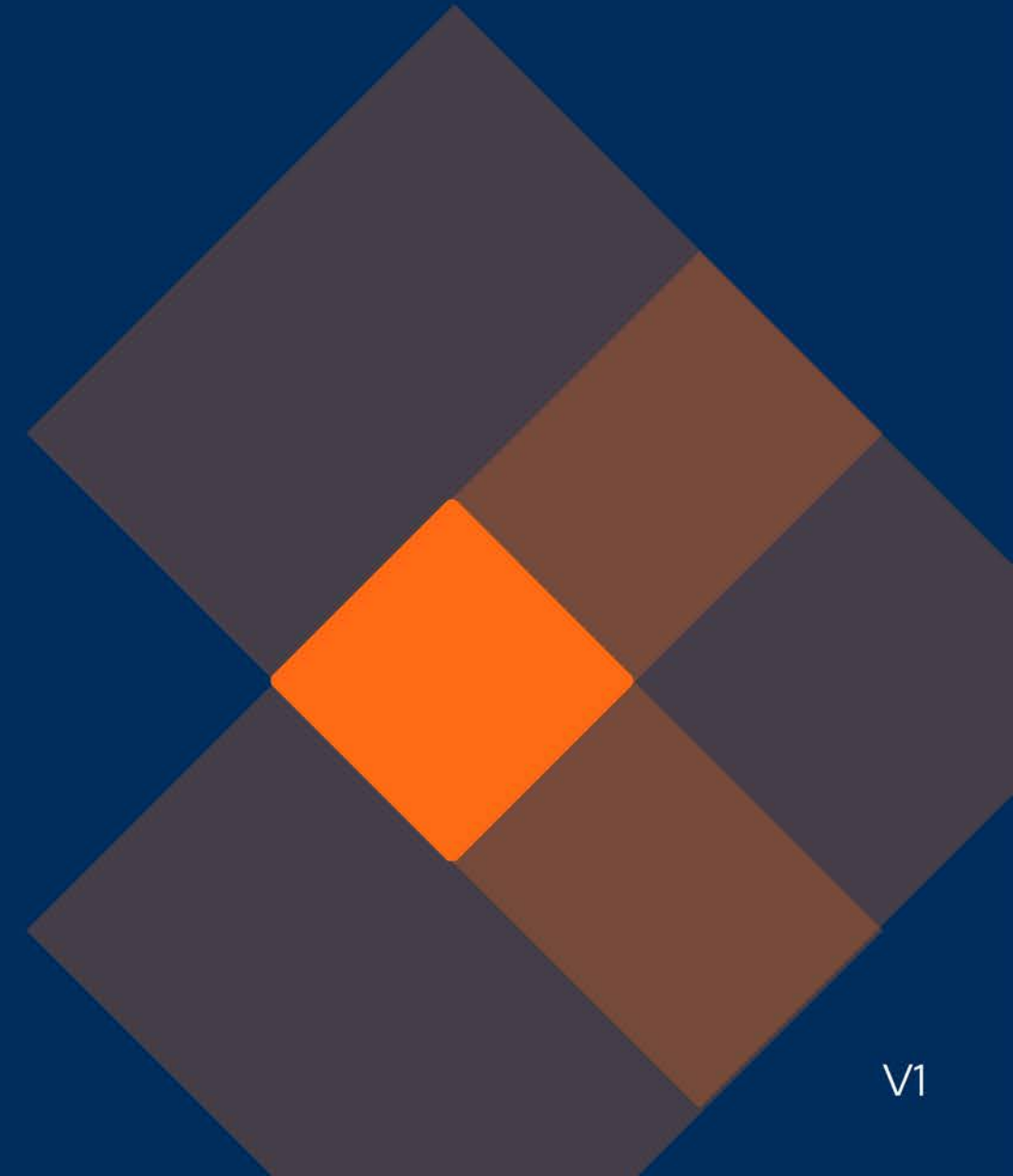


Quantaco Life

Our employee value proposition



Our Employee Value Proposition



Our values guide our behaviour

Our culture is built around a set of core values that inform how we behave.

Quantaco breathes collaboration, curiosity, creativity and customer obsession



We love what we do

It's fun here. We are energised by the work we do. Our active social calendar allows us to share a bond with our team mates outside of the office. Our Hybrid work policy allows flexibility for work-life balance



We are One Team

With a diverse service offering and teams in both Australia and India, we work together towards shared objectives



We find strength in diversity and inclusion

Our Women at Quantaco development program supports our powerhouse female talent and our regular cultural calendar allows us to share in cultural festivals across our business



When our people grow, so does our company

As we scale our business, we enable our team members to define their opportunities for growth. When we grow, so does Quantaco

Our Company Values



Customer
obsession

drives our

curiosity

leading us to be

creative

knowing that

collaboration

delivers amazing
outcomes



QUANTACO.
Potential. Delivered.

Our Reward Model



Our Benefits



Monetary

- Work office setup, Internet reimbursement to support hybrid arrangement
- Milestone celebrations
- Interest Free Medical Loans
- Pluxee Benefits (as part of CTC to save tax)
- Weekend Bonus (while this is not a benefit, employees from Quantaco platform services get paid for the weekends they work over and above their regular salary)
- Transport Allowance (over and above their regular salary)



Non-Monetary

- Flexible work arrangements
- Medical Insurance for self & Family
- Complimentary breakfast, Lunch
- Professional Development & Study Assistance program
- Social events & CSR
- Recreation space within Office
- Corporate Sports Sponsorship
- Anchor Days for collaboration
- Dual monitor screens and large desk spaces

Additional Information

On some key components of our value proposition

QUANTACO.
Potential. Delivered.





Bonus Opportunity

Share in the success



As Quantaco succeeds, we share that success with those who have contributed to it

Where Quantaco has met or exceeded yearly financial targets, high-performing employees will receive a bonus of up to 20% of their base salary (excluding superannuation) for their efforts

Following a holistic performance review and favourable business performance, bonuses may be eligible based on Individual Performance, Team Performance and Values Aligned Behaviours

- The rating achieved in each area is linked to an applicable weighted bonus amount
- Based on Quantaco's consolidated performance against budgeted EBITDA, a Company Multiplier will flex the bonus amount accordingly





Employee referral program



Good people know good people

If you refer someone who has the right skills and values to be a Quantaco team member, when they pass their probation you will be paid a referral bonus

Professional Memberships



Keeping your certified memberships up to date

Eligible professional memberships (for example, CA membership fees or other industry body memberships) are covered financially by Quantaco, either through upfront payment or reimbursement through Expensify



Hybrid Work Policy



We recognise the role flexibility plays in work life balance

Under our Remote & Hybrid Work Policy, we offer Employees who have passed their Probation period with a minimum of three days per week in the office and the flexibility to work from home up to two days

Culture



Peer Recognition Platform

Micro rewards for values aligned behaviours

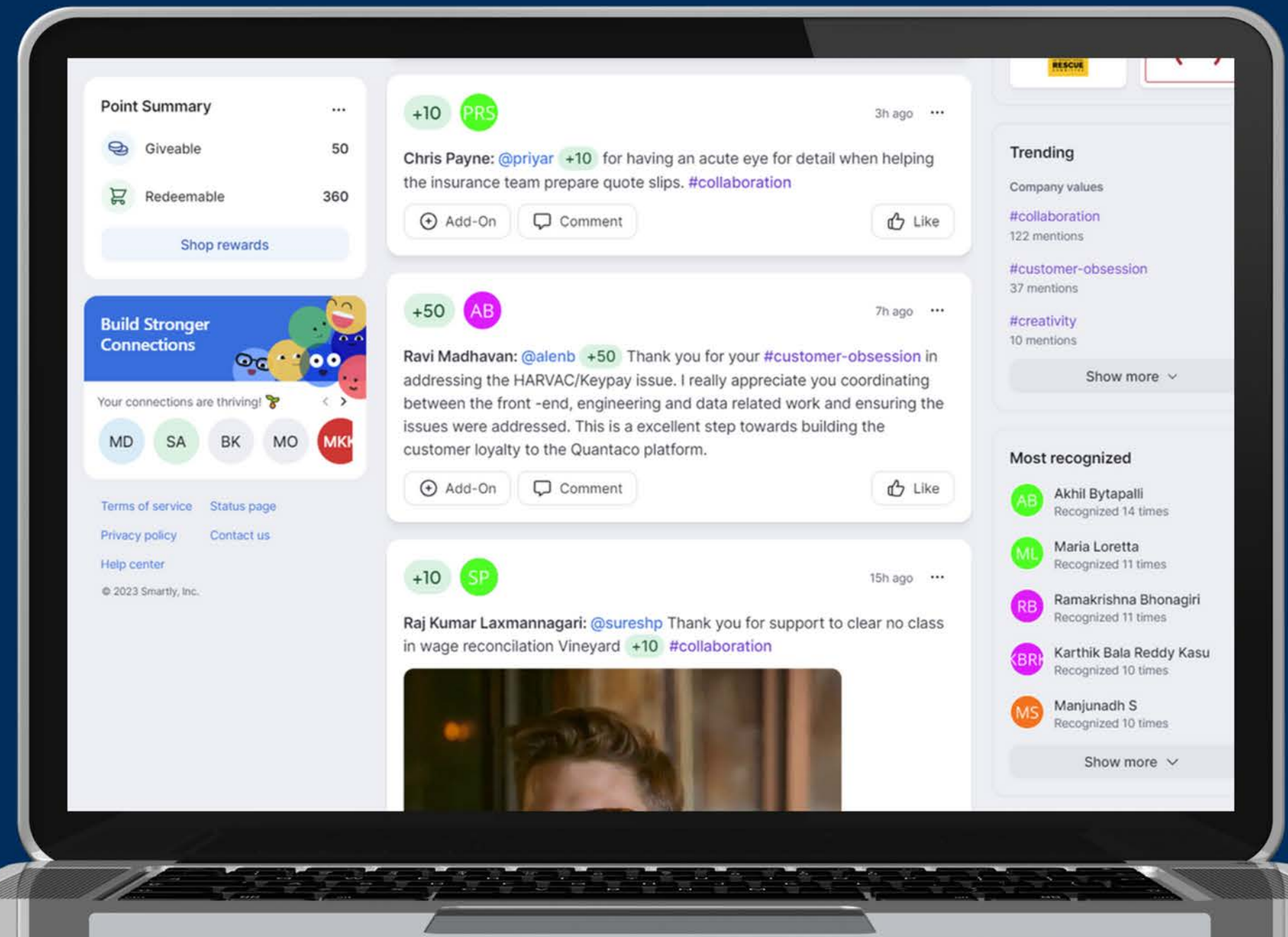


Peer-to-peer
recognition platform

Intuitive, social and fun
to use

Redeem for rewards
you actually want

QUANTACO.
Potential. Delivered.





Diversity and Inclusion

Quantaco appreciates the importance in understanding and valuing diversity, equity and inclusion: in fact, we find strength in it

- We have a formal D&I Policy guiding our inclusion efforts
- Our Inclusion Calendar informs the shared cultural festivals we celebrate across our Australian and Indian teams
- We stand by our approach to equal employment opportunity and merit-based decision making





2025 Inclusion Calender

Embracing Inclusive Events in Quantaco's Sydney and Hyderabad Offices

2025

14 JANUARY	Sankranti	31 MARCH	Ramadan (Eid)	29 AUGUST	Wear It Purple Day
29 JANUARY	Lunar New Year	25 APRIL	Anzac Day	11 SEPTEMBER	R U OK? Day
08 MARCH	International Womens Day	11 JUNE	Cultural Inclusion Day	02 OCTOBER	Dussehra & Gandhi Jayanthi
14 MARCH	Holi	15 AUGUST	Indian Independence Day	06 OCTOBER	Moon Festival
				21 OCTOBER	Diwali

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