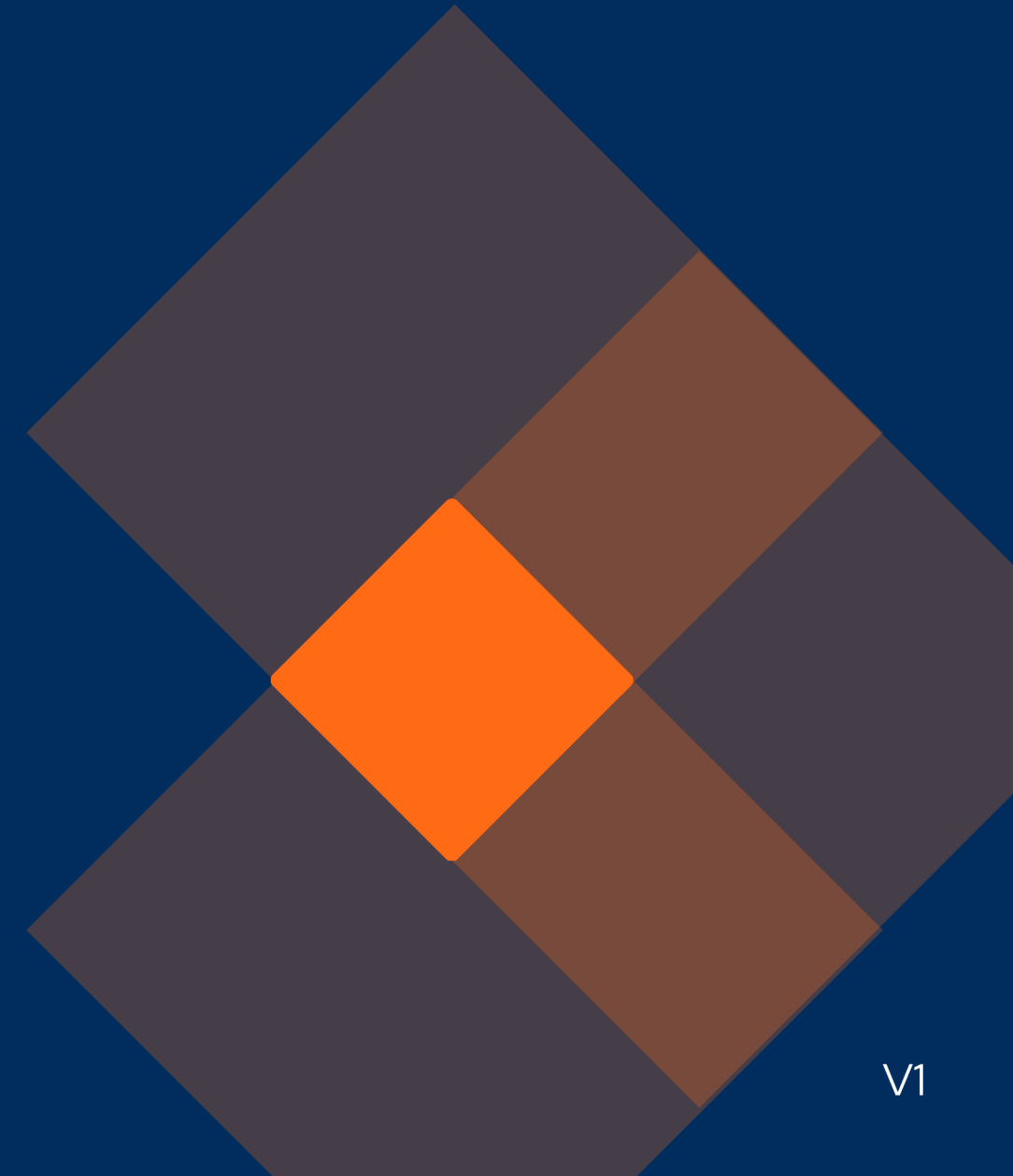


# Quantaco Life

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

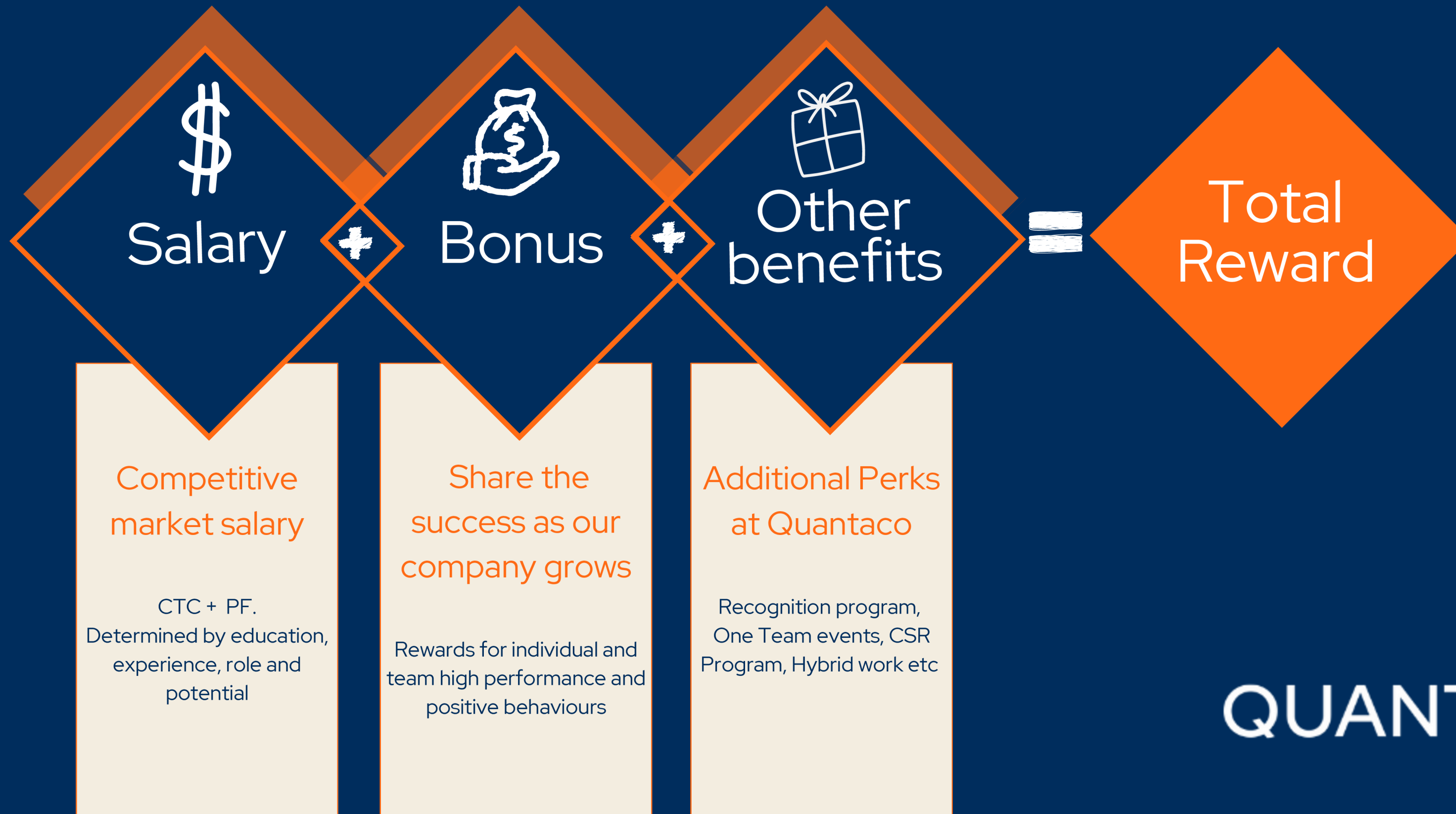
collaboration

delivers amazing  
outcomes



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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

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# 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

Individual Performance		✖	Team Performance		✖	Values Aligned Behaviours		✖	Company Multiplier		=	Bonus Amount
Rating linked bonus	Weighting 50%		Rating linked bonus	Weighting 30%		Rating linked bonus	Weighting 20%		x 0.8 < x 1.2	Total Bonus		



# Salary Reviews



Performance Ratings drive applicable salary adjustments

Bands for salary increases are associated with each Performance Rating to account for existing salary level and market conditions

Rating	Explanation	Increase
Outstanding performance	Continually performed at a level far above performance expectations, delivering outstanding outcomes for Quantaco. Sets a new standard of performance and is ready for promotion. Influences others to perform better.	5-15%
Exceeds Expectations	Regularly exceeded performance expectations throughout the year, over and above meeting all annual goals. Requires little to no additional direction to achieve core goals of the role.	3-9%
Meets Expectations	Consistently meeting performance objectives and the majority of core goals for the role. Solid, steady performer.	3-6%
Needs Improvement	Does not consistently meet expectations of the role. Willing or able to improve but lacks the results required for the role. Needs additional support and direction, including performance monitoring or formal performance management.	0-3%





# Birthday leave

No one should have to work on their birthday

When your birthday falls mid-week take a paid day off to celebrate

Enjoy the day doing the things you love by taking a fully paid day off

This reward is designed to help you celebrate your birthday, so it must be enjoyed on your actual birthday, there is no carryover or taking it early

Obviously, weekends don't count as you wouldn't be working anyway

Sometimes we have business critical deliverables in which case it may not be possible to take your reward, check with your line manager first

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## 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





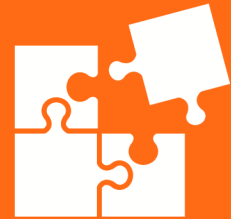
## Hybrid Work Policy



*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

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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





# 2024 Inclusion Calender

Embracing Inclusive Events in Quantaco's Sydney and Hyderabad Offices



Jan 15	Sankranti	HYDERABAD	Mar 12	Ramadan (Eid)	BOTH	Aug 30	Wear it Purple Day	BOTH
Jan 26	Indian Republic Day	HYDERABAD	Mar 25	Holi	BOTH	Sep 12	R U OK? Day	BOTH
Feb 10	Chinese New Year	BOTH	Apr 09	Ugadi	HYDERABAD	Sep 17	Moon Festival	SYDNEY
Mar 08	International Women's Day	BOTH	Apr 25	Anzac Day	BOTH	Oct 12	Dussera	HYDERABAD
						Nov 01	Diwali	BOTH



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