Modern Slavery and Human Trafficking Statement 2026

This statement, published on 7 September 2026, is our annual statement for the financial year ending 2026 issued by Quantexa Limited with respect to Modern Slavery and Human Trafficking ("Modern Slavery") and the UK Transparency in Supply Chains guidelines.

Quantexa is committed to a work environment that is free from human trafficking and slavery which, for the purposes of this Statement, includes forced labour and unlawful child labour. Quantexa will not tolerate or condone human trafficking or slavery in any part of our global organisation.

Quantexa employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners, and others through whom Quantexa conducts business, must avoid complicity in any practice that constitutes trafficking in persons or slavery.

This statement covers the policies and procedures applied across the Quantexa Group and is published in accordance with section 54 of the UK Modern Slavery Act 2015. It also takes account, where applicable, of equivalent modern slavery, forced labour and supply chain transparency requirements in other jurisdictions in which the Quantexa Group operates. Our approach is further informed by internationally recognised standards and principles, including the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Fundamental Principles and Rights at Work, and the Ten Principles of the United Nations Global Compact.

Quantexa outlines the actions it has taken to identify, assess and address the risk of modern slavery and human trafficking across its operations and supply chain. This includes embedding modern slavery considerations into our governance framework, supplier due diligence and onboarding processes, third party risk assessments, employee awareness and training, and ongoing supplier oversight. The Statement also describes our approach to identifying, reporting, mitigating and remediating modern slavery risks, reinforcing our commitment to ethical business practices and respect for human rights throughout our business and value chain.

This statement covers all subsidiary companies of Quantexa Limited, subject to the provisions of the Act, as set out in further detail below.

This statement sets out the measures and procedures Quantexa takes and has taken to guard against Modern Slavery taking place in our own operations, our supply chains, or through business with our customers.

About Quantexa

Quantexa Limited is a company registered in England & Wales (10045407), headquartered in London, whose registered office is: C/O Company Secretarial Department 280 Bishopsgate, London, United Kingdom, EC2M 4AG

Quantexa Limited is the parent company of the Quantexa Group entities, as set out in further detail below.

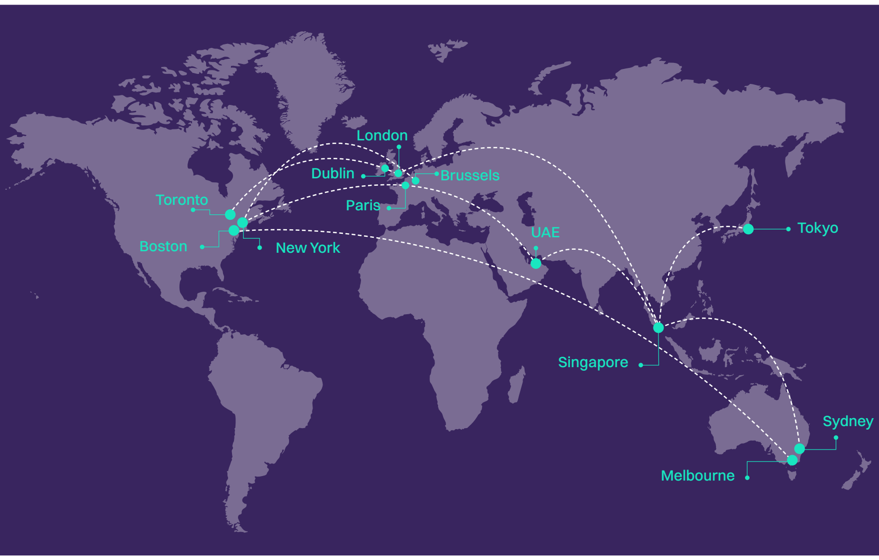
Quantexa is a global leader in Decision Intelligence solutions for the public and private sectors, empowering organisations to establish confidence in their data, reach new levels of organisational efficiency and build business resiliency.

Using the latest advancements in AI, Machine Learning and advanced analytics, Quantexa's Decision Intelligence Platform gives customers the ability to understand their data by connecting siloed systems and visualising complex relationships. The result is a single view of data that becomes their most trusted and reusable resource across the organisation. Quantexa solves major challenges across data management, customer intelligence, KYC, financial crime, fraud and security and risk, and throughout the customer lifecycle.

Quantexa operates a global technology and professional services business, supported by a predominantly business to business supply chain. Our suppliers provide a broad range of technology, professional and operational services that support the development and delivery of our products, our people and our global operations. Our supply chain includes suppliers across areas such as cloud and technology services, software and IT equipment, professional and consultancy services, recruitment and contingent labour, facilities and workplace services, marketing and travel.

Our supply chain largely reflects Quantexa's global operating footprint, with the majority of suppliers based in the United Kingdom, Europe and North America, alongside suppliers supporting our operations across Asia Pacific and the Middle East. The nature, location and services provided by our suppliers are considered as part of our supplier assurance and risk management processes, with additional due diligence applied where appropriate.

Quantexa employs approximately 800 full-time staff from offices in ten countries and territories across our geographical regions: Europe, Asia, North America, Middle East and the Far East.



Quantexa's Policies on Modern Slavery and Anti-Human Trafficking

People

Quantexa values its people and is committed to providing a working environment where everyone is treated with dignity, fairness and respect. We do not tolerate discrimination, bullying, harassment or retaliation in any form and expect all colleagues to uphold the highest standards of ethical behaviour, in accordance with applicable laws, regulations and company policies.

To support a culture of openness and accountability, Quantexa operates a confidential Speak Up programme, enabling employees to report concerns about unethical, illegal or inappropriate conduct, including potential human rights and modern slavery issues. Reports can be made confidentially and, where permitted by law, anonymously, without fear of retaliation.

All employees receive training on the Speak Up programme and their responsibilities for identifying and reporting concerns. The programme is supported by our Speak Up Policy, which promotes a safe and trusted environment where colleagues feel confident raising concerns. Quantexa continues to enhance this programme and extend awareness of our reporting channels across relevant third parties, partners and suppliers.

Across our global operations, Quantexa recognises and respects the rights of employees to representation and consultation and complies with applicable employment legislation and recognised employee representative arrangements in the jurisdictions in which we operate.

To reinforce our commitment to ethical business practices and the prevention of modern slavery, Quantexa maintains a suite of policies available to all employees through its intranet. These include our Ethical Trading Policy, ESG Policy, Anti-Bribery and Corruption Policy, Speak Up Policy, Fraud Prevention Policy, and other supporting governance documents.

As part of our ongoing commitment to continuous improvement, Quantexa has implemented a Code of Conduct, supported by mandatory training for all employees. The Code reinforces our expectations around ethical behaviour, respect for human rights, responsible business conduct and the prevention of modern slavery and human trafficking throughout our business and supply chain.

Quantexa's Policies on Modern Slavery and Anti-Human Trafficking

Suppliers

Quantexa is committed to maintaining a responsible and ethical supply chain. We assess suppliers using a risk-based approach that considers their potential impact on human rights, ethical business conduct, labour practices, environmental sustainability and broader ESG risks. This enables us to focus enhanced due diligence on suppliers that present a higher inherent risk due to the nature of their services, geographic location or operational profile.

Our Third-Party Code of Conduct sets out the minimum standards expected of all suppliers and reflects Quantexa's commitment to responsible business practices. Suppliers are expected to comply with all applicable laws, regulations and industry standards within the jurisdictions in which they operate, together with the principles contained within our Code or equivalent standards that meet the same objectives.

The Third-Party Code of Conduct addresses a broad range of ESG and ethical business topics, including human rights, modern slavery and human trafficking, ethical employment, diversity and inclusion, health and safety, environmental responsibility, whistleblowing, anti-bribery and corruption, fraud prevention, sanctions compliance, conflicts of interest, and responsible supply chain management.

As part of our supplier onboarding and ongoing supplier assurance programme, Quantexa performs proportionate due diligence using independent third-party screening services. These assessments help identify potential risks relating to human rights abuses, forced labour, child labour, discrimination, unsafe working conditions, poor labour practices, environmental concerns, corruption, bribery, money laundering, adverse media and regulatory enforcement actions. Higher-risk suppliers may be subject to enhanced due diligence and additional contractual or governance requirements.

Quantexa expects all suppliers to respect internationally recognised human rights and to provide safe, fair and lawful working conditions for their employees.

Supplier risks are monitored throughout the supplier lifecycle and are reassessed where appropriate to reflect changes in the nature of the services provided, geographic exposure, ownership, regulatory developments or other emerging risk factors. Quantexa may undertake periodic supplier reviews, monitor external risk intelligence and adverse media, request updated evidence of compliance, and engage directly with suppliers to address identified issues. Where material concerns are identified, appropriate remediation actions, enhanced oversight or contractual measures may be implemented. This ongoing monitoring supports the continuous identification, assessment and mitigation of modern slavery, human rights and wider ESG risks across our supply chain.

Quantexa's Policies on Modern Slavery and Anti-Human Trafficking

Customers

Quantexa is committed to conducting business responsibly and seeks to ensure that the software, services and capabilities we provide to customers are used in a manner that is consistent with our ethical standards and do not present an unacceptable risk to people, human rights or the environment.

To support this commitment, Quantexa maintains an Engagement Policy that provides a structured framework for assessing higher-risk customer engagements and business opportunities. The policy considers a range of ethical, legal, regulatory and ESG factors, including human rights considerations, sanctions, financial crime, corruption, environmental impacts and reputational risk.

Oversight of the Engagement Policy is provided by Quantexa's Ethics & Risk Committee, comprising members of senior leadership and independent external advisers. The Committee reviews engagements that may present elevated ethical or reputational risks and provides independent challenge to ensure proposed engagements are aligned with Quantexa's values, legal obligations and commitment to responsible business practices.

Through this governance process, Quantexa seeks to identify, assess and mitigate potential risks at an early stage, supporting our broader commitment to human rights, responsible innovation, ESG principles and the prevention of modern slavery and human trafficking across our business relationships.

Employment

Quantexa is committed to ensuring that all colleagues are employed fairly, ethically and in accordance with applicable employment legislation. We have zero tolerance for forced labour, bonded labour, child labour, human trafficking or any other form of modern slavery within our workforce and are committed to protecting the rights, dignity and wellbeing of everyone who works for or on behalf of Quantexa.

As part of our recruitment and onboarding process, all employees and contractors are subject to proportionate pre-employment screening, conducted in accordance with applicable laws and local regulatory requirements. Depending on the role and jurisdiction, these checks may include identity verification, right-to-work validation, employment and education verification, criminal record checks where legally permissible, financial probity, fraud and anti-money laundering screening, sanctions screening and adverse media checks.

These measures help confirm an individual's identity, legal right to work, employment history and professional qualifications, while supporting Quantexa's commitment to maintaining a trusted workforce and reducing the risk of fraud, exploitation and other forms of unethical conduct.

Quantexa is committed to providing fair pay and equitable employment practices. Employees are remunerated in accordance with applicable legislation, market benchmarks and our internal remuneration framework, which is designed to promote fairness, consistency and equal opportunity.

We encourage a culture of openness, integrity and accountability. Through our confidential Speak Up programme, employees can raise concerns relating to unethical behaviour, human rights, modern slavery, discrimination, harassment or other workplace issues through management channels or, where preferred, confidentially and, where permitted by law, anonymously. All concerns are investigated appropriately, with protection against retaliation for individuals who raise concerns in good faith.

Quantexa maintains clear disciplinary procedures to address breaches of our policies, Code of Conduct and contractual obligations. Appropriate action, including dismissal where warranted, may be taken where investigations identify misconduct or behaviour inconsistent with our ethical standards.

Employee engagement remains central to Quantexa's culture. We actively seek feedback through regular engagement surveys, direct discussions with colleagues and structured employee listening initiatives to identify opportunities for continuous improvement.

Our senior leadership team maintains regular engagement with employees across the organisation to ensure workforce perspectives are understood and considered as part of strategic decision-making. This commitment reinforces our culture of transparency, ethical leadership and respect for human rights, supporting Quantexa's broader commitment to preventing modern slavery and promoting responsible employment practices.

Training

Quantexa recognises that training and awareness are fundamental to preventing modern slavery and human trafficking. We are committed to ensuring that our employees understand their responsibilities, can identify potential indicators of exploitation and know how to raise concerns through appropriate reporting channels.

All employees receive mandatory training on Quantexa's Code of Conduct, Speak Up programme, information security, data protection and other core compliance topics as part of their onboarding and ongoing learning. These programmes reinforce our commitment to ethical business practices, respect for human rights and the prevention of modern slavery across our operations and supply chain.

Training is supported by a range of internal policies and guidance available through our intranet, including ESG Policy, Third-Party Code of Conduct, Anti-Bribery and Corruption Policy, Fraud Prevention Policy and Speak Up Policy. These resources provide practical guidance on recognising ethical risks, understanding individual responsibilities and escalating concerns where appropriate.

Quantexa continues to strengthen awareness of modern slavery through regular communications, policy updates and targeted awareness campaigns that reinforce our zero-tolerance approach to forced labour, child labour, human trafficking and other forms of exploitation. Colleagues are encouraged to raise concerns through our confidential Speak Up programme, where reports may be made confidentially and, where permitted by law, anonymously without fear of retaliation.

We believe that preventing modern slavery requires continuous improvement. Our policies, training materials and governance processes are reviewed regularly to reflect changes in legislation, emerging ESG expectations, recognised good practice and evolving risks within the jurisdictions in which we operate. Lessons learned through internal governance activities, supplier assurance, customer due diligence and industry developments are used to continually enhance our training and awareness programmes.

Quantexa recognises the importance of collaboration in promoting responsible business practices. We engage with customers, suppliers, industry bodies, external advisers and professional networks to better understand emerging human rights and modern slavery risks, share good practice where appropriate and continuously improve our governance and due diligence processes. This collaborative approach supports our broader commitment to protecting human rights, strengthening supply chain resilience and embedding ESG principles throughout our business.

Reporting & Speak Up

Quantexa is committed to fostering a culture where colleagues feel confident to ask questions, seek guidance and raise concerns without fear of retaliation. We encourage the prompt reporting of any suspected breaches of law, regulation, our Code of Conduct, company policies or ethical standards, including concerns relating to modern slavery, human rights, bribery, fraud, discrimination, harassment or other misconduct.

Our Open Door approach encourages employees to raise concerns with their line manager, senior leadership, the People Team, Legal or the Information Security and Compliance teams, wherever appropriate. Quantexa maintains a strict non retaliation policy and will not tolerate any form of retaliation against anyone who raises a concern in good faith, regardless of the outcome of any subsequent investigation.

Quantexa also operates an independent and confidential Speak Up programme, available to employees, contractors, suppliers and other third parties. The service is available 24 hours a day, seven days a week, and enables concerns to be reported confidentially and, where permitted by local law, anonymously.

All reports received through the Speak Up programme or any other reporting channel are reviewed promptly and investigated in accordance with Quantexa's established investigation procedures. Investigations are conducted objectively and proportionately, with appropriate oversight from the relevant functions, including Legal, People and senior management where necessary.

Where an investigation identifies substantiated concerns, appropriate corrective, disciplinary or remedial action is taken. Significant matters and emerging trends are reported through Quantexa's governance framework to senior leadership and, where appropriate, to the Board or relevant Board Committees. This oversight helps ensure accountability, strengthens our ethical culture and supports continuous improvement across the organisation.

Governance, Human Rights and Responsible Business

Quantexa's approach to preventing modern slavery and human trafficking is underpinned by a governance framework that promotes ethical business conduct, effective risk management and continual improvement across our global operations and supply chain. We recognise that preventing modern slavery is not a standalone activity, but forms part of our broader commitment to responsible business, human rights and Environmental, Social and Governance (ESG) principles. Our approach is supported by internationally recognised management standards and established internal policies, procedures and oversight mechanisms.

These include ISO/IEC 27001, ISO/IEC 9001 and ISO/IEC14001, alongside corporate policies covering ESG, anti-bribery and corruption, whistleblowing, supplier governance and our Code of Conduct. Collectively, these frameworks strengthen governance, risk management, supplier oversight and accountability across the organisation.

Our participation in the United Nations Global Compact (UNGC) further supports this approach and our commitment to its internationally recognised principles covering human rights, labour, the environment and anti-corruption. Of particular relevance to modern slavery are the UN Global Compact principles supporting the elimination of forced and compulsory labour, the effective abolition of child labour and the protection of fundamental rights at work. These principles help inform our approach to responsible business and complement the controls we apply across our operations and supply chain.

Modern slavery risk is considered within our wider enterprise risk management and ESG governance activities. Through a risk-based approach, Quantexa assesses potential human rights, labour, ethical and environmental risks across our workforce, suppliers and business operations. Where appropriate, enhanced due diligence, contractual controls, monitoring and governance oversight are applied to higher risk activities and third-party relationships.

Oversight is provided through established governance forums and senior leadership, with emerging risks, regulatory developments, ESG priorities and opportunities for improvement considered as part of our wider governance activities.

This helps ensure that responsible procurement, human rights considerations and modern slavery prevention remain embedded within operational and strategic decision making.

Quantexa is committed to continually strengthening its approach. We regularly review our policies, supplier assurance activities, employee awareness, governance processes and risk assessment methodologies to reflect changes in legislation, recognised good practice and evolving ESG expectations. Lessons identified through internal reviews, supplier engagement, customer due diligence and external developments are used to strengthen our controls and improve the programme over time. By integrating modern slavery prevention with our governance framework, management systems and participation in the UN Global Compact, Quantexa seeks to maintain a responsible, transparent and sustainable business that respects human rights and promotes ethical conduct throughout its operations and supply chain.

Effectiveness

Quantexa has a high engagement across our employees with a high return of feedback adopting our employee satisfaction and engagement surveys, which are undertaken on a regular basis.

As part of ensuring we maintain pay equity and show our colleagues we are committed to equity, inclusion, and fairly rewarding them, Quantexa engaged a leading external supplier to provide a benchmark of remuneration across our business.

Due diligence and appropriate checks have been undertaken and recorded for all suppliers onboarded through our procurement process. Where risks have been identified, enhanced due diligence has been undertaken including specific additional questions or measures being mandated by Quantexa senior leadership.

Quantexa employees are made aware of their employment rights through a variety of channels, including written employment contracts and policies, and procedures found in employee handbooks and on our intranet. Employees receive training on a variety of human rights related issues, including but not limited to diversity and inclusion, bullying, harassment and racism, anti-money laundering, data privacy and bribery, and corruption.

We have evaluated our inherent risk of Modern Slavery and determined that there is a heightened risk in some areas of our supply chain, and in the supply chains of our customers.

We continue to strengthen our compliance programme through our Code of Conduct and Third-Party Code of Conduct, supported by mandatory employee training, enhanced supplier screening using independent third-party services, and increased awareness of our Speak Up channels across relevant third parties, partners and suppliers.

Quantexa recognises that the introduction of key performance indicators to continue to monitor and assess the effectiveness of our values in this area will be a priority to focus on over the next financial year.

Governance, Approval and Accountability

Quantexa's approach to the measures set out in this Statement is overseen by senior leadership and developed and coordinated across relevant functions throughout the organisation.

This Statement was approved by the Board of Directors of Quantexa Limited on 7 September 2026 and is signed by Vishal Marria, Founder and Chief Executive Officer, on behalf of the Board of Directors of Quantexa Limited and those Quantexa Group entities listed below that have delegated authority to him to sign on their behalf.

Vishal Marria
Founder and Chief Executive Officer
Quantexa
7 September 2026

The Quantexa Group entities are:

- Aylien Ltd, a company registered in Republic of Ireland (519734)
- Goldcup 40308 AB, a company registered in Stockholm, Sweden (559594-1609)
- Quantexa BV, a company registered in Belgium (BE 0723 501 521)
- Quantexa Canada Limited, a company registered in BC, Canada (733259287)
- Quantexa France SAS, a company registered in France (SIREN: 979 802 774)
- Quantexa Germany GmbH, a company registered in Munich, Germany (HRB 311283)
- Quantexa Inc., a company registered in Delaware, USA (EIN: 32-0545797)
- Quantexa Japan KK, a company registered in Tokyo (0100-01-236188)
- Quantexa Malaysia Sdn. Bhd., a company registered in Malaysia (202401009117)
- Quantexa Netherlands B.V. a company registered The Netherlands (864377332)
- Quantexa Pte. Limited, a company registered in Singapore, (201901927E)
- Quantexa Pty Limited, a company registered in NSW, Australia, (623 027 234)
- Quantexa QFC LLC, a company registered in the QFC, Doha, Qatar (05078)
- Quantexa S.à.r.l, a company registered in Luxembourg (B255815)
- Quantexa Spain, S.L., a company registered in Madrid, Spain (B72480130)
- Quantexa Switzerland GmbH, a company registered in Zurich (CHE-277.146.438)
- Quantexa Technology Limited, a company registered in DIFC, Dubai, UAE (6051)

Disclaimer

This Modern Slavery Statement has been prepared by Quantexa Limited in accordance with Section 54 of the UK Modern Slavery Act 2015 and reflects the policies, procedures and activities in place across Quantexa and its relevant subsidiaries during the reporting period.

The information contained in this Statement was accurate to the best of Quantexa's knowledge at the date of publication and is based on information available at that time. As our business, operations and supply chain continue to evolve, our approach to preventing modern slavery and human trafficking will also continue to develop.

This Statement should be read as a transparent account of Quantexa's current practices, governance and ongoing commitment to identifying, assessing and addressing modern slavery risks. It is not intended to create contractual obligations or legal rights beyond those required by applicable law.

Any questions regarding this Statement should be directed to Quantexa Limited, 10 York Road, London, SE1 7ND, United Kingdom.