Quest

2025 Climate-related Disclosures

Task Force on Climate-related Financial Disclosures (TCFD)

Introduction

At Quest and One Identity global entities, for simplicity referred to as "Quest, the Company, we, or our" herein, we are committed to meeting the needs of our customers while upholding standards of compliance and responsible business practices. We recognize that climate-related risks and opportunities are becoming increasingly relevant to companies across all industries, and we are actively taking steps to ensure that our business remains resilient, adaptable, and aligned with evolving stakeholder expectations and regulatory requirements.

In 2025, Quest completed a climate risk assessment to identify climate risks and opportunities, assess those risks in three potential future climate scenarios, and identify and rank resilience measures to address the risks. Through this work, we are strengthening our company, uncovering growth opportunities, and supporting long-term business continuity.

In this inaugural Task Force on Climate-related Disclosures (TCFD) Report, we provide stakeholders with a clearer understanding of our exposure and strategic readiness to climate-related risk and opportunities. Aligned with the TCFD Framework, this report is structured around:

[Governance]

[Strategy]

[Risk Management]

[Metrics & Targets]

"Quest is committed to the safety, health and sustainability of our business, our team and the environment".

Tim Page
Chief Executive Officer

Governance

Strong governance of climate-related risks and opportunities is important to our long-term success as a company. Quest's Board of Directors recognizes the importance of effective governance in overseeing environmental, social, and governance (ESG) matters and managing associated risks and opportunities.

The Board provides oversight through established governance structures, ensuring that climate considerations are integrated into risk management and strategic decision-making processes, in line with regulatory and stakeholder expectations.

Board Oversight of Climate-related Risks and Opportunities

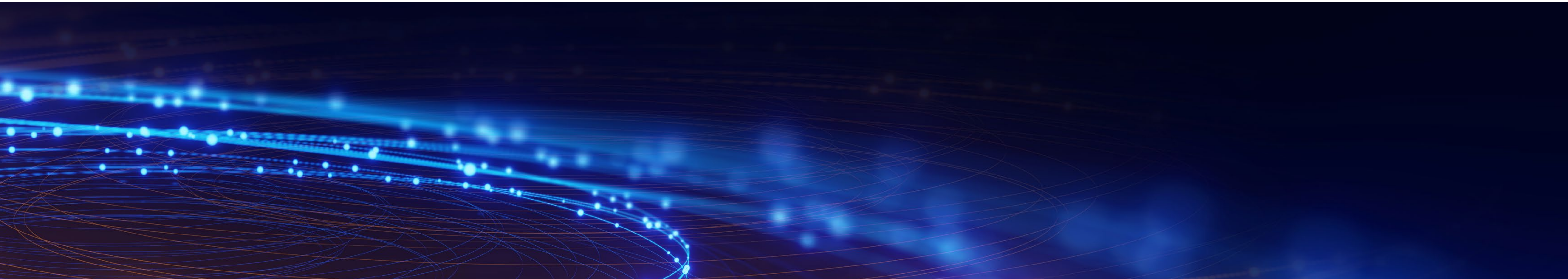
Quest's Board of Directors provides ultimate oversight on all strategic matters, including the integration of climate-related risks and opportunities into our long-term corporate strategy, risk management framework, and capital allocation plans. This process includes reviewing management's assessment of risks and opportunities material to our business at least annually.

As a Clearlake Capital portfolio company, our governance is enhanced by their active ownership model. Clearlake representatives on our Board ensure that climate-related performance is a standing agenda item used to inform strategic decisions. The Board also considers progress against key climate-related targets when evaluating executive performance.

Management's Role in Assessing and Managing Climate-related Risks and Opportunities

Quest's executive leadership team is responsible for managing climate-related issues. Our management process is supported by the expertise of our owner, Clearlake Capital. Quest's team engages with Clearlake's O.P.S.® and ESG specialists to leverage best practices for performance improvement, ESG data management, and reporting, ensuring our approach is robust and aligns with investor expectations. We are formalizing this governance structure in 2026 to further embed climate accountability throughout our organization.

Quest's team looks to integrate the results of our 2025 Double Materiality and Climate Risk Assessments into operational roadmaps, risk registers, and strategic planning cycles.



Strategy

Quest completed a climate risk assessment in 2025, during which key stakeholders across the company met to identify, categorize, and prioritize climate risks and opportunities.

Climate-related Risks and Opportunities Identified Over the Short, Medium, and Long Term

Driving Force	Type	Risk or Opportunity Description	Strategic Timeframe[1]	Financial Drivers
Market opportunity	Opportunity - Markets	Resilience through diversification – Geographically diverse operations and resilient multi-cloud infrastructure ensure business continuity and consistent customer service during climate disruptions, reinforcing long-term trust and competitive advantage.	Short	Revenue gain: Customer and market demand CapEx: Infrastructure and system investments (e.g., expanding geographically distributed data centers, securing long-term multi-cloud architecture) OpEx: Ongoing cloud service, IT redundancy, and risk monitoring costs
Reputational opportunity	Opportunity - Reputational	Support customers and investors with meeting their sustainability goals and provide enhanced business continuity. Opportunity to lead and build reputation.	Short, Medium	Revenue gain: Customer and market demand OpEx: Ongoing marketing and communications
Regulatory risk	Transition Risk - Regulatory	Future mandates on company emissions, reporting requirements. Including the risk of financing these priorities.	Short, Medium, Long	OpEx: Regulatory and compliance costs (e.g. emissions monitoring, carbon pricing)
Market shift risk	Transition Risk - Markets	Climate-driven market shifts that impact Quest's profitability. Could include increased energy expenses, the cost of capital, M&A valuations, investment flows, and evolving customer needs.	Medium, Long	Revenue loss: Customer and market demand
Reputational risk	Transition Risk – reputational	Customer and investor expectations with evolving pressures to offer green programs that keep up with the industry.	Short, Medium	Revenue loss: Customer and market demand
Extreme weather risks	Physical Risk - Acute and Chronic	Flooding, droughts, wildfires - resulting in impacts to data centers, network failures, employee wellbeing or work capacity. Includes the risk of downtime when sufficient system resilience is not in place.	Short, Medium	Revenue loss: System or team down time

[1] Short = Within the current reporting period (≤1 year); Medium = 1-5 years; Long = 5+ years

Impact of Climate-related Risks and Opportunities on Quest's Businesses, Strategy, and Financial Planning

Quest recognizes that climate change introduces both risks and opportunities that may influence our business operations, long-term strategy, and financial performance. Through our 2025 climate risk assessment process, we identified unique physical and transition risks and opportunities, including potential financial implications. While the degree to which these factors will shape future strategic decisions continues to evolve, we acknowledge that preparing for climate impacts requires thoughtful consideration.

We are also considering how insights from our climate risk assessment may inform corporate strategy, risk management processes, and financial planning decisions. We recognize the importance of monitoring and responding to both near-term and long-term risks and opportunities and have defined short-term as within the current reporting period (≤1 year), medium-term as one to five years, and long-term as five years or more for climate-related risk analysis.

See financial implications of identified risks and opportunities in the table on p.4 →

Resilience of Quest's Strategy, Taking into Consideration Different Climate-related Scenarios

Quest selected two distinct NGFS climate scenarios for investigation as part of our 2025 climate risk assessment. To align with the European Sustainability Reporting Standards—which emphasize consistency with the Paris Agreement's goals—a 1.5 °C NGFS scenario was also run for analysis. For all three scenarios we explored what the company would be doing to respond to the unique physical and transition risks presented by each, and to achieve success over 5- and 15-year time horizons.

SCENARIO 1: NGFS CURRENT POLICIES

3°C end-of-century warming

In this scenario, only currently implemented policies are preserved, leading to high acute and chronic physical risks, as global emissions remain high and temperatures steadily rise. The price of Carbon remains effectively zero. As the global energy demand continues to rise, it is met primarily with fossil fuels. Transition risks related to regulation, technology, and legal risks are not likely to be prominent drivers in this scenario.

Potential ways Quest could strategically respond to this scenario include:

- Offering lightweight data storage solutions that reduce energy use in cloud software delivery
- Supporting voluntary ESG disclosures for large customers
- Early investments in climate risk mapping and scalable remote work protocols to enhance resilience
- Maintaining diverse supplier relationships to mitigate physical risks to data center operations
- Strategically choosing data center partners with cooler, less vulnerable locations to improve reliability and reduce operating costs from cooling

SCENARIO 2: NGFS DELAYED TRANSITION

1.7°C end-of-century warming

In this scenario, global annual emissions do not decrease until 2030 when new climate policies are introduced. Strong policies are then needed to limit warming to below 2 °C, leading to significant opportunities and high transition risks (technology, legal, reputation) and the potential for residual high physical risks.

Potential ways Quest could strategically respond to this scenario include:

- Maintaining a globally distributed, resilient cloud infrastructure to ensure uninterrupted service during severe climate events
- Enhancing workforce engagement and retention by linking sustainability initiatives with employee wellbeing and corporate culture
- Partnering with cloud providers for low-carbon workload routing
- Leveraging early climate risk insights to gain competitive advantage

SCENARIO 3: NET ZERO 2050

1.5°C end-of-century warming

In this scenario, ambitious climate policies are introduced immediately, driving rapid decarbonization and reaching global net zero CO_2 emissions around 2050. Carbon dioxide removal is used selectively and within sustainable limits. Physical risks are relatively low, but transition risks are high due to the pace and scale of policy, technology, and market changes required.

Potential ways Quest could strategically respond to this scenario include:

- Optimizing operations for carbon pricing, including travel and energy efficiency
- Supporting clients' decarbonization and climate reporting efforts
- Requiring stricter ESG compliance from vendors to better support customers low-carbon operations and continuity
- Establishing a dedicated sustainability team and early budgeting for carbon costs to proactively meet regulatory and market pressures.

Risk Management

Working to understand and proactively manage climate-related risks and opportunities supports our ability to respond to customers' needs and adapt to regulatory changes, maintaining long-term business resilience and strategic success. We recognize that identifying, assessing, and responding to climate-related factors can influence our business through both opportunities to be leveraged and risks to be mitigated.

Quest engages with a third-party ESG advisor, Malk Partners, to assess material ESG risks and opportunities. This engagement results in tailored short- and long-term ESG recommendations. The assessment includes evaluating Quest's exposure to material ESG risks and its capacity to mitigate them. Climate-related physical and transition risks are identified, assessed, and prioritized over the time horizons in which they are expected to have a financial impact on the company, in alignment with TCFD guidance.

In addition, Quest maintains commitments to environmental stewardship reinforced through our Code of Conduct, which emphasizes compliance with environmental laws, responsible supply chain practices, and proper disposal of electronic waste.

Processes for Identifying and Assessing Climate-Related Risks

A review of published peer disclosures and industry thought leadership was conducted to inform Quest's climate risk assessment. The findings from this review were referenced as Quest stakeholders compiled an inventory of physical and transitional climate risks and opportunities across the short-term, medium-term, and long-term. Scope and likelihood were also identified for each opportunity and risk. Through a matrix combining levels of likelihood and potential scale, five risk levels were identified.

High likelihood			
Medium likelihood			
Low likelihood			
	Scale - low	Scale - medium	Scale - high

Quest is planning to review and update the climate risk and opportunity inventory on an annual basis and will aim to categorize risks and opportunities based on type, time horizon and likelihood.

Processes for Managing Climate-related Risks

At Quest, responsibility for managing climate-related risks and opportunities is embedded within relevant business functions. For example, the IT department leaders review the placement and resilience of our data center partners to help mitigate exposure to acute physical risks, such as extreme weather events. Business departments are also responsible for managing broader operational risks; for example, supply chain teams leverage Quest's Supply Chain Risk Management framework to identify, assess, and mitigate risks across suppliers and partners.

As described in the governance section, risks and opportunities across the company are reported to the Board of Directors. The Board has oversight of all ESG topics deemed material, including climate change. In 2025, Quest conducted a Double Materiality Assessment (DMA) to identify and prioritize ESG topics, which informs ongoing risk management and Board reporting.

How Processes for Identifying, Assessing, and Managing Climate-related Risks are Integrated into Overall Risk Management

As a standard process, whenever adopting new solutions, platforms, or engaging new suppliers, Quest evaluates energy cost and footprint, as well as other climate-related impacts. Our cloud-first strategy is one example of integrating climate resilience into our everyday operations. This company-wide approach leverages external ESG compliant data centers from suppliers who dedicate the proper road maps and funds to meet expectations and eliminates the need for on-site data centers at our facilities.

Metrics & Targets

Key metrics and targets are important for understanding our progress and providing stakeholders with a clear view of climate-related performance. Quest continues to develop its ESG initiatives, including insights from our 2025 climate risk assessment, Double Materiality Assessment, and other initiatives like our participation in EcoVadis Assessments.

Quest also completes an annual ESG data collection exercise through Novata, a sustainability software platform designed for private markets. This process involves the collection of over 60 environmental, social, and governance metrics, including those related to climate risks and opportunities Novata's platform aligns with widely accepted standards and frameworks, facilitating accurate and confident data collection.

Metrics Used to Assess Climate-related Risks and Opportunities in Line with Strategy and Risk Management Process

Quest is exploring specific indicators to assess climate-related risks and opportunities in the future. Recommended next steps for measuring and managing climate-related performance include:

- Establish annual tracking of Scopes 1, 2, and 3 carbon footprints.
- Expand KPI disclosure to provide stakeholders with a clearer picture of Quest's impacts and improve alignment with industry and disclosure frameworks.
- Undergo a target-setting process.

Scope 1, Scope 2, and Scope 3 Greenhouse Gas (GHG) Emissions

We have not yet established formal scope 1, 2, or 3 GHG emissions inventories. But as part of the 2025 climate risk assessment, the company is exploring methodologies for measuring emissions and integrating findings into future risk management and strategic planning.

Targets Used to Manage Climate-related Risks and Opportunities and Performance Against Targets

We have not yet set formal climate-related targets, including net-zero or other GHG reduction goals. But the company is actively developing additional ESG initiatives and intends to explore these approaches more to set forward-looking targets that support our business growth and risk management strategies.

Quest

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