chief Executive Officer, 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, labour, the environment, and anti-corruption.

At Quantexa, we are committed to embedding these values and principles across all our locations, ensuring that strong practices in one area do not create harm in another. By integrating the 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 also 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 work against corruption in all its forms, including extortion and bribery.






Our Commitment to Change

OBJECTIVE	Financial Year 2023/2024 ACHIEVEMENTS	Financial Year 2024/2025 TARGETS
 <p>Mitigate Quantexa's carbon footprint by intensifying recycling endeavours, minimizing waste generation, and devising awareness solutions to aid in decarbonization.</p>	<ul style="list-style-type: none"> Championed the move to a virtual meeting-first environment Develop the ability to monitor the carbon output generated by all business travel using a dedicated portal Partnered with Altruistiq to assist in the management of carbon emission data Encouraged employees to use a more sustainable means of transport when commuting to the office Reduced carbon emissions through individual accountability for emissions from business travel using Uber for Business Encouraged employees to take part and support the various cycle-to-work schemes Increased emphasis on the use of "renewable" energy sourced buildings Actioned the submission of the energy savings opportunity scheme (ESOS) and submitted the Year 1 Action Plan Completed and submitted the EcoVadis and CDP questionnaires Worked with Quantexa investors to profile Quantexa's sustainability requirements Introduced mandatory online training to ensure a comprehensive understanding of sustainable practices and responsible corporate citizenship 	<ul style="list-style-type: none"> Continue the push for renewable energy use wherever possible to minimize our reliance on fossil fuels and reduce emissions associated with energy consumption Continue to work with real estate partners in introducing Energy Efficiency Measures, implementing energy-efficient technologies and practices across our operations to help us optimize energy usage and reduce carbon emissions Continue our commitment to providing sustainability ratings and performance improvement metrics for our global supply chain using Ecovadis and Carbon Disclosure Project (CDP) Submit the PPN 0621 Report issued by the UK government's Cabinet Office to disclose the UK emissions and initiatives to the Cabinet Office Integrate environmental considerations into facility-management practices, ensuring that our physical spaces align with our sustainability objectives Continue to engage with landlords for all Quantexa offices to develop relationships and understand what energy saving actions are being taken within each facility Ensure that as technical equipment such as screens and laptops need replacing, that these are replaced with more energy efficient models wherever possible Continue to track our employee travel in order to access the necessary data to understand our travel CO2 emissions allowing Quantexa to provide more accurate data for each reporting year Review and look to reduce business travel
 <p>Create a diverse, equitable, and inclusive work environment where everyone feels welcome, valued, and respected.</p>	<ul style="list-style-type: none"> Launched a Code of Conduct that set out the guiding principles by which Quantexa operates and how it expects all contracted parties to conduct themselves. Achieved Silver accreditation for the Armed Forces Covenant, building on our Bronze-level commitment. Delivered more initiatives to raise awareness and support for DE&I, e.g. key industry speakers Enhanced efforts to promote mental health and employee well-being, e.g. two additional half-day funded holidays to promote employee wellbeing Advocated for inclusion, diversity, and equality to foster opportunity and address the gender pay gap. 	<ul style="list-style-type: none"> Build on our Code of Conduct, ensuring that all new joiners and current staff are trained and understand the importance of these guiding principles Educate colleagues on workplace diversity and inclusion through accessible resources and mandatory training Develop a global employee value proposition, embedding diversity, equity, and inclusion principles Implement equitable processes to reduce the gender pay gap, including a company-wide competency framework Launch a speak-up program and policy, ensuring transparency and accountability in addressing concerns Understand the best way to track specific people metrics that relate to diversity and inclusion and put this tracking into place



Our Commitment to Change

OBJECTIVE	Financial Year 2023/2024 ACHIEVEMENTS	Financial Year 2024/2025 TARGETS
 <p>Positively impact our community through education and our employees' well-being by offering opportunities and support.</p>	<ul style="list-style-type: none"> Recognized stress and wellbeing awareness months, offering company-wide wellness days off and providing resources and tools for our colleagues' physical and mental well-being Generated local social value through fundraising activities and partnering with local communities Introduced a Corporate Social Responsibility Committee promoting social, environmental, and economic sustainability 	<ul style="list-style-type: none"> Continue to build upon the work that is being done by the Corporate Social Responsibility Committee to ensure we are giving back to our local community wherever possible Launch a global campaign that will encourage colleagues to utilize our volunteer-day benefit to take part in volunteer and fundraising activities for long-lasting community impact, personal growth, and team cohesion Run targeted engagement campaigns to support our colleagues on their well-being journey and weave preventative mental health awareness education into manager training
 <p>Meet the requirements of the Modern Slavery Act (MSA), mitigate any associated risks, and encourage better behavior within the Quantexa supply chain.</p>	<ul style="list-style-type: none"> Maintained a zero-tolerance approach to slavery and forced labor in our business and supply chain Quantexa encouraged open communication per our code of conduct, with integrity serving as a central part of our beliefs Encouraged employees to bring any concerns to the attention of their immediate supervisor or manager or use the speak-up program Introduced of a clearer and more defined whistle-blowing process managed by a trusted third party, offering 24/7 operations, confidentiality procedures for whistleblowing, global access and multi-language support Refreshed Speak Up Policy, ensuring it includes an integrated non-retaliation clause to protect individuals reporting misconduct 	<ul style="list-style-type: none"> Mandatory annual ESG training for all employees, highlighting the global problem 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 Enhance staff training on the topic of modern slavery and human trafficking, how to identify it, and where to report it (where applicable based on job role and responsibilities)
 <p>Continue to improve our approach to ESG by sharing best practices among our clients, partners, and peers.</p>	<ul style="list-style-type: none"> Refresh and published our new Environmental, Social and Governance policy Published our carbon reduction plan Continued regular reporting to the Board, investors, and other relevant stakeholders Achieved a 95%+ completion rate across the entire organization for ESG Training 	<ul style="list-style-type: none"> Continue to educate our employees on key topics such as: modern slavery, data protection, sexual harassment, health and safety, IP, DE&I, neuro diversity in business Enhancements to the know-your-vendor process to add more assurance Expand the whistle-blowing capability to include external individuals, broadening the scope of those who can report misconduct Continue to meet with partners and engage in conversations regarding Quantexa's approach to ESG, best practices, and improvement areas Review the need for Quantexa to officially join, not simply align to, the UN Global Compact



Being an Environmental Leader

At **Quantexa**, we are committed to responsible operations, guided by the highest standards of **integrity and sustainability**. Our mission is to make a positive impact on global communities while embedding sustainable practices across our business wherever possible.

We take a **proactive approach** to reducing Quantexa’s carbon footprint, ensuring our efforts align with our growth strategy. This commitment is driven by our **leadership team** and extends to working with suppliers who prioritize **renewable energy and emissions reduction**.

A key focus is our alignment with the **Paris Agreement** goal of limiting global warming to below **1.5°C**, a crucial step in tackling the climate crisis. To support this, we have implemented strategies to **reduce emissions**, moving us closer to a sustainable future. Recognizing the urgency of climate action, we remain

dedicated to advancing the transition to a **low-carbon economy**, with our progress toward **carbon neutrality** underpinned by strong partnerships and coordinated efforts across our supply chain.

We are **proud** of our achievement this year in reducing overall **carbon emissions by 7.7%**, despite continued business growth. This progress is largely due to increased **renewable energy use** across all Quantexa office locations, leading to a reduction in **stationary combustion emissions**. Additionally, a **global decrease in the procurement of goods and services** has further contributed to our emissions decline.

At Quantexa, sustainability is not just a goal—it is a responsibility we take seriously as we work toward a more **resilient and environmentally conscious future**.

At Quantexa, Scope 1 emissions cover direct emissions from sources we own or have control over, and Scope 2 emissions refer to indirect emissions from purchased electricity used across our global office locations, with a focus on increasing renewable energy adoption.

	TOTAL (tCO ₂ e) FY 2022/2023 (Global)	TOTAL (tCO ₂ e) FY 2023/2024 (Global)
Scope 1	35.25 t CO ₂ e	30.9 t CO ₂ e
Scope 2 (market-based emissions)	4.88 t CO ₂ e	27.4 t CO ₂ e
Scope 3	6167.23 t CO ₂ e	5668.6 t CO ₂ e
Total tonnes of CO₂ (equivalent)	6207.36 t CO ₂ e	5726.9 t CO ₂ e
Percentage Change	173.59%	-7.7%



Scope 3 Reporting

At **Quantexa**, Scope 3 emissions represent the **indirect greenhouse gas (GHG) emissions** generated across our **value chain**, beyond our direct operations. These emissions stem from activities related to our suppliers, partners, employees, and customers, making them a key focus area for our sustainability strategy.

SCOPE 3 CATEGORY	TOTAL (tCO ₂ e) FY 2023/2024
Category 1 - Purchased Goods & Services	2561.6 t CO ₂ e
Category 3 – Other Fuel and energy-related activities	31.5 t CO ₂ e
Category 4 - Upstream transportation and distribution	0 t CO ₂ e
Category 5 - Waste generated in operations	28.2 t CO ₂ e
Category 6 - Business travel	2732.2 t CO ₂ e
Category 7 - Employee commuting	315.1 t CO ₂ e
Category 8 - Upstream leased assets	0 t CO ₂ e
Category 9 - Downstream Transportation & Distribution	0 t CO ₂ e
Total Scope 3 Emissions (t CO ₂ e)	5668.6 t CO ₂ e



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 to address emerging AI ethical risks.

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.

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.

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.

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. At Quantexa, as a global leader of Decision Intelligence solutions, we acknowledge the significance of deploying AI with a robust ethical framework. We assume responsibility towards 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.

Cybersecurity / Data Privacy

Information and systems are valuable assets at Quantexa and require robust protection against various internal and external security threats. These risks have the potential to compromise the confidentiality, integrity, and availability of our assets.

Quantexa is committed to implementing effective controls across all aspects of information security—technical, personnel, and physical—to maintain the confidentiality of both our employees' and clients' data.

The Quantexa Board and senior management, led by the Head of Information Security, fully endorse and support all information security policies, standards, guidelines, processes, and procedures.

Information security is embedded into our culture. We ensure that our employees receive regular education and updates to maintain a clear understanding of our expectations and stay informed about the evolving nature of security threats.

At Quantexa, we place the highest priority on data privacy, employing stringent measures to protect the confidentiality and integrity of information.

Our encryption protocols and access controls are robust, ensuring that only authorized personnel can access sensitive data. Our data management practices focus on transparency and compliance with regulations such as GDPR, safeguarding the privacy rights of individuals. We understand that protecting data privacy is not just a legal obligation but a core aspect of our ethical business conduct.

- 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)

As an independent software vendor (ISV), our software is designed to meet modern security industry standards, ensuring compliance with global regulatory and geographic requirements while addressing our clients' evolving needs.

Our security approach is built on security by design, strong governance, risk management, and compliance. We develop our software within secure-build environments, safeguarding the integrity of the products we deliver.

Where possible, we implement industry best practices across our cloud environments, including encryption for data at rest and in transit, network security and hardening, enhanced access controls, system monitoring, logging, alerting, and more.

Our Information Security Management System (ISMS) is supported by a comprehensive set of policies, standards, guidelines, processes, and procedures. Adhering to these controls is essential to ensuring that Quantexa meets its commitments to clients and stakeholders. These security measures are continuously monitored, reviewed, and enhanced to align with both business and security objectives while integrating statutory and contractual requirements.

Quantexa is fully committed to upholding the highest levels of information security for our clients. We exceed the requirements of ISO/IEC 27001:2022, ISO/IEC 27017:2015, and SOC 2 Type 1. Our security framework undergoes regular independent external audits, ensuring compliance with the latest security and regulatory standards.

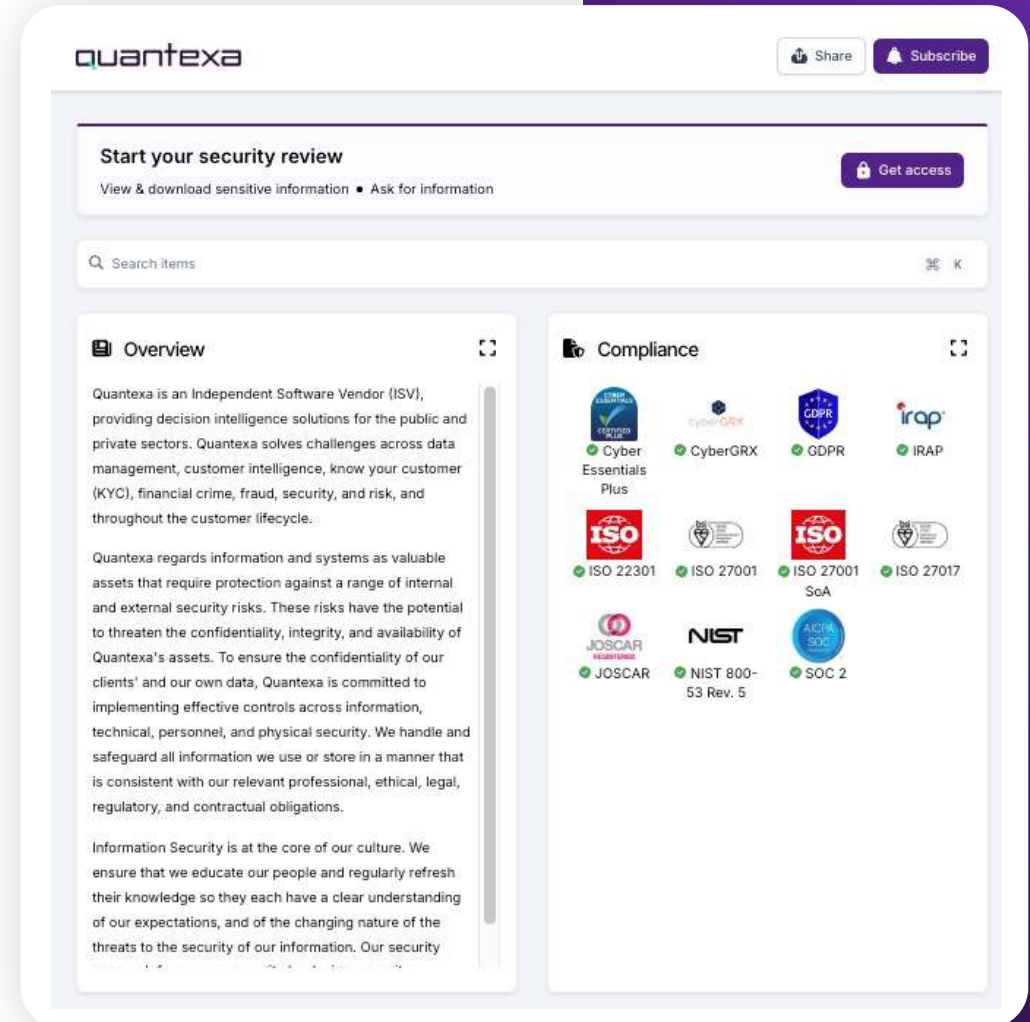
Quantexa's Trust and Policy Center

The **Quantexa Trust Center** is a cornerstone initiative that reflects our steadfast commitment to **transparency, trust, and operational excellence**. Accessible at <https://trust.quantexa.com>, this centralised hub is designed to offer our clients, partners, investors, and stakeholders a clear, accessible view of Quantexa's dedication to **security, privacy, and compliance**. By providing critical information, we aim to strengthen relationships and ensure confidence in our practices.

This initiative serves as an invaluable resource, where users can access a wide range of documentation, including certifications, attestations, and policies that underpin our comprehensive security frameworks and adherence to regulatory requirements. These resources cover key areas such as ISO/IEC 27001 compliance, SOC 2 reporting, and other data protection standards, demonstrating Quantexa's commitment to best practices.

The Trust Center is not just a repository of information; it embodies our **proactive approach** to fostering accountability and aligning with **industry-leading governance standards**. By ensuring the visibility of our efforts and achievements in securing and protecting data, Quantexa reinforces its position as a **trusted partner** in the digital ecosystem.

Furthermore, this initiative showcases our **ongoing commitment to innovation and customer-centricity**. The Trust Center not only promotes transparency but also simplifies the process of obtaining essential documentation, aiding in **due diligence**, strengthening partnerships, and streamlining collaboration. Through this initiative, we reaffirm our focus on building **enduring trust** and delivering **value** to all stakeholders.



Our Commitment to Diversity, Equity & Inclusion

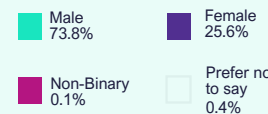
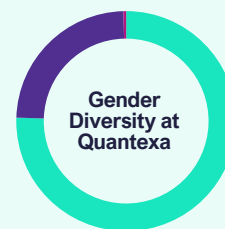
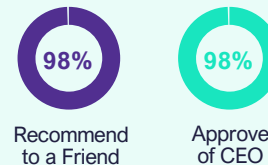
Quantexa is made up of over 800 curious, caring, and authentic people from around the world who use their unique perspectives to shape our success. We believe that inclusion happens when people can bring their authentic selves to work. That's why we've created a culture based on values and fairness, and we'll never stop building on that. Our mission is to create a truly diverse, equitable, and inclusive environment, where all of our colleagues feel that they belong and can achieve their full potential.

Over the last 12 months, we've developed our employee value proposition (EVP), our core people promise. It has been created by our people, for our people, and cements our commitment to creating an inclusive place to work. From what we do and how we do it, to our values, culture, and environment, our EVP communicates what it's like being a Quantexan. It's an articulation of the future of Quantexa, and how we represent our unique culture, internally and externally.

For the second year in a row, Quantexa has been certified as a Top 100 Most Loved Workplace for 2023. This recognition reaffirms our commitment to creating an exceptional work environment where our colleagues thrive and feel valued. It also reflects our core values and the extraordinary efforts of our dedicated colleagues.

We'll continue to put tangible initiatives in place that will allow us to create a workplace culture we can be proud of. To have the greatest impact across the business, we're committed to assessing all areas of DEI within our company using evidence-based insights to pinpoint areas of improvement and make better decisions. Our goal is to continue to embed inclusive and equitable processes and practices across the entire talent journey, from attraction through to onboarding, learning, and performance management.

Quantexa Reviews
4.8 ★★★★★



eNPS:45



"As Quantexa continues to grow and diversify, our commitment to diversity, equity and inclusion has become more essential than ever. The development of our global Employee Value Proposition (EVP) remains a cornerstone of our strategy, fostering alignment across Quantexa and cultivating a culture that harnesses our collective talents while celebrating the uniqueness of every individual."

In this exciting phase of our journey, our mantra of unstoppable resonates more deeply than ever. It drives us to reach new heights while staying grounded in our shared purpose: empowering our customers to make trusted decisions with confidence."

Lorraine Metcalf
Chief People Officer, Quantexa

Silver Defence Employer Recognition Scheme Award



As part of the partnership, Quantexa will work to embed the values and principles of the Armed Forces Covenant into its team culture by supporting staff with flexible and inclusive working arrangements tailored to individual staff's needs. Quantexa will also proactively work to increase the number of people with security clearances in its wider network.

The official signing event took place on the 12th of June in the historic room of the Ministry of Defence main building with Major General Sarah Johansen, the Deputy Chief of Defence Intelligence, and Quantexa CEO Vishal Marria.

Vishal Marria, Quantexa Founder and CEO said: *"We are honored to sign the UK Armed Forces Covenant, which shows our dedication, appreciation, and admiration for the courageous people who protect our country. By signing the agreement, we promise to create opportunities and provide support for veterans, reservists, and their families, making sure they receive the acknowledgment and help they deserve."*

Our commitment

At Quantexa, we are committed to fostering an inclusive and supportive culture where individuals from all backgrounds, including those with military connections, are valued and treated with fairness. Our flexible working policies are designed to assist reservists before and after deployments, offering 10 days of paid leave for reservists and CFAVs. We also provide adaptable working arrangements to support military spouses during their partner's redeployment, ensuring stability and flexibility.



Key Milestones

- **December 2023:** Unofficially signed the Armed Forces Covenant and swiftly received the Bronze ERS Award.
- **April 2024:** Submitted our application for the Silver Award, showcasing our commitment and alignment with the Armed Forces Covenant.
- **June 2024:** Officially signed the Armed Forces Covenant at the iconic London MOD main building, signed by Vish and the DCDI from the MOD (Defence Intelligence).
- **August 2024:** Awarded the Silver ERS for supporting the Armed Forces community and having forces friendly policies.
- **October 2024:** Collected the Silver ERS award at the Union Jack Club in London, with other prestigious awardees.

We are dedicated to the fair treatment of all our colleagues. The AFC specifically upholds this commitment for individuals connected to the military, including veterans, reservists, Cadet Forces Adult Volunteers (CFAVs), and military spouses.

The Employer Recognition Scheme (ERS)

Quantexa was awarded the Silver Defence Employer Recognition Scheme Award in October 2024.

The Defence Employer Recognition Scheme (ERS) acknowledges employers who actively support defence and inspire others to do the same. The ERS includes Bronze, Silver, and Gold awards, each with distinct requirements:

- **Bronze:** Aligns with signing the Armed Forces Covenant.
- **Silver:** Requires meeting specific policy needs.
- **Gold:** Focuses on advocacy and long-term support.

While the Gold ERS is a goal we aspire to achieve in the future, it requires a sustained commitment. It involves enhancing our internal and external policies, supporting other companies on this journey, and participating in related events. We haven't set a timeline for this yet, but it's on our radar as a long-term objective.

Corporate Social Responsibility Committee

A dedicated group has been established and are committed to advancing **social, environmental, and economic sustainability** within Quantexa in the form of a **Corporate Social Responsibility programme**.

The committee serves as an **advisory body** to the Leadership Team, supporting Quantexa's **corporate ESG goals** and facilitating charitable initiatives led by employees.

Key Facts:

- Established in **Autumn 2024** through a competitive application process.
- Comprises **16 active members** (plus Leadership oversight) with expertise in **ESG, charity work, corporate ethics, and pro bono initiatives**.
- Organized into **three regional chapters: EPAC, EMEA, and AMER**.

Projects:

- Compiled a list of **potential charity partners** based on employee surveys.
- Developed the **Charity Selection Scorecard** and selection process.
- Built relationships with key **ESG-focused functions** (Information Security, Internal Communications & Engagement).
- Currently developing the **CSR Information Hub**.
- Launching a **pro bono consultancy program** where Quantexans contribute expertise to charities as part of their upskilling initiatives and **Volunteering Day**.





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The information in this report is accurate as of the date of February 2025.