

Quick Heal

ESG

REPORT

2025-26

Securing Individuals,
Businesses & Nations

Sustaining the Planet.



EMPOWERING
PEOPLE



BUILDING
PROGRESS



PRESERVING
OUR PLANET



RESPONSIBLE TODAY
FOR A BRIGHTER TOMORROW

www.quickheal.com

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Introduction

Quick Heal

For nearly three decades, our work has been about protecting people's digital lives, built on homegrown threat intelligence, indigenous R&D, and technologies that don't depend on imported detection or third-party databases.

This report turns that same lens inward: how we manage our impact as a company on the environment, our people, and the systems of governance we operate within.

This is our first Sustainability Report. It marks a shift from communicating what we build to disclosing how we operate and the role we play in the wider digital ecosystem we help protect.

We believe

CYBERSAFETY
IS A FUNDAMENTAL
RIGHT FOR ALL



This report is how we hold ourselves accountable to that belief.



Message from Founders

Dear all,

Three decades ago, we began Quick Heal with a simple belief: cyber safety should be accessible, reliable, and built around the realities of the people and organisations we protect. That belief has remained constant even as technology, threats, and the expectations placed on cybersecurity companies have changed dramatically.

The global cybersecurity landscape is now being reshaped by the rapid adoption of artificial intelligence, geopolitical uncertainty, increasingly complex digital ecosystems, and evolving regulatory expectations. Cybersecurity is moving beyond a traditional focus on endpoint protection toward continuous resilience, stronger identity and access controls, data protection, and digital trust. AI is accelerating both defence and offence, creating new opportunities for detection and response while introducing new attack surfaces and governance challenges.

For Quick Heal, these shifts reinforce the importance of the capabilities we have built over the years: deep research, GoDeep.AI, our patented technology, threat intelligence, engineering expertise, and the ability to understand emerging threats at their source. Our journey from a Pune-based technology venture to a global cybersecurity company has been shaped by long-term investment in innovation and self-reliance. Today, that foundation extends across Quick Heal, Seqrite, Seqrite Labs, and the wider ecosystem of customers, partners, researchers, institutions, and communities we serve.

We also believe that sustainability in a technology and cybersecurity business must be understood broadly. It includes reducing our environmental footprint and using resources responsibly, but it also means building secure and resilient products, protecting privacy and data, developing future-ready talent, supporting digital inclusion and cyber awareness, and maintaining governance standards that earn stakeholder trust. In this sense, responsible business and business resilience are increasingly inseparable.

This first Sustainability Report brings these dimensions together and establishes a baseline for the journey ahead. It reflects how we are managing energy, emissions, waste and resources; strengthening our people and workplace practices; supporting communities through cyber education and other social initiatives; engaging our partner ecosystem; protecting customer trust; and strengthening governance and risk management. It also makes visible the areas where our systems, measurement and disclosures still have room to mature.

Our priority now is to turn this baseline into measurable progress. We will continue integrating ESG considerations into business decisions, expanding renewable energy and resource-efficiency initiatives, advancing AI-enabled cybersecurity responsibly, strengthening privacy and information security, investing in skills and cyber education, and improving accountability across our value chain. As expectations evolve, we will continue to strengthen the quality, consistency and transparency of our disclosures.

We believe the next phase of Quick Heal's journey is about more than responding to change. It is about helping shape a safer, more resilient digital ecosystem. A cybersecurity company that enables organizations and individuals to build resilience must demonstrate the same resilience in how it operates, innovates, develops its people, manages its resources, and creates long-term value for all its stakeholders.



Dr. Kailash Katkar

Chairman & Managing Director



Dr. Sanjay Katkar

Joint Managing Director



Message from the Chief Executive Officer

Dear Stakeholders,

FY 2025-26 was a year in which the cybersecurity industry continued to move from a technology-led function to a strategic business imperative. Across markets, organisations are responding to faster-moving threats, broader digital attack surfaces, increased regulatory scrutiny, and the growing use of artificial intelligence in both business operations and cyber defence. Resilience, trust and the ability to respond quickly are becoming as important as prevention.

For Quick Heal, this environment makes responsible growth inseparable from our core purpose. With more than 9 million customers across 70+ countries and an ecosystem of more than 35,000 partners, the scale of trust placed in us creates a corresponding responsibility in how we develop technology, protect information, support customers, manage our operations and engage our stakeholders.

This report brings together our progress across environmental stewardship, people and workplace practices, community initiatives, partner engagement, customer trust, data privacy, and governance. It also marks an important step in strengthening the systems and discipline behind our non-financial reporting. As our first sustainability disclosure, it provides a baseline while clarifying where data, processes, and measurement frameworks need to mature further.

Looking ahead, our focus is to embed sustainability and responsible business practices more deeply into decision-making and execution. That means improving resource efficiency and emissions management, strengthening our people and capabilities, advancing responsible AI and privacy practices, deepening partner and community engagement, and maintaining strong governance and risk oversight. For us, sustainability is not separate from performance; it is part of building a resilient, trusted and future-ready cybersecurity company.



Mr. Harish Kumar GS

Chief Executive Officer

ESG Highlights

30 Years

of Cybersecurity Service

- 70+ Countries Served
- 9 Patents
- 1000+ Cybersecurity Experts
- 23 Offices in India



35000+
Dealer
Network



9M+
Customers



94 Lakh+
Lives Touched
by CSR
Initiatives

Approach to Reporting

This is our first Sustainability Report. As a first-time disclosure, our reporting scope and data systems will mature with each edition; what follows is an honest account of where we stand today, not a finished practice.

Reporting Period: FY 2025-26

Reporting Boundary: India-specific

Framework: Prepared with reference to GRI Standards and BRSR (Business Responsibility & Sustainability Reporting), in line with SEBI LODR Regulation 34(2)

Materiality: The topics covered in this report reflect the themes that came up consistently across stakeholder conversations, Board discussions, and our day-to-day operating priorities, brought together by our ESG Committee as the three pillars set out below. A formal double-materiality assessment is part of our roadmap for future reports.

Assurance: This report has not been externally assured. We intend to introduce third-party assurance as our ESG reporting practice matures.

This is the first-ever sustainability report, therefore no restatements of previously reported information.

Publication Date: 23rd September, 2026

Email ID: media@quickheal.com



Awards & Accolades



Won 'Product of the Year' and 'Top Remediation Time' in AVLab Poland's malware testing, achieving a perfect 100% protection rate



Secured the AV-TEST Approved Advanced EDR Certification for Seqrite XDR, emphasizing its strong performance against sophisticated cyber threats



Quick Heal won the 'Cybersecurity Innovator of the Year & Leader in Digital Security Solutions' Award



Seqrite Endpoint Protection won the Prestigious AV-TEST Best Performance 2024 Award for Corporate Users!



Dr. Kailash Katkar received the prestigious "Maratha Vishwabhushan Puraskar" for his visionary leadership and contributions to technology, education, and nation-building.



Seqrite Endpoint Protection received 18/18 ratings in AV Test Evaluation for Protection, Performance, and usability



Quick Heal achieved ISO/IEC 27701:2019 certification for Privacy Information Management System (PIMS) standard



Seqrite has been listed as a preferred vendor by Gartner for Disinformation Security



Hosted the 2026 edition of the 'Cyber Shiksha for Cyber Suraksha' Awards through Quick Heal Foundation

Patents



USPTO 10,387,649

Signatureless Behavior-based Detection Technology



US12095730

Controlling Access to Resources-Based on Policies at Different Layers of a Networking Model



USPTO 10,311,234

Anti-Ransomware Technology



IN 543212

Controlling access to digital resources in a zero-trust environment



USPTO 8,973,136

System and Method for Protecting Computer Systems from malware Attacks



IN 590849

Advanced Network Access Control



USPTO 11,216,558

Detecting Malwares in Data Streams



IN 593182

Detecting Malwares in Data Streams



470730

Anti-Ransomware

ISO Certifications



- ✓ ISO 9001:2015 Certified
- ✓ ISO 20000-1:2018 Certified
- ✓ ISO/IEC 27701:2019 Certified
- ✓ ISO 27001:2022 Certified
- ✓ SOC 2 Type 2 Certified



About Quick Heal & Seqrite



From a small repair shop to
INDIA'S MOST TRUSTED
CYBERSECURITY PLAYER,

this is the story of how a purpose became
an ecosystem.

Who We Are

Quick Heal Technologies Limited was founded in Pune in 1995 with a simple premise: cybersafety should be accessible to all. From its beginnings as a computer repair shop, it became India's first publicly listed cybersecurity company in 2016.

Today, we are a robust organization serving millions of customers in over **70 COUNTRIES.**

As a proudly "Made in India" cybersecurity company, we work at the intersection of digital trust, data privacy, and national digital resilience.

Seqrite, our enterprise arm launched in 2015, extends this purpose to organizations through integrated cybersecurity aligned with Cybersecurity Mesh Architecture (CSMA), enabling scalable and sustained cyber resilience.

Our cybersecurity ecosystem extends beyond products and services through Seqrite Labs (India's largest malware analysis facility), Quick Heal Academy, and Quick Heal Foundation, advancing cybersecurity research, skilling, digital awareness, and community impact to help build a safer, more inclusive digital ecosystem.



We are

the only listed cybersecurity company in India,

uniquely positioned through global collaborations like the U.S. NIST-NCCoE and the AI Safety Institute Consortium (AISIC).

Why Do We Exist?

Our Core Purpose

Innovate to 'simplify' securing digital experience.

Our core purpose is to create a secure digital world by protecting individuals, businesses, and communities from evolving cyber threats. We aim to simplify cybersecurity through innovative, accessible, and trusted solutions. Driven by a commitment to digital safety and trust, we continuously work toward empowering users to use technology confidently and securely.

Our Core Values

Behind every product we build, behind every community initiative the Quick Heal Foundation runs, and behind every policy we uphold, there are our core values that never change, regardless of market conditions or competitive pressures:



INTEGRITY

- Own actions and decisions with honesty and accountability.
- Follow ethical, transparent, and fair practices.
- Build trust through consistency and reliability.
- Do the right thing, even in challenging situations.



CUSTOMER CENTRICITY

- Put customers at the center of decisions and solutions.
- Understand and respond to customer needs with empathy.
- Use feedback to continuously improve experiences.
- Create long-term value and customer satisfaction.



INNOVATION

- Think creatively and challenge conventional approaches.
- Continuously learn, adapt, and improve.
- Drive innovation that delivers value and efficiency.
- Focus on quality, proactive thinking, and solutions.



LEADERSHIP

- Inspire others to grow, succeed, and excel.
- Maintain high standards of quality and accountability.
- Create meaningful value for customers and stakeholders.
- Take ownership and go the extra mile to deliver results.

Global Presence & Customer Base

We protect **individuals, households, SMBs, enterprises, government and critical infrastructure** across sectors including banking, healthcare, education, manufacturing and public services.

40% Estimated share of India's retail antivirus market

70+ countries

Global presence across **Southeast Asia, Middle East, Africa, Europe and the UK**, with growing focus on **MEA and LATAM**

Through **Quick Heal, Seqrite and next-generation solutions**, we are expanding our global footprint with AI-powered, locally adaptable cybersecurity and fraud prevention solutions.



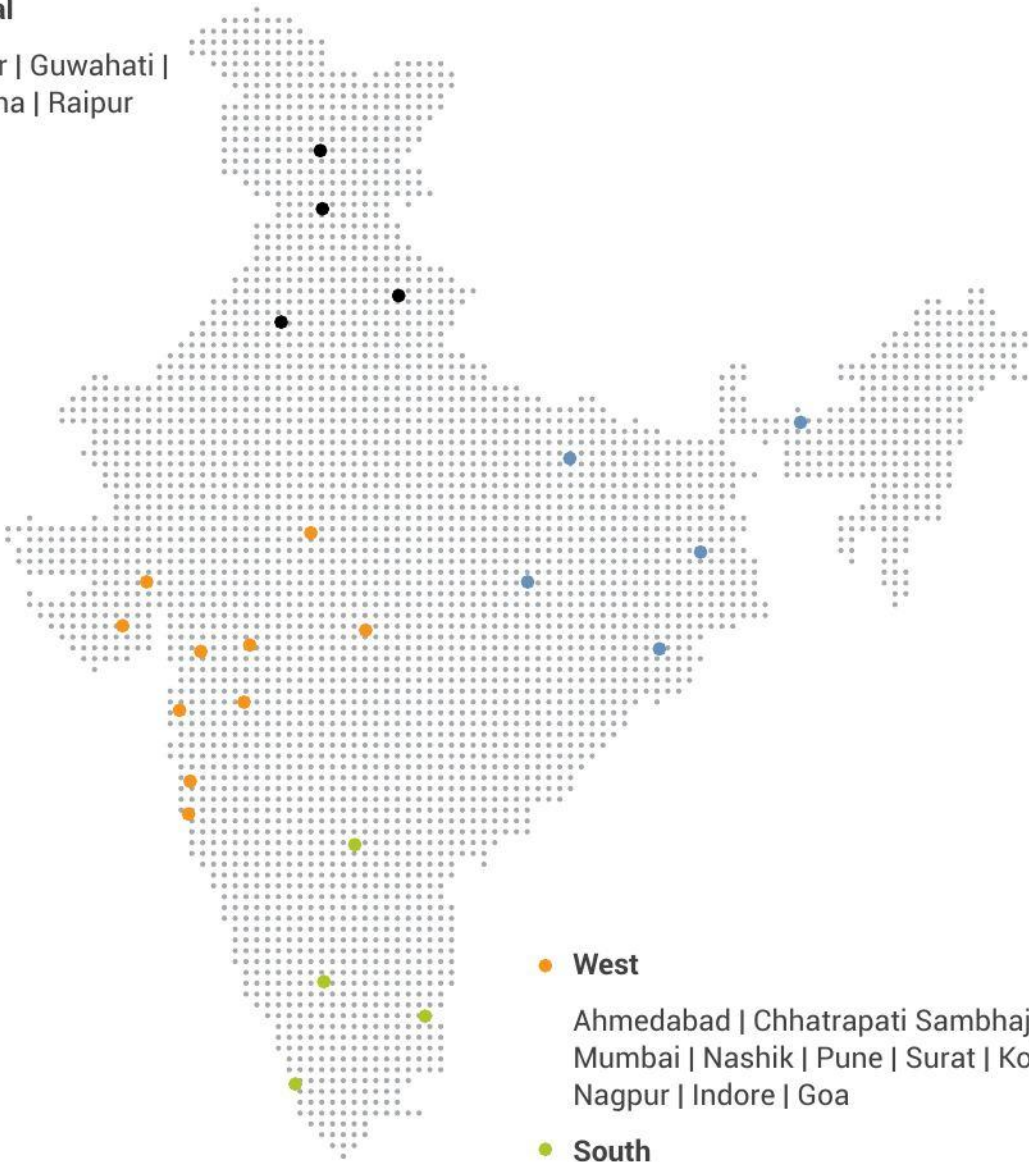
India Presence

- North

Chandigarh | Delhi | Jaipur |
Lucknow

- East & Central

Bhubaneswar | Guwahati |
Kolkata | Patna | Raipur



- West

Ahmedabad | Chhatrapati Sambhajinagar |
Mumbai | Nashik | Pune | Surat | Kolhapur |
Nagpur | Indore | Goa

- South

Bengaluru | Chennai | Hyderabad |
Kochi

23 Branches
In India

Our Business Model

Quick Heal's value-creation model spans two complementary segments, each serving different customer needs but united by a shared philosophy: everyone deserves to be safe online.

Segment	What We Offer	Who We Serve	Revenue Contribution
Consumer Business (Quick Heal)	Antivirus, Internet Security, Mobile Security, Multi-Device Protection, and AntiFraud.AI (India's first fraud prevention solution)	Individual users, households, first-time internet users, students	~50% of total revenue
Enterprise Business (Seqrite)	Endpoint Protection Platform, Zero Trust Network Access (ZTNA), XDR, SMAP, Seqrite Threat Intelligence, Seqrite Data Privacy (DPDP-aligned), DRPS, and RRaaS	Enterprises, SMBs, government bodies, critical infrastructure across BFSI, healthcare, manufacturing, logistics, education etc.	~50% of total revenue
Cybersecurity Education & Capacity Building (Quick Heal Academy)	Cybersecurity training programs, skilling initiatives, certification courses, academic partnerships, and digital awareness initiatives	Corporates, government institutions, educational institutions, and professionals seeking cybersecurity capability development	Strategic capability-building initiative supporting long-term ecosystem development



Our Value Chain

How We Create Value

Every revenue we generate flows through a value chain built on homegrown intelligence. We do not rely on imported security applications or third-party threat databases and are self-reliant. What protects our customers has been built by us.

- **Awareness:** Digital awareness and capability building through the Quick Heal Foundation, Quick Heal Academy, and market education programs, improving digital literacy and workforce readiness across individuals, enterprises, institutions, and government bodies.
- **Threat Intelligence:** Seqrite Labs runs real-time threat monitoring, ML-based detection, and behavioral analysis. Our technical lineage includes being first to solve the Expiro virus, with continued contribution to global research.
- **R&D and Product Development:** Our engineering teams translate intelligence into software, building products that are adaptive, AI-powered with our patented technology GoDeep.AI, and designed for the specific threat landscape facing Indian and global users.
- **Distribution & Partners:** Our solutions are delivered through a strong nationwide and global ecosystem of over 35,000 channel partners, distributors, and system integrators. These relationships are built on trust, enablement, training, and shared growth. In the enterprise segment, our channel-led strategy strengthens engagement across SMB and enterprise markets through targeted programs focused on sectors like Government, BFSI, IT/ITeS, Healthcare, E-commerce, and Digital-native businesses.
- **After Sales Support:** From purchase and onboarding to support, renewal, and feedback, our customer relationship model is built for continuity. We protect and provide best-in-class customer support 24*7, across the full product lifecycle.
- **Shareholder Value:** Our integrated cybersecurity ecosystem enables us to create long-term value for shareholders through innovation-led growth, operational resilience, responsible governance, and customer trust. By investing in indigenous R&D, talent, ecosystem partnerships, and digital safety initiatives, we aim to build a sustainable and future-ready cybersecurity enterprise with lasting economic and societal impact.



Value Creation Process



Understanding Customer Needs

- Customer Insights
- Emerging Risks
- Threat Intelligence
- Market Trends

Driving Innovation

- Cybersecurity Research
- AI-led Capabilities
- Product Engineering
- Technology Investments



Strengthening Solutions

- New Product Development
- Platform Integration
- Enhancement of Existing Offerings
- Security Innovation

Expanding Reach

- Enterprise Customer Growth
- Partner Ecosystem Development
- Geographic Expansion
- Market Penetration



Delivering Trusted Digital Security

- Seamless Customer Experience
- Customer Engagement
- Responsive Customer Support
- Cyber Awareness Initiatives

To know more about the Value creation model, refer to page number 30 in the Annual Report. [🔗](#)

Key Products & Solutions

Quick Heal's product portfolio is a living ecosystem, constantly evolving in response to new threats, new technologies, and new customer needs.

Quick Heal

Protecting Every Indian Household

Windows - PC

- Total Security
- Internet Security
- Internet Security Essentials
- Antivirus Pro

Mac

- Total Security for Mac

Multi Device

- Total Security Multi-Device

Windows Server

- AntiVirus for Server

Fraud Prevention

- AntiFraud.AI

Android Mobile

- Mobile Security

Security for Small Business

- SOHO Total Edition



SECURITE

Securing Indian and Global Enterprises

Cloud

- Endpoint Protection
- Endpoint Detection and Response
- Mobile Device Management
- BYOD
- Extended Detection and Response
- Zero Trust Network Access
- Data Privacy

Platform

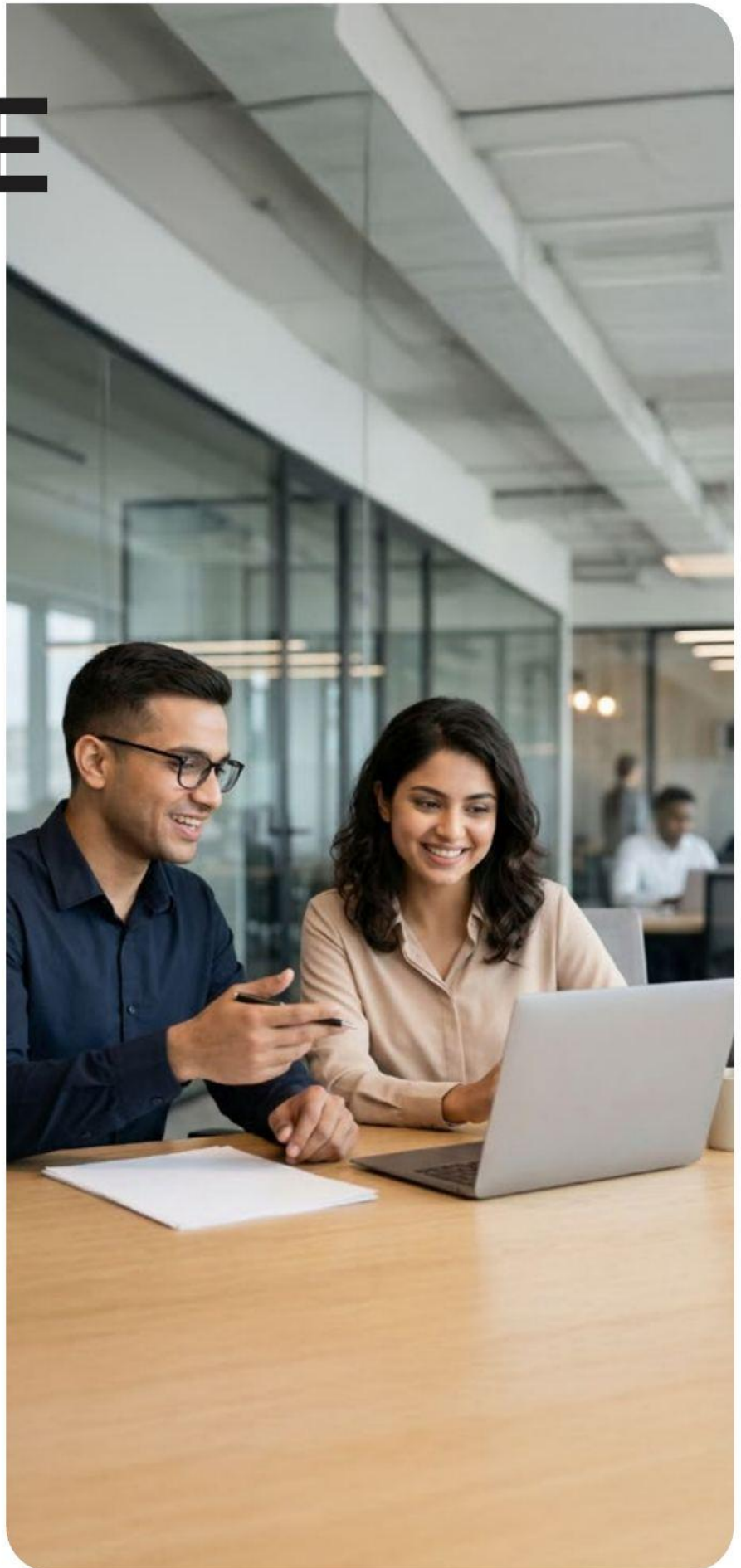
- Malware Analysis Platform
- Small Business
- SOHO Total Edition

Services

- Threat Intel
- DPDP Compliance
- Managed Detection and Response

New Products and Services

- Digital Risk Protection Services (DRPS)
- Ransomware Recovery as a Services (RRaaS)



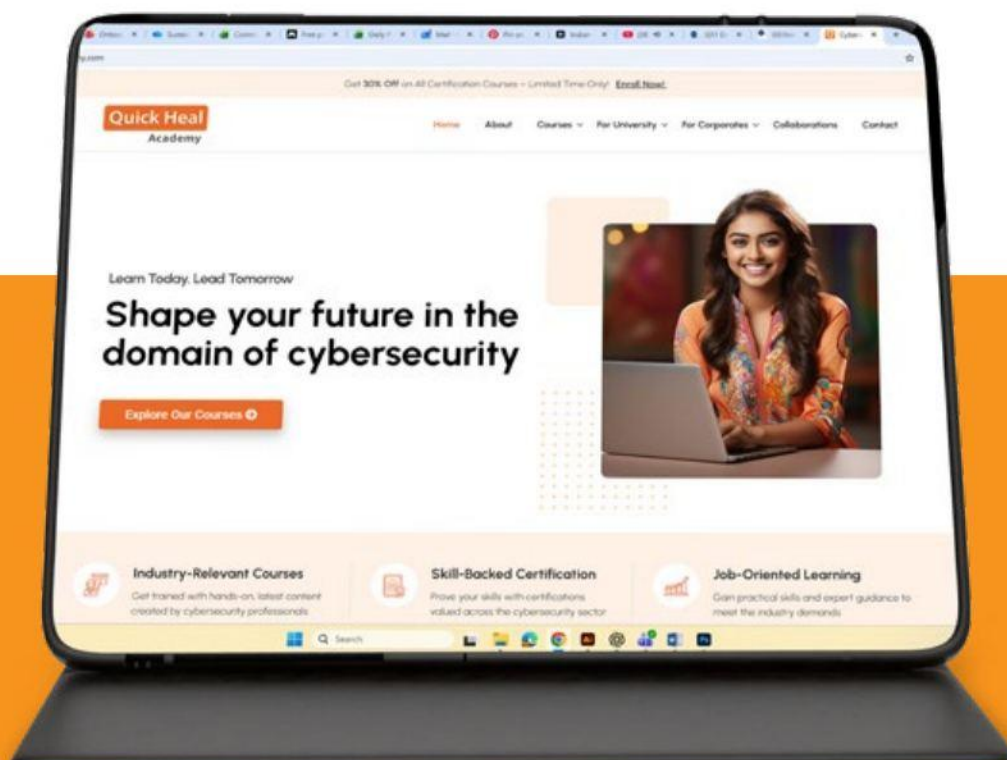
Quick Heal

Academy

Building India's Cybersecurity Workforce

Quick Heal Academy is our cybersecurity education and capacity-building arm, extending the group's threat intelligence and research expertise into skilling and workforce readiness.

- Cybersecurity training programs and certification courses
- Skilling initiatives for students and early-career professionals
- Academic partnerships with educational institutions
- Digital awareness and capability-building programs for corporate and government institutions



SEQRITE LABS

Seqrite Labs is the advanced research and development arm of Seqrite, serving as India's largest malware analysis facility. We are the only Indian full-stack company aligned with **Cybersecurity Mesh Architecture (CSMA)**, which is operating at the forefront of the cybersecurity landscape.

Beyond product development, Seqrite Labs is a critical authority on regional digital safety, recently publishing the **India Cyber Threat Report 2026**, which detailed over 265 million detections and provided actionable insights into the evolving tactics of ransomware syndicates and state-aligned actors.

[Source](#)



Scale and Intelligence at the Forefront

Driven by a massive **100TB data lake** and sophisticated AI/ML-powered telemetry, Seqrite Labs monitors more than **8 million endpoints** globally. By processing approximately **1 million new malware samples daily**, our researchers provide the deep, real-time threat intelligence required to defend businesses and critical infrastructure against an increasingly volatile digital landscape.

Commitment to Excellence & Data Privacy

Our dedication to building world-class technology is backed by rigorous international standards:

- **Performance Leadership:** Seqrite Endpoint Protection consistently earns a **perfect 18/18 rating** from AV Test for Protection, Performance, and Usability, ensuring top-tier defense without compromising business efficiency.
- **Privacy First:** Reflecting our commitment to ethical data handling, we achieved the **ISO/IEC 27701:2019 certification** for Privacy Information Management Systems (PIMS)
- **AV TEST "Best Performance 2024" Award:** Seqrite Endpoint Protection was honored with the prestigious **Best Performance 2024 Award for Corporate Users** by the AV TEST Institute. This annual award is reserved for products that demonstrate the lowest impact on system speed while maintaining industry-leading protection levels.
- Seqrite has been listed as a **preferred vendor by Gartner** for Disinformation Security, specifically highlighting their Seqrite Digital Risk Protection Services (DRPS) capabilities

Coordinated Cyber Onslaught Amid 'Operation Sindoor'

During the multi-front digital assault of Operation Sindoor, Seqrite Labs, served as a crucial defense center for India's digital infrastructure. The lab actively tracked and identified over 650 coordinated cyber incidents, including spear-phishing campaigns, malware infections, and DDoS attacks, orchestrated by 35 different state-backed and hacktivist groups.

By rapidly reverse-engineering malicious payloads (such as customized macros and Ares malware variants) and tracing cloaked command-and-control (C2) servers across multiple countries, Seqrite Labs deployed 26 custom detection rules across its XDR platforms. Furthermore, the facility heavily monitored dark web and Telegram channels to intercept data leaks, subsequently issuing real-time threat intelligence advisories to critical Indian defense, healthcare, and telecom entities to neutralize the campaign's psychological and espionage objectives.

[🔗 Know more](#)

Pioneering Threat Research Presented at Virus Bulletin, Berlin

Seqrite Labs continues to demonstrate its commitment to a secure digital ecosystem through cutting-edge research and global knowledge sharing. Our technical whitepapers were recently selected for presentation at the prestigious Virus Bulletin conference in Berlin, Germany. These presentations provided the global cybersecurity community with critical insights into emerging threat landscapes and advanced malware mitigation strategies.

- **Silent Lynx APT Analysis**

Seqrite Labs uncovered two sophisticated campaigns by a new threat group dubbed "Silent Lynx," which targets government entities and financial institutions in Kyrgyzstan and neighboring Central Asian nations. The team performed an in-depth technical analysis of the multi-stage infection chain, which uses phishing emails to deploy malicious ISO files, C++ loaders, and PowerShell scripts that leverage Telegram bots for command execution and data exfiltration. Their research also identified significant overlaps with the Kazakhstan-based threat actor YoroTrooper, suggesting shared resources and a primary focus on regional espionage.

[🔗 Know more](#)

- **GrassCall Campaign**

GrassCall Campaign Investigation Seqrite Labs unmasked the "GrassCall" campaign, a social engineering operation by the Russian-speaking group "Crazy Evil" that targets job seekers in the cryptocurrency and Web3 sectors via fake LinkedIn and X (Twitter) recruitment ads. The researchers detailed how the attackers trick candidates into downloading a malicious video conferencing app—disguised as "GrassCall" or "VibeCall"—which delivers info-stealers like Rhadamanthys for Windows or AMOS for macOS. By mapping the full infection chain, Seqrite identified the specific PowerShell commands used to bypass Windows Defender and provided critical indicators of compromise (IoCs) to help protect potential victims.

[🔗 Know more](#)

Advisory on Middle East Conflict

Seqrite Labs recently released an advisory on the 2026 Middle East conflict, which quickly expanded into a large-scale cyber war involving Iran-linked APTs, hackers, China-aligned espionage groups, and criminal actors. Seqrite Labs actively tracked and analyzed multiple cyber campaigns linked to the Middle East conflict. Its APT team uncovered "Operation CamelClone," a multi-country espionage campaign targeting government, defense, and energy sectors using phishing, PowerShell loaders, Rclone abuse, and MEGA-based data exfiltration. Seqrite Labs also provided intelligence on evolving Iran-linked tactics, supply-chain threats, and the abuse of legitimate enterprise tools during the cyber escalation.

[🔗 Read more](#)

Our Stakeholders

Our stakeholders are the customers who trust us with their data, the employees who build our products, the partners who carry our solutions to market, the investors who back our vision, the regulators who hold us accountable, and the communities we serve every day.



Stakeholder Engagement Matrix

SL	Key Stakeholder	Focus Area	Engagement Platform	Frequency
01	Customers	Cybersecurity solutions & Services	- Direct Communication - One-on-One interaction	- Ongoing - Need Based
02	Employees	- Work Environment - EVP	- Direct Interaction - Employee engagement surveys - Townhalls and Exit interviews	Ongoing
03	Partners	- Timely Payment - Knowledge Sharing	- On-boarding processes - Site visits to facilities - One – on – One Interaction format	- Ongoing - Need based
04	Investors	- Growth Opportunity - ESG Performance	- Investor meets - AGM Meetings - Periodic declarations on performance	- Quarterly - Need based
05	Regulator	- Compliance - Tax	- Policy Advocacy - Direct interaction with the regulatory bodies - Regulatory Audits and inspections	Need based
06	Local Community	- Healthcare Support - Employment, Skills Development, Cyber awareness	- Interactions with NGO partners and Communities - Meetings/discussions with local communities	Need based
07	Media	- Cyber threats - Organization Performance	Meeting in person or via call/ virtual platforms	Opportunity based
08	Shareholders	- Shareholder value - Financial Reports	- Investor Meets - AGM	- Regular - Need based
09	Industry Association	- Industry - Tech & Innovation	- Member Connect - Events	- Ongoing - Need based
10	Board member	Corporate governance	- Board Meeting - Direct Communication	- Ongoing - Need based

ESG PHILOSOPHY

Sustainability is Not a Chapter.
It's the Story.





WE ARE IN THE BUSINESS OF PROTECTING DIGITAL LIVES

It follows, naturally, that we must also take responsibility for the lives and the **world beyond the screen.**

ESG Philosophy

For us, ESG is not a new initiative with a new name. It is the way Quick Heal has grown quietly and consistently over the years. Before “ESG” became a widely used label, we were already stepping into communities to talk about cyber safety, finding ways to reduce waste in our packaging, and strengthening governance practices beyond what compliance demanded.

With this report, we are putting that journey on record openly and transparently for the first time in a dedicated sustainability disclosure.

As we look closely at where we can make the biggest difference, three themes kept coming up, across conversations, decisions, and stakeholder expectations. Our ESG Committee brought these together as the three pillars that guide our ESG focus:

Our ESG Priorities

PILLAR	WHAT IT MEANS	WHERE YOU SEE IT
GIVING BACK TO NATURE	Reducing our environmental footprint through energy efficiency, renewables, e-waste responsibility, and planet-friendly products.	• Energy & Emissions • E-Waste • Sustainable Product Design
COMMUNITY & PEOPLE	Empowering employees, partners, and communities through education, skill development, safety, and inclusion.	• Cyber Shiksha for Cyber Suraksha • Workplace Culture • Youth Development
ETHICS & GOVERNANCE	Upholding transparency, accountability, and responsible conduct across our products, disclosures, and decisions.	• Governance Policies • Compliance • Risk Management



These three pillars are not siloed; they are interlinked. When a company safeguards user data (**governance**), teaches communities to stay safe online (**social**), and designs products that reduce packaging (**environment**), it is not managing three separate agendas; it is acting on one shared purpose.

ESG Governance Structure

Commitments without accountability are just intentions. Quick Heal's ESG governance structure ensures that our sustainability commitments are owned at the right levels of the organization, reviewed with discipline, and reported with transparency.

The 3-Tier Governance Model

Quick Heal has established a rigorous 3-tier governance structure designed to move beyond passive reporting. This framework ensures that sustainability metrics are converted into real business decisions at every level of the organization.



TIER 1

Strategic Leadership (Steering Committee)

This tier is responsible for setting ESG strategic priorities and approving core policies (including ESG, CSR, and Governance). The Steering Committee, led by the Chief Financial Officer and the Chief of Operational Excellence, ensures that every sustainability goal is directly aligned with the broader business strategy and meets all evolving regulatory requirements. By integrating ESG into high-level decision-making, Tier 1 ensures that sustainability remains a permanent fixture of our corporate roadmap.

TIER 2

Tactical Coordination (Project Management Office)

The PMO acts as the central engine for cross-functional execution. Led by the PMO, this layer is responsible for tracking the real-world implementation of ESG initiatives. It collates progress reports, identifies operational risks, and ensures that the data flowing from the Task Force is refined into actionable insights for governance oversight. The PMO ensures that the strategic priorities set at Tier 1 are being met with measurable results.

TIER 3

Functional Execution (ESG Task Force)

The ESG Task Force is divided into specialized pillars, each composed of representatives from across the business to drive departmental accountability.



Board & Committee Oversight



Dr. Kailash Katkar
Chairman and Managing Director

He leads Quick Heal’s strategic direction and long-term vision. Under his leadership, the Company became the first Indian cybersecurity company to go public in 2015–16. He brings a strong focus on business growth, customer value, market leadership, and performance.



Dr. Sanjay Katkar
Joint Managing Director

Co-founder and Joint MD since 1995, Dr. Sanjay Katkar leads global technology strategy, R&D, and malware research. His technology leadership has driven Quick Heal’s product innovation and global growth. He was conferred an Honorary Doctorate by MIT-ADT University in 2018–19.



Amita Mirajkar
Independent Director

She brings extensive expertise in data, AI, cloud computing, and enterprise transformation. She currently leads global data management delivery at EXL and previously co-founded Clairvoyant India. She was a finalist at the NASSCOM Women in Tech Awards 2024.



Mr. Richard Stiennon
Independent Director

He currently serves as Chief Research Analyst at IT-Harvest and is part of the advisory boards of several start-ups. He has held a position on the advisory board of cybersecurity companies like Symantec, McAfee, Cisco, Microsoft, and Trend Micro.



Mr. Amitabha Mukhopadhyay
Independent Director

He is a Chartered Accountant and law graduate. He served as Group CFO at Thermax and previously as President and Group CFO at Tata Autocomp. With nearly three decades of experience, he has led functions across finance, legal, M&A, strategy, supply chain, and product development.



Mr. Kamal Kumar Agarwal
Independent Director

He brings over two decades of experience across finance, entrepreneurship, and venture capital. A former Group CFO at Ferrero India, he has also held leadership roles at Cadbury, ITC, and Tata Teleservices and has led successful business investments and acquisitions.

Please refer to page number 101 in our Annual Report for more details. [➔](#)

Materiality Assessment

Our materiality assessment helps identify the environmental, social and governance topics that matter most to our business and stakeholders. It reflects the issues that have the greatest potential to influence our long-term strategy, business performance and sustainable value creation.

Stakeholder expectations, industry trends, regulatory developments and our business priorities inform the assessment. The resulting material topics guide our ESG focus areas, decision-making and reporting, ensuring that our efforts remain aligned with the issues that create the greatest impact for our customers, employees, partners, investors and communities.

Material Topic	Description
Environmental Protection and Climate Change	Responsible environmental stewardship enables us to manage operational impacts while supporting the transition towards a lower-carbon economy. By improving resource efficiency, adopting sustainable practices and integrating climate considerations into our operations, we seek to reduce our environmental footprint and contribute to long-term environmental resilience.
Waste Management	Responsible waste management is essential to minimising environmental impact and promoting efficient resource utilisation. Through appropriate segregation, recycling and disposal practices, we seek to reduce waste generation, comply with regulatory requirements and support more sustainable operations.
Emissions	Although our operational emissions are relatively limited, we remain committed to improving efficiency and reducing our environmental impact wherever possible. Monitoring emissions and adopting responsible operational practices support our broader environmental objectives and climate commitments.
Customer Satisfaction	Customer confidence is fundamental to sustaining long-term business success. By delivering reliable products, responsive support and consistent service quality, we foster lasting relationships, encourage customer loyalty and reinforce our market reputation.
Economic Performance	Strong economic performance is essential for sustaining growth and creating value for stakeholders. Financial results provide insight into the effectiveness of our business strategy and are closely monitored by investors, analysts, lenders and other stakeholders.
Business Ethics and Values	Integrity shapes every aspect of how we conduct business. Upholding high ethical standards, fostering a culture of accountability and maintaining transparent business practices reinforce stakeholder confidence and support responsible corporate conduct.

Material Topic	Description
Partner Engagement	Our partners play an important role in extending our capabilities and delivering value to customers. Building collaborative, long-term relationships enables greater market reach, improves service delivery and creates opportunities for shared growth.
Diversity and Equal Opportunity Employment	An inclusive workplace brings together diverse perspectives, experiences and ideas that drive better decision-making and stronger business outcomes. We are committed to providing equal opportunities, fostering belonging and creating an environment where every individual can realise their full potential.
Corporate Governance	Corporate governance promotes responsible business practices and upholds high standards of integrity, transparency and accountability. It encompasses oversight mechanisms, risk management, internal controls and compliance processes that support sustainable value creation.
Sustainable Supply Chain	A sustainable supply chain extends beyond operational efficiency to encompass responsible sourcing, ethical business practices and effective risk management. Working closely with suppliers enables us to build a dependable value chain that supports sustainable business performance.
Employee Engagement	An engaged workforce is essential to delivering innovation, operational excellence and superior customer experiences. We foster a culture of collaboration, open communication and continuous learning that enables our people to perform at their best and contribute to the organisation's shared objectives.
Partner Engagement	Our partners play an important role in extending our capabilities and delivering value to customers. Building collaborative, long-term relationships enables greater market reach, improves service delivery and creates opportunities for shared growth.
Diversity and Equal Opportunity Employment	An inclusive workplace brings together diverse perspectives, experiences and ideas that drive better decision-making and stronger business outcomes. We are committed to providing equal opportunities, fostering belonging and creating an environment where every individual can realise their full potential.

Material Topic	Description
Occupational Health and Safety	Providing a safe, healthy and supportive workplace is fundamental to employee well-being and operational excellence. Robust safety practices, preventive measures and continuous awareness help minimise workplace risks and promote a culture of care across the organisation.
Human Rights	Respect for human rights underpins the way we conduct business and engage with our stakeholders. We are committed to fair employment practices, equal treatment, safe working conditions and ethical conduct across our operations, value chain and business relationships.
Community Engagement and Social Impact	Creating meaningful impact extends beyond our business operations. By engaging with communities and supporting initiatives that address local needs, we contribute to building cyber awareness, digital inclusion, social progress and shared prosperity.
Talent and Capability Development	Developing future-ready talent is essential in a rapidly evolving technology landscape. Through continuous learning, technical upskilling and leadership development, we equip our people, ecosystem with the capabilities needed to meet changing business priorities and emerging industry demands.
Establish Cybersecurity Need and Create Awareness	In an increasingly digital environment, cybersecurity awareness plays a vital role in helping individuals and organisations understand cyber risks. Building awareness supports responsible digital practices and strengthens preparedness against evolving threats.
Prevention of Cyber Attacks on Customers	Protecting customers from cyber threats requires a proactive and multi-layered approach supported by advanced technologies and security practices. Our security capabilities are designed to anticipate, detect and mitigate cyber risks, enabling customers to operate with confidence in an increasingly connected world.
Product Relevance	Customer expectations and technology continue to evolve at pace. By continuously refining our portfolio and introducing new capabilities, we ensure our products remain relevant, competitive and aligned with changing market requirements.
Cybersecurity and Data Privacy	Cybersecurity and data privacy are critical in protecting systems, networks and information from unauthorised access, misuse or breaches. Robust products, strong governance, security controls and responsible data management practices help maintain stakeholder trust and regulatory compliance.

ESG Communication

Our Commitment to Transparency

At Quick Heal, we believe that sustainability is only as strong as the transparency that supports it. We don't just view ESG as a regulatory checklist; we see it as a shared journey with our stakeholders. To ensure this journey is built on trust, we maintain an "Open Book" policy regarding our impact, progress, and even our challenges.

By publishing our data across multiple specialized platforms, we invite our investors, employees, partners, and the community to evaluate and engage with our sustainability story in real-time.

A Multi-Dimensional Dialogue

Our communication strategy is designed to provide both high-level vision and granular, audited data:

- **Our ESG Policy:** Our policy serves as the foundational "constitution" of our commitment. It is the document where our intent is formalized, and our promises to the planet and society are etched into our corporate DNA.
[🔗 Know more](#)
- **ESG Profile and Communication:** For stakeholders seeking the most current updates, our **ESG Profile & Communications** portal acts as a living record. It is where our ongoing initiatives—from packaging breakthroughs to community milestones—are brought to life.
[🔗 Know more](#)
- **The Gold Standard of Reporting:** Our Annual Report 2025–26 represents a framework aligned with the **UNSDGs, IIRC, and SEBI LODR**, ensuring that our social and environmental performance is treated with the same rigor as our balance sheet.
- **The Mandate of Accountability BRSR:** Through the **Business Responsibility & Sustainability Report (BRSR)**, we provide the deep-dive metrics required by SEBI. This ensures that every claim we make is backed by a compliance-driven framework, offering a transparent look at our non-financial performance.
- **The Investor Relations Portal:** We recognize that sustainable growth is the primary driver of long-term value. Our **Investor Relations Portal** ensures that the capital markets have a clear and comprehensive view.
[🔗 Know more](#)
- **Governance & Oversight:** We maintain a disciplined rhythm of accountability to ensure our strategy stays on track. Members of our governance model meet at a quarterly cadence to review progress, with comprehensive performance reporting provided to the Board of Directors annually.

We communicate to foster a community of informed and empowered stakeholders. Every link, report, and data point is an invitation to see exactly how Quick Heal is securing a more sustainable digital future.

Our ESG Performance

Leading the Way in Sustainable Cybersecurity

According to a reputed CSR Rating portal, we achieved an ESG Rank of 75 according to the latest data, placing us ahead of 47,051 entities globally. This consensus rating, derived from five specialized data sources, reflects our strong commitment to ESG standards.

This ranking highlights our leadership in sustainable business practices and reinforces our commitment to building a secure, responsible, and resilient digital future.



ESG Policies & Management Framework

Our policy framework provides the ethical and procedural infrastructure that governs how we work, how we treat our people, and how we engage with the world. We have established core policies to ensure ethical conduct and compliance:

- **Code of Conduct:** Explains expected ethical behavior for all employees and leaders
- **Whistleblower Policy:** Provides channels for reporting misconduct or compliance concerns
- **Prevention of Insider Trading Policy:** Enforces securities laws and prohibits insider trading
- **POSH (Prevention of Sexual Harassment) Policy:** Ensures a safe, inclusive workplace free of harassment for all
- **Vulnerability Disclosure Policy:** Demonstrates our commitment to product security by providing a framework for the global research community to responsibly report security vulnerabilities
- **CSR Policy:** Governs the Quick Heal Foundation's strategic investments in healthcare and education, ensuring all efforts create measurable social impact

Read more about the Policies on Page no. 72

ENVIRONMENT

Protecting
the World
Beyond the
Screen





WE BUILD SOFTWARE THAT PROTECTS DIGITAL LIVES

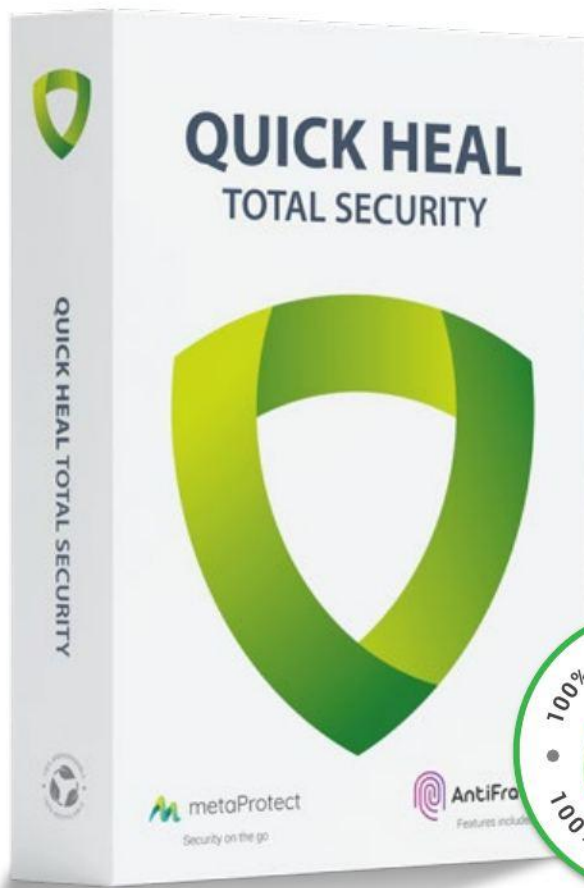
But the planet that runs those digital lives,
the energy it takes, the waste it generates,
the materials it consumes,
that is our responsibility too.

As our core is digital, our environmental footprint isn't always as obvious or invisible. We recognize that our impact is simply different in character, and we believe it's just as vital to manage that impact with total visibility and transparency.

Sustainability is an important part of how we operate and grow. We are continuously working towards reducing our environmental impact by adopting responsible practices, using eco-conscious materials, and improving resource efficiency across our operations.

As environmental challenges and resource limitations continue to grow globally, we recognize the importance of taking meaningful action today for a better tomorrow. By adopting the 3R approach of Reduce, Reuse, and Recycle, we aim to minimize waste, optimize energy usage, and encourage more sustainable ways of working.

Our efforts span renewable energy adoption, responsible e-waste management, sustainable packaging initiatives, and digital-first product practices. Through these initiatives, we remain committed to creating long-term value for our stakeholders while contributing positively towards the environment and future generations.



We are **committed** to building software that is **lighter on the planet,**

embedding sustainability into our products right from the design stage



Performance on Environmental Goals

A snapshot of where our environmental commitments stand today, against the ambitions guiding our roadmap.

Material Topic	Ambition / Target	Progress in FY 2025-26
Energy & Emissions	Scale renewable energy share and establish an emissions baseline	6.98% of Thube Park’s total electricity consumption is sourced from renewable energy, supported by a 45 kW solar power plant installed at Thube Park.
E-Waste Management	100% responsible disposal through authorized recyclers	966 kg (0.96 MT) of e-waste disposed through Ecostar Recycling and OM Recycling under EPR framework
Sustainable Product Design	Reduce packaging intensity and dependence on physical media	100% biodegradable packaging; ~38% reduction in packaging material; CD-less product ecosystem
Waste & Water	Strengthen water reuse and waste segregation practices	Treated water reused for gardening and flushing; EPR-compliant e-waste collection across major cities

Energy and Emissions

Powering a Safer World More Cleanly

Quick Heal's energy consumption footprint spans office facilities, server and data infrastructure, and employee commuting. As we grow our cloud-based product delivery and enterprise platform services, our energy management discipline becomes increasingly important.

Electricity Consumption

Electricity consumption remains the primary source of operational energy use across the Company's offices and facilities. During the reporting period, total energy consumption stood at approximately **2,150,142 kWh**, largely comprising electricity procured from the grid.

The Company continues to monitor consumption patterns and implement operational measures aimed at improving efficiency and encouraging responsible energy usage across facilities.

16.9%

reduction in Scope 2 emissions

1,746.62

FY 2024-25



1,451.35 tCO₂e

FY 2025-26

The Company also continued promoting responsible energy behavior among employees. An internal sustainability survey conducted with 606 employees indicated that:

69.1%

of employees consistently practice electricity-saving habits

61.9%

actively reduce energy usage while working from home

75.1%

expressed willingness to participate in future energy-efficiency initiatives

These findings reflect growing environmental awareness and employee participation in the Company's sustainability journey.

Sustainable Behavior Scores

19.6%

Using Sustainable Transport

27.7%

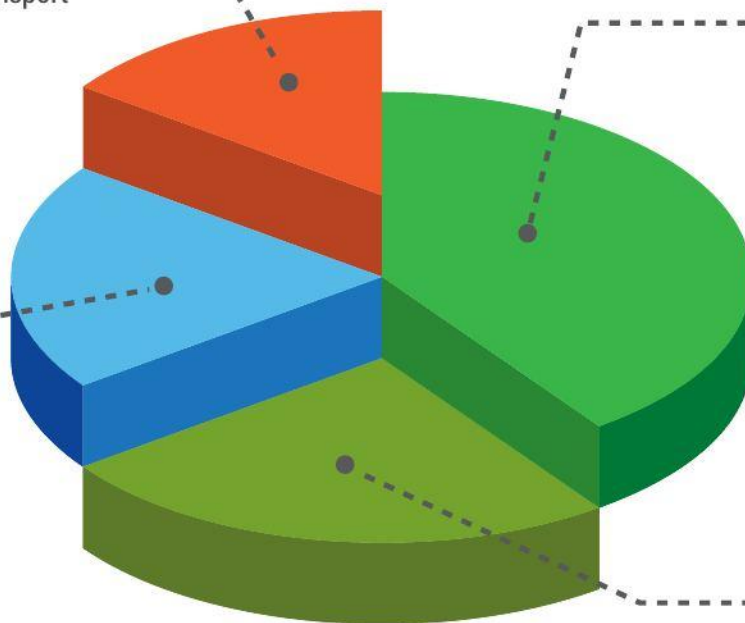
Reducing Electricity Use

27.9%

Avoiding Single-Use Plastic

24.8%

Reduce Energy While WFH



Renewable Energy

Quick Heal has taken its first concrete step toward clean energy; approximately 6.98% of our energy consumption is currently sourced from renewable sources. Our roadmap includes progressive expansion of renewable energy procurement through on-site solar installations and Renewable Energy Certificates (RECs) where direct sourcing is not yet feasible.

Last year, we established a **45-kW solar power plant** at our Thube Park office in Shivajinagar, Pune, as part of our renewable energy adoption initiatives. This installation contributes to reducing dependence on conventional grid electricity and supports the organization’s long-term commitment toward cleaner and more sustainable energy practices.

Renewable energy generated approximately 46,570 kWh during the year.

Looking ahead, we aim to establish its emissions baseline and publish a Net Zero target roadmap by FY2030, reinforcing long-term commitment toward climate-conscious and sustainable operations.

Our Renewable Energy Commitment

Current Share

~6.98% of total energy sources

Scope 1 Emissions (GRI 305-1)

We recognize the importance of measuring and managing greenhouse gas (GHG) emissions associated with our operations and continue to strengthen our environmental monitoring practices in line with sustainability reporting requirements.

Indirect greenhouse gas emissions arising from purchased electricity constituted the largest share of the Company’s operational carbon footprint. The Company continues to focus on reducing Scope 2 emissions through:



Total Scope 1 emissions:
12.37 tCO₂e.

Scope 2 Emissions - Our Primary GHG Focus

We recognize the importance of measuring and managing greenhouse gas (GHG) emissions associated with our operations and continue to strengthen our environmental monitoring practices in line with sustainability reporting requirements.

Indirect greenhouse gas emissions arising from purchased electricity constituted the largest share of the Company's operational carbon footprint. The Company continues to focus on reducing Scope 2 emissions through:

- **Improved energy-efficiency practices**
- **Employee awareness initiatives**
- **Increased renewable energy integration**
- **Responsible operational planning**

We replaced CFL lighting with

SMART LED SYSTEMS

and upgraded legacy air-conditioning units with higher-efficiency systems.



HEADLINE RESULTS (tCO₂e)

Scope 1 – Direct emissions	12.37 tCO ₂ e
Scope 2 – Indirect (electricity, location-based)	1,451.35 tCO ₂ e
TOTAL – SCOPE 1 + SCOPE 2	1,463.72 tCO₂e

Emission Intensity (GRI 305-4)

Metric	Value
Total employees (India, avg. FY)	884
Revenue (INR crore, India)	261
tCO ₂ e per employee	1.656
tCO ₂ e per INR crore revenue	5.607

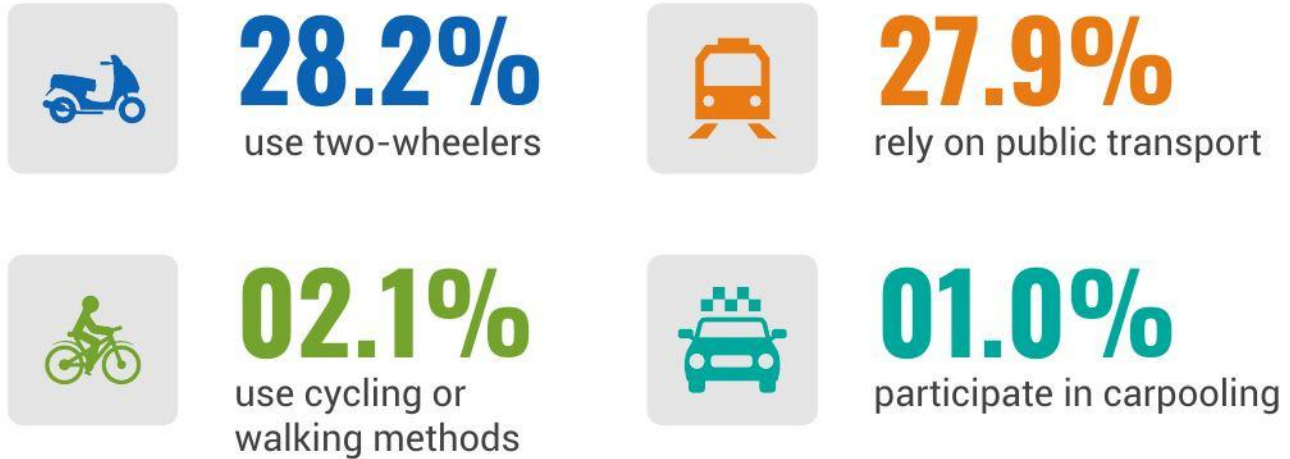


Scope 3 - Looking Beyond Our Own Walls

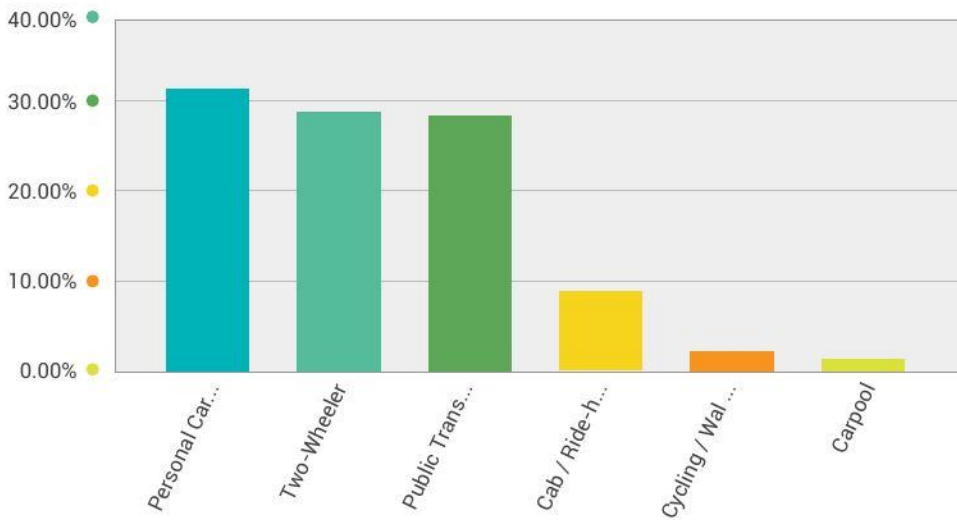
We recognize the importance of assessing indirect emissions associated with employee commuting and remote working practices.

Our employee sustainability and commuting assessment highlighted the following trends:

Employee Commuting



Primary Mode Of Transport

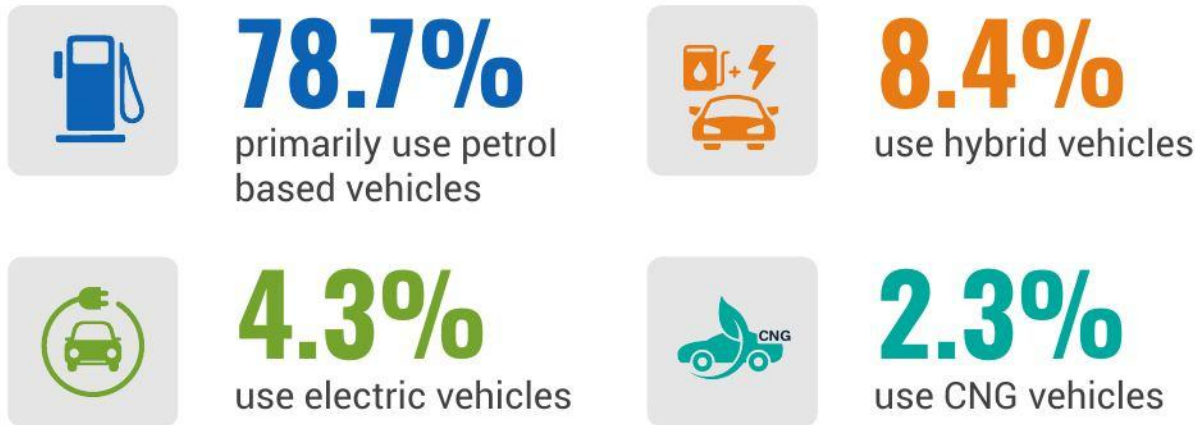


The survey also demonstrated increasing openness towards sustainable transportation practices:

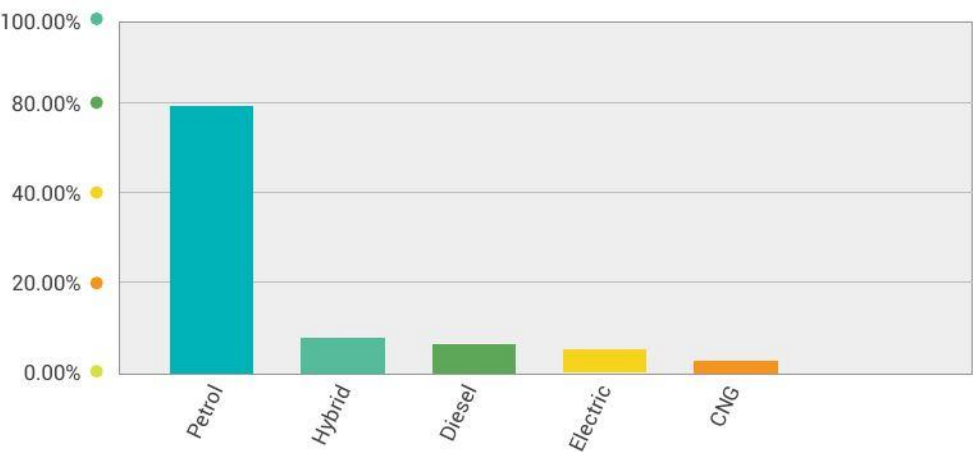
- **64.5%** of employees indicated willingness to shift toward more sustainable commuting options
- **30.9%** stated they may consider sustainable alternatives in the future

Fuel Usage Trends

Among employees using personal transportation:



FUEL TYPE (Personal Vehicles)



Work-from-Home Impact

The Company continued hybrid and flexible work practices during the year, helping optimize commuting-related emissions. Employee responses also indicated increasing awareness regarding energy-efficient work-from-home practices, including mindful electricity consumption and reduced appliance usage.

The Company will continue evaluating opportunities to strengthen sustainable mobility initiatives, encourage hybrid work efficiencies, and improve Scope 3 emissions tracking mechanisms over time.

E-Waste Management

EPR Compliance

Quick Heal Technologies Limited remains committed to complying with applicable E-Waste Management Rules and Extended Producer Responsibility (EPR) requirements. The Company follows environmentally responsible practices for the handling, storage, disposal, and recycling of electronic waste generated through its operations and IT infrastructure lifecycle management.

100% Responsibility Model

The Company follows a responsible e-waste management approach aimed at ensuring that electronic waste generated across facilities is disposed of through environmentally compliant channels. Obsolete IT assets, electronic components, and related materials are systematically identified, segregated, and routed for authorized recycling and disposal.

Authorized Recyclers

During the reporting year, approximately **966 kg (0.96 metric tonnes)** of e-waste was disposed of through authorized recycling partners, including **Ecostar Recycling** and **OM Recycling**. Recycling certificates and disposal records are maintained as part of the Company's environmental compliance and monitoring processes.

Collection Mechanisms

Quick Heal Technologies Limited has established e-waste collection mechanisms under its Extended Producer Responsibility (EPR) framework to support responsible end-of-life disposal of electronic waste.

The Company has accessible collection channels for customers and partners across major cities and follows a 100% responsibility approach toward e-waste management. All collected e-waste is handed over to Government-authorized recyclers for safe disposal, recycling, and material recovery.

The process includes collection, segregation, safe handling, authorized recycling, and monitoring of disposal activities to ensure environmentally compliant waste management practices.



Sustainable Product Design

At Quick Heal, our commitment to transparency goes beyond current regulatory requirements. We have chosen to include these standards early, believing that sustainability should be a core business driver rather than a response to external mandates.

Long ago, we had already started reducing material usage, minimizing packaging waste, and transitioning toward more efficient digital delivery models.

As a technology company, we recognize that even small design choices made at scale can create meaningful environmental impact over time. This thinking continues to guide how we design, package, and deliver our products today.

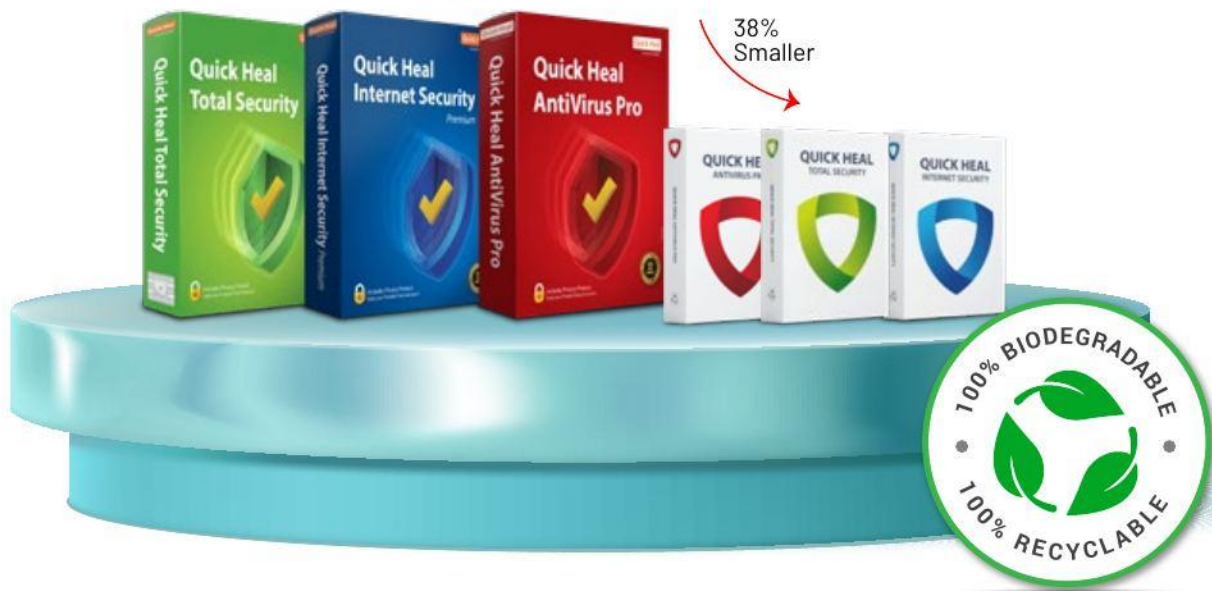
Packaging Optimization

Over the last few years, we have progressively reduced the size and material used in our product packaging. What began with larger product boxes has evolved toward more compact packaging, with a continued focus on reducing paper, plastic, and overall material consumption while maintaining product quality and customer experience.

Through continuous packaging redesign and material optimization efforts, we have approximately reduced **product packaging by 38%**, helping reduce paper, plastic, and overall material consumption.

We aim to progressively phase out physical product boxes over the next 5 years and transition to soft-key-based delivery, further reducing our dependence on physical packaging and associated material consumption.

Our approach has focused on creating lighter, more efficient packaging while maintaining product quality, durability, and customer experience.



Transition to CD-less Products

We proactively transitioned toward a CD-less product ecosystem. By enabling digital downloads, online activation, and cloud-based access, we significantly reduced dependence on physical media and plastic-based packaging components.

This transition helped us reduce material usage, lower logistics-related environmental impact, and align with the evolving digital consumption habits of customers.

Biodegradable & Responsible Materials

Our packaging is now 100% biodegradable and made up of environmentally responsible materials. This reflects our commitment to reducing environmental impact while maintaining functionality, durability, and operational efficiency across our packaging processes.

Roadmap Toward Minimal & Zero Packaging

Having achieved 100% biodegradable packaging, we are now focused on further reducing packaging intensity across our product ecosystem. Through greater digital delivery, optimized packaging design, and reduced physical dependencies wherever feasible, we continue progressing toward a long-term vision of being more resource-efficient in product lifecycle practices.

Waste & Water

Our principal facilities are based in Pune, Maharashtra, a water-stressed region. This makes responsible water management an important focus for our operations.

Responsible Resource Management

At Quick Heal Technologies Limited, we recognize that responsible waste and water management are important components of sustainable operations. As part of our environmental commitment, we continue strengthening practices focused on waste segregation, recycling, and efficient resource utilization across our facilities.

Total volume of water consumption (in kiloliters)

FY 2025-26 - 12,018 KL | FY 2024- 25 - 13,789 KL

This represents a 12.84% reduction in total water consumption compared with the previous year.

Waste Segregation

Quick Heal takes full responsibility for the safe end-of-life disposal of electronic waste through its Extended Producer Responsibility (EPR) program in compliance with E-Waste Management Rules 2022. E-waste collected through designated collection centers is channeled to Government-authorized recyclers for responsible recycling and material recovery.

As most of our offices in India operate from co-working spaces, waste generated at these locations is collected and managed by the respective premises or building management committees.

Water Reuse in Facilities

As part of our efforts toward efficient resource utilization, we have implemented treated water reuse practices within our facilities. Recycled water is reused for:

Gardening purposes | Flushing applications within facilities

We remain committed to evaluating future opportunities to strengthen water conservation in the upcoming years.

SOCIAL



**PEOPLE AT THE
CENTRE OF EVERYTHING
WE BUILD**



CYBERSECURITY IS A DEEPLY HUMAN ENDEAVOR

Every threat we detect, every scam we prevent, every child we educate about online safety, it is all, ultimately, about people. And so is everything else we do.

Quick Heal's social commitments span three concentric circles: the society we serve, the workplace we have built, and the ecosystem of partners and customers who carry our mission to the world.

Performance on Social Goals

A snapshot of where our social commitments stand today, against the ambitions guiding our roadmap.

Material Topic	Ambition / Target	Progress in FY 2025-26
People & Workplace	Build a high-trust, high-performance culture	131,794 learning hours logged; ESAT participation consistently above 80%; Culture Book launched across 13 chapters
Partner Ecosystem	Strengthen partner enablement and satisfaction	Partner NPS of 31; structured training across 35,000+ channel partners
Customer Trust & Data Privacy	Sustain high customer satisfaction and privacy standards	Customer NPS of 5; ISO/IEC 27701:2019 certification for Privacy Information Management
Cyber Safety & Youth Development	Expand Cyber Shiksha for Cyber Suraksha reach nationally	94 Lakh+ lives touched; 19 states reached; 12,000+ schools & colleges; integrated into NEP curriculum at 9 institutions
CSR & Quick Heal Foundation	Deepen community healthcare and digital-literacy impact	18 Arogya Yan medical vans reaching 600+ villages and 5 Lakh+ people; Arogya Mansampada mental wellness program for students

People & Workplace

Building the Culture Behind the Code

The products we build are only as strong as the people behind them. And people perform at their best when they are supported by a workplace that encourages learning, trust, inclusion, and purpose. At Quick Heal, our human capital philosophy is grounded in a simple belief: when we invest meaningfully in our people, they build stronger products, stronger relationships, and a stronger organisation.

Culture Book

During the year, we refreshed and launched our Culture Book, expanding it into a comprehensive 13-chapter framework that reflects how we work, collaborate, lead, and grow together as an organisation.

It represents a deliberate effort to align values, behaviours, and business outcomes across teams and functions. It was distributed to employees across the organisation to create a shared understanding of the culture we aspire to build and sustain.

Culture Book serves as a living guide to what it means to belong at Quick Heal. It brings together our purpose, mission, vision, core values, and operating principles into a practical framework that shapes everyday decision-making, collaboration, accountability, and performance. Each chapter reinforces the mindset and behaviours required to build a high-trust, high-performance organisation where people can contribute meaningfully and grow together.

1. **Culture Starts with You**
2. **Our Mission**
3. **Our Vision**
4. **Our Core Values**
5. **The Culture Flywheel**
6. **High- Performance Zones**
7. **Psychological Safety**
8. **Scaling Values into Behaviors**
9. **Talent Density Rules**
10. **Fast Feedback**
11. **Our Compounding Habits**
12. **Decision-Making Framework**
13. **Objective & Key Results**



As part of strengthening everyday culture adoption, we also distributed annual planner diaries to employees, designed around the Culture Book. The planners serve as a daily reminder of our values, behaviours, and shared ways of working, helping embed culture into everyday actions and decisions across the organisation.

Employee Health, Safety & Well-being

We are committed to providing a safe, healthy, and supportive workplace environment for all employees, contractors, and visitors across our facilities. Our approach to employee well-being extends beyond physical safety to include mental wellness, emotional resilience, and work-life balance.

We maintain workplace safety practices across offices, including emergency preparedness protocols, fire safety systems, access controls, first-aid readiness, and medical rooms. Employees are encouraged to report unsafe conditions, hazards, incidents, or workplace concerns through established internal mechanisms. Reported concerns are reviewed by the relevant teams, with appropriate corrective or preventive measures taken where required. Employees who raise concerns in good faith are protected from retaliation or reprisal in accordance with the Company's applicable policies.

Recognising the evolving nature of the modern workplace, we continue to support employee well-being through flexible work practices, wellness initiatives, engagement activities and access to professional support resources, where required. HSE training is provided to all employees to strengthen awareness and promote a culture of safety and preparedness.

During FY 2025–26, the Company reported zero workplace incidents and fatalities. Safety awareness sessions were conducted across locations to strengthen workplace preparedness and employee awareness. Health and wellness initiatives covered 100% of employees, while POSH awareness and training programs covered 100% of the workforce.

Safety and emergency preparedness measures, including fire safety systems, emergency procedures and access controls, are implemented across the Company's premises in accordance with applicable statutory requirements and cover all employees and other personnel working at these locations.

The Company remains committed to fostering a workplace culture that prioritises safety, dignity, inclusion and employee well-being.

Diversity, Equity & Inclusion

We believe innovation thrives in an inclusive workplace where individuals from diverse backgrounds are respected, empowered, and provided equal opportunities to grow. Our people practices are guided by principles of fairness, meritocracy, non-discrimination, and mutual respect.

We are committed to maintaining a workplace free from discrimination based on gender, age, disability, ethnicity, religion, sexual orientation, or any other protected characteristic. Equal opportunity principles are included across recruitment, onboarding, learning and development, performance evaluation, compensation, and career progression processes. Our targets remain an 18% gender diverse ratio for FY26-27.

We continue to strengthen our culture of inclusion through awareness initiatives, leadership engagement, employee surveys, and policies that support dignity and respect at work.

During FY 2025-26:



During FY 2025–26, Quick Heal received no reported incidents of discrimination across its workforce, and no corrective actions were required in relation to discrimination. The Company continues to uphold principles of equal opportunity, non-discrimination, dignity and respect in the workplace, supported by its Code of Conduct and POSH framework.

Our commitment to diversity is not limited to representation metrics alone, but extends to building an environment where every employee feels valued, heard, and empowered to contribute meaningfully.

******No employees are covered by collective bargaining agreements (0%). Working conditions and terms of employment are governed by employment contracts, Company policies, HR procedures, and applicable statutory requirements.

For more details on the employee breakdown, please refer to page 72 of our Annual Report. [📄](#)

A Continuous Learning Culture

We continue to invest in talent development in technical, behavioural, functional, product-related and knowledge-sharing areas. Employees have access to a diverse learning ecosystem, including curated cybersecurity and technology courses on Udemy, AI and leadership Masterclasses, internal learning programs, product training, and support for professional certifications.

During FY 2025–26, employees collectively completed **131,794 learning hours** across these programs, covering areas such as cybersecurity, cloud and DevOps, AI and machine learning, software engineering, leadership, product knowledge and compliance.

In addition, **2,202 learning hours** were completed through the Company's internal **HRMS-based QTAP portal**, reinforcing a culture of continuous learning and self-driven development. Our Talent Management module within the HRMS further connects skills management with performance and individual development plans, supporting structured career development, succession planning and personalized growth pathways.

The Company did not have specific transition assistance programmes for employees retiring or ending their careers.

During FY2025–26, **100% of employees received regular performance and career development reviews**, covering all genders and employee categories.

HiPo Program: Recognition and Accelerated Growth

High-performing employees are identified through a structured performance and potential assessment process and are supported through focused development interventions designed to accelerate their growth. Selected employees receive opportunities through stretch assignments, leadership grooming initiatives, mentorship, and targeted capability-building programs that prepare them for future leadership and strategic roles within the organisation.

Internal Job Postings (IJP) and Career Mobility

We encourage employees to explore diverse career pathways within the organisation through a transparent and structured Internal Job Posting (IJP) process. By enabling cross-functional and lateral mobility opportunities across business and corporate functions, we support employees in building broader capabilities, gaining varied experiences, and shaping long-term careers within the organisation. This approach not only strengthens internal talent pipelines but also promotes agility, collaboration, and knowledge-sharing across teams.



Employee Engagement

As Quick Heal completed 30 years of its journey, we celebrated this important milestone through our Foundation Day, bringing employees together to reflect on our shared legacy, achievements, and future aspirations. The celebrations were integrated with our quarterly town hall engagements and included interactive activities, team events, and employee-led initiatives that strengthened collaboration, belonging, and organisational pride across teams.



Employee Engagement

Continued focus on strengthening employee engagement, with a target of maintaining scores above **4/5**; the current engagement score stands at **4.29/5**.

Employee Retention

Focused on reducing voluntary attrition by **1% from the FY26 baseline**, with current annualised voluntary attrition at **16%**.

Voice of Employee Listening with Intent

Our annual Voice of Employee Survey serves as a key listening mechanism, enabling us to capture employee feedback and strengthen the workplace experience. The survey covers work environment, learning, manager effectiveness, career growth, collaboration, work-life balance and organisational culture.

With **92% participation**, up **14% from the previous year**, the survey reflects strong employee trust and engagement. **Employee NPS of 50.1** indicates strong employee advocacy. Insights are transparently shared with employees and reviewed by senior leadership and the Board HR Committee to drive focused actions and continuous improvement.

Survey Insights

92%

Participation Rate

98%

Favourability Score

4.23

Engagement Index

50.1

Employee NPS

IDEATHON

To foster a culture of innovation and participation, we also conduct regular innovation internal IDEATHON program that encourages employees to collaborate across functions, solve real business challenges, and experiment with new ideas through rapid prototyping. During the year, employees submitted around **189 ideas**, reflecting a strong culture of curiosity, ownership, and employee-driven innovation across the organisation.

Flexible Work Culture

We follow a balanced hybrid work model designed to support both flexibility and collaboration, with a structured framework. We believe that sustainable performance comes from creating an environment where employees can work effectively without burnout, while still benefiting from in-person teamwork, learning, and innovation.

Our hybrid work norms are guided by function-specific requirements and team collaboration needs, with flexibility built within a clearly defined organisational framework. This approach enables employees to maintain better work-life integration while ensuring strong team engagement, productivity, and cross-functional connection across the organisation.

Thube Park Facility Refresh

In FY26, Quick Heal invested in a significant redesign and refresh of its Thube Park campus in Pune. The refreshed facility features collaborative workspaces, quiet focus areas, breakout zones, upgraded cafeteria facilities, and modern meeting infrastructure. The redesign was driven by employee input, a physical manifestation of our commitment to listening and responding.

Partner Ecosystem

Success That Flows Both Ways

Quick Heal's reach into Indian homes, small businesses, and enterprise organisations does not happen by magic. It happens through an extensive network of channel partners, resellers, distributors, system integrators, and managed service providers who carry our products and our reputation into markets.

Our partner relationships are built on a simple philosophy: if our partners succeed, our customers succeed. This means investing in our partners is investing in our customers.

Training & Capability Building

Quick Heal runs structured partner training programs covering product knowledge, technical installation, sales methodology, and cybersecurity fundamentals.

As our product portfolio has evolved, particularly with the launch of Seqrite XDR, SMAP, SIA, and Seqrite Data Privacy, partner training has become more sophisticated, more frequent, and more critical.

Partners who can confidently explain the difference between endpoint protection and XDR, who understand how Zero Trust architecture works, and who can articulate the value of threat intelligence to a mid-market CISO, those partners win deals that their less-informed competitors do not.

Partner Connect & SMB/Enterprise Events

As a partner-first organization, we host dedicated Partner Connect events and sector-specific SMB and Enterprise forums throughout the year. Here we share our roadmap, hear partner feedback, recognise outstanding performance, and build the personal relationships that make business partnerships durable.

Enterprise-focused events are designed to bring partners and end customers together, creating a three-way conversation about security challenges, solution mapping, and deployment support that benefits everyone at the table.



Partner NPS

Quick Heal measures Partner Net Promoter Score (NPS) as a key indicator of partner health, loyalty, and the quality of our partnership experience.

PARTNER NPS: 31

A score of 31 reflects a positive and constructive partner relationship baseline. It also tells us there is meaningful room to improve, particularly in areas of onboarding speed, support responsiveness, and margin transparency.

We are committed to year-on-year improvement, with specific initiatives in FY26 targeting partner onboarding, technical support SLAs, and co-marketing investment.

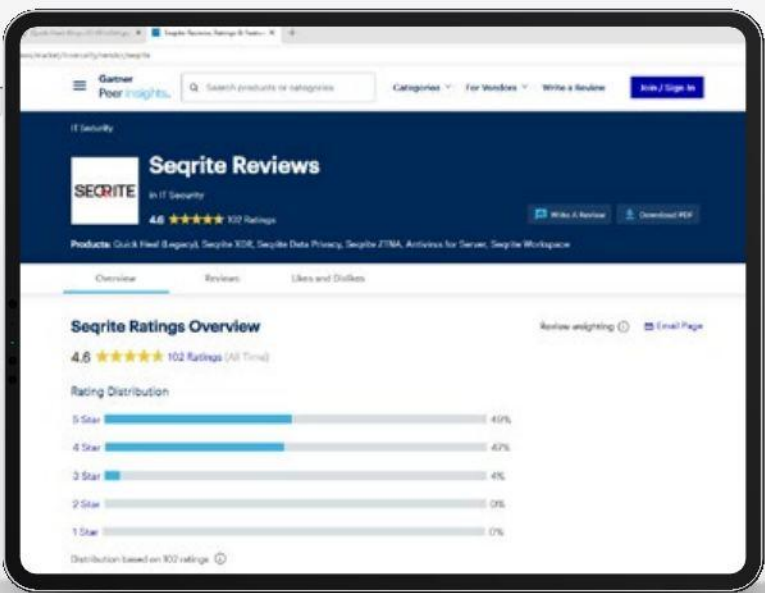
Responsible & Sustainable Supply Chain

Our supply chain extends beyond physical procurement to include technology partners, infrastructure providers, distributors, channel ecosystems, and third-party service providers. We recognize that long-term business resilience depends on responsible and ethical supply chain practices aligned with our values of integrity, transparency, cybersecurity, and compliance.

We engage with suppliers and business partners who demonstrate commitment to ethical conduct, regulatory compliance, information security, and responsible business practices. Our vendor onboarding and engagement processes incorporate due diligence measures relating to legal compliance, business integrity, confidentiality obligations, and data protection requirements.

We also work towards strengthening responsible procurement practices by encouraging vendors and partners to adhere to environmental and social standards, including compliance with applicable labour laws, human rights principles, anti-bribery requirements, and workplace safety expectations.

Gartner Peer Insights



OUR 4.6/5 RATING ON GARTNER PEER INSIGHTS

reflects strong customer confidence in our solutions and service experience, reinforcing our commitment to delivering reliable, customer-centric cybersecurity.



Customer Trust & Data Privacy

We know and are proud that customers trust us with their devices, their data, their financial transactions, and in the case of enterprise customers, their entire operational security posture. That trust is not a given. It is earned and maintained.

CUSTOMER TRUST

for Quick Heal,

is therefore not a marketing attribute.
It is a **governance commitment**.



Customer Satisfaction & Trust

Customer trust remains central to our business strategy and product philosophy. We continuously engage with customers, partners, and users to understand evolving security needs, improve user experience, and strengthen service responsiveness across our offerings.

Customer feedback mechanisms, including support interactions, surveys, partner engagement forums, and product reviews, help us assess customer expectations and identify opportunities for improvement. Insights gathered through these channels are regularly reviewed by leadership and relevant business teams to strengthen product quality, customer support, and service delivery.

Our commitment to customer-centricity is reinforced through continuous product innovation, timely threat response, transparent communication, and dedicated customer support infrastructure.

Customer NPS

Quick Heal measures Customer Net Promoter Score (NPS) as a key indicator to measure customer satisfaction, loyalty, and likelihood to recommend a company's products or services to others.

CUSTOMER NPS: 5

A score of 5 reflects continued customer trust and engagement, while also indicating opportunities to further enhance customer experience, support responsiveness, and service efficiency.

In FY26, we aim to strengthen customer satisfaction through focused improvements in support delivery, user experience, and product innovation.

ISO/IEC 27701:2019 for Privacy Information Management

Quick Heal holds certification under ISO/IEC 27701:2019, the international standard for Privacy Information Management Systems (PIMS). This certification confirms that our data handling practices for both personal data we process internally and personal data we process on behalf of our enterprise customers meet internationally recognized privacy management standards.

This is in addition to our ISO 27001:2022 (Information Security) and SOC 2 Type 2 certifications — building a layered, externally validated assurance framework that our customers, partners, and regulators can rely on.

Antifraud.AI and Fraud Prevention Lab

Digital fraud can affect anyone. From UPI and QR-code scams to phishing links, fake customer service calls, and compromised personal information, consumers face increasingly sophisticated threats in their everyday digital lives.

AntiFraud.AI, India's first fraud prevention solution, is designed to help protect consumers from these evolving threats. Powered by AI, behavioural analytics, and threat intelligence, it identifies suspicious activity and alerts users to potential fraud and scams in real time, helping them take action before financial or personal harm occurs.

The solution also helps address risks to **data privacy** by monitoring for indicators of compromised personal information, including data exposed on the dark web, and alerting users so they can take timely protective measures.

Supporting AntiFraud.AI is the **Quick Heal Fraud Prevention Lab** that studies emerging fraud patterns, analyses real-world attack scenarios, and simulates new threat vectors. Its work strengthens proactive fraud detection and protection, while collaboration with law enforcement agencies and ecosystem partners helps build a stronger response to the evolving digital fraud landscape.

Made in India, Trusted Across India

Quick Heal's entire product portfolio, from the malware signatures in our consumer antivirus to the threat intelligence in Seqrite's enterprise platform, is developed in India.

By Indian researchers. For Indian and global users.

Our products are built with a deep understanding of the Indian threat landscape, the specific fraud statistics targeting UPI users, the ransomware strains targeting Indian SMBs, and the state-sponsored threats targeting Indian infrastructure. Global cybersecurity vendors build for a global average. We build for India first and then take that intelligence to the world.

WHAT OUR CUSTOMERS SAY

Renewal of Licenses

I can Renew my Quick Heal License promptly, even after Office Hours. Surprised at the eagerness to help customers with full patience. I appreciate the team's support and professionalism which has doubled my trust in Quick Heal Products.

- Avinash Adaskar



Cyber Threat Recovery

I had lost all hope after a Ransomware Attack. Not only did they help me recover my extremely important data that got corrupted, but they did it within a short span of time too! Thanks for all the support and assistance in every step.

- Kishorekumar Mundra



Case studies

Driving Data Privacy Awareness Across a Global Workforce

Customer Profile

One of India's leading watch companies with operations across multiple countries.

Customer Challenge

The organisation sought to strengthen data privacy awareness through a consistent and engaging learning experience for employees across geographies.

Our Solution

Quick Heal Academy delivered a customised instructor-led virtual programme covering data privacy fundamentals, regulatory requirements, secure data handling and practical scenarios, supported by interactive assessments.

Customer Benefits

The programme strengthened employee awareness, encouraged responsible handling of personal information and supported the organisation's privacy compliance efforts through consistent learning across locations.

- Multiple geographies covered
- High completion and participation rates

50+

Sessions delivered

5000+

Employees trained

Competitive Landscape

Our customised content, expert-led delivery and ability to deliver consistent learning across multiple regions differentiated us from conventional awareness providers.

CASE STUDY 01

Driving Cybersecurity Awareness Through Gamification

Customer Profile

A leading diversified conglomerate with a large multi-location workforce.

Customer Challenge

The organisation wanted to make cybersecurity awareness more engaging and encourage greater employee participation.

Our Solution

Quick Heal Academy designed an interactive awareness programme featuring gamified activities, quizzes, real-world scenarios and a cybersecurity pledge campaign supported by leadership participation.

Customer Benefits

The initiative enhanced employee engagement, reinforced secure digital behaviours and contributed to a stronger cybersecurity culture across the organisation.

- High employee participation across business functions
- Cybersecurity pledge adopted across the workforce
- Positive employee feedback

Competitive Landscape

Our gamification-based approach, interactive learning model and customised programme delivery created a more engaging experience than conventional awareness programmes.

CASE STUDY 02

Cyber Shiksha for Cyber Suraksha

This initiative is a movement powered by youth, driven by purpose, and rooted in communities that are often overlooked. At its core, it is our belief that “**Cybersafety is a fundamental right for all**”. And the best way to protect that right is by nurturing young minds who can carry it forward.

The program operates across multiple formats via interactive workshops, mass activities, youth development and training, institutional partnerships with law enforcement and government bodies, and the annual Cyber Shiksha for Cyber Suraksha Awards, which recognize outstanding institutions, mentors, and students contributing to cyber safety in India.

The program is built to support both global and national priorities. It aligns with the **United Nations Sustainable Development Goals**, specifically focusing on quality education, gender inclusivity, and building resilient infrastructure. By working closely with law enforcement and academic institutions, the initiative strengthens the core objectives of the **Digital India, Skill India, and Atmanirbhar Bharat** missions. This ensures that grassroots efforts contribute directly to a stronger and more self-reliant nation.



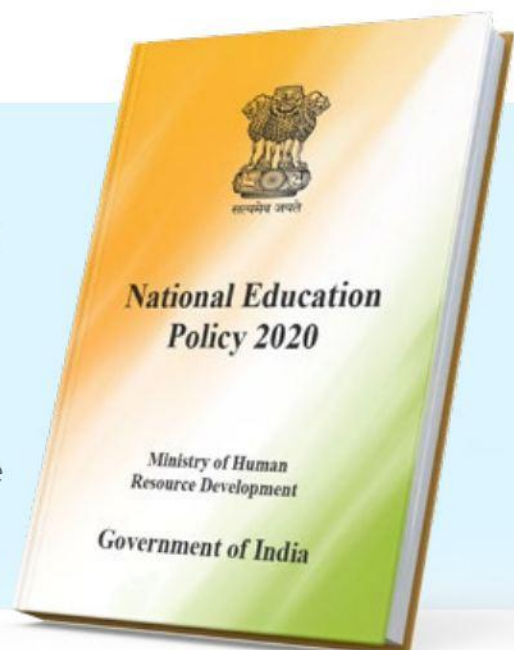
UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS IN FOCUS



The Cyber Shiksha for Cyber Suraksha project has been formally integrated into the academic framework of a two-credit cybersecurity course at 09 institutions under the

National Education Policy (NEP).

This integration strengthens institutional participation while embedding structured cyber safety and cybersecurity education within mainstream higher education.



REAL IMPACT

COMES FROM LONG-TERM
COMMITMENT,
NOT ONE-TIME ACTIONS!



Guided by this philosophy and aligned with the United Nations Sustainable Development Goals, CSR is a heartfelt responsibility embedded in how we engage with society. Our work begins with youth, where opportunities may be limited but potential is immense. Through structured training in digital resilience and meaningful financial support, these young minds are transformed into Cyber Warriors who lead awareness efforts in communities most vulnerable to online fraud.

The Quick Heal Foundation serves as the primary engine for our social outreach, extending our impact far beyond cybersecurity into the essential pillars of community well-being.

Healthcare

Quick Heal Foundation has supported community healthcare through

Arogya Yan (Mobile Medical Van):

Recognizing that distance is often the greatest barrier to healthcare, we have donated 18 state-of-the-art medical vans (Arogya Yan) to serve underserved communities in the remotest areas of rural villages with no proper facilities available. These vans have reached over 600 villages across multiple states, providing a lifeline to more than 5 lakh people who previously lacked access to basic medical facilities.



Arogya Mansampada (Mental Wellness for Youth):

We also launched **Arogya Mansampada during the COVID-19 pandemic**, which is our dedicated mental wellness program designed specifically for students. The program addressed the psychological well-being of the children, helping them navigate stress, anxiety, and the emotional challenges of the digital age

The investment is provided on a pro bono basis to support access to essential healthcare services in underserved communities.

What Maharashtra Cyber Says

“ The partnership between Maharashtra Cyber and Quick Heal Foundation,

which began in 2017, stands as a prime example of how law enforcement and corporate social responsibility can come together to create a safer digital society. Over the last eight years, this collaboration has evolved into a powerful alliance dedicated to addressing the rising challenges of cybercrime through proactive education and community engagement.

Right from the start, our shared goal has been to bridge the awareness gap that leaves citizens vulnerable to fraud. By supporting the Cyber Shiksha for Cyber Suraksha program, Maharashtra Cyber has been able to extend its reach far beyond traditional policing. Together, we have channeled the energy of young Cyber Warriors to take the message of digital safety directly into schools, colleges, and rural communities across the state.

This collaborative effort has not only improved cyber hygiene among our citizens but has also built a vital layer of defense that helps prevent crime before it even happens. It is proof of what can be achieved when we move beyond reactive measures and focus on empowering the public with knowledge.

As we move forward, we remain committed to this mission. By continuing to empower our youth and leverage our collective expertise, we are ensuring that Maharashtra's digital growth is matched by a robust culture of safety and awareness.”



Mr. Sanjay Shintre

Deputy Inspector General
of Police (DIGP)

What our Cyber Warriors Feel



Life for me took a tough turn when my father's illness left him bedridden, and my mother's knee pain made even daily tasks difficult. With my younger brother still in school, the burden of supporting my family fell on me. I joined Quick Heal Foundation's Cyber Shiksha for Cyber Suraksha -Earn and Learn program. It not only gave me financial help but also helped me with skills to build a better future. Carefully managing my earnings, I was able to support my family's expenses for six months. This program helped me through a difficult time and also boosted my confidence to secure a stable future. Quick Heal Foundation has been a pillar in my journey, and for that, I am truly grateful.

JOSHUA RIBERIO

PRATIBHA COLLEGE, CHINCHWAD



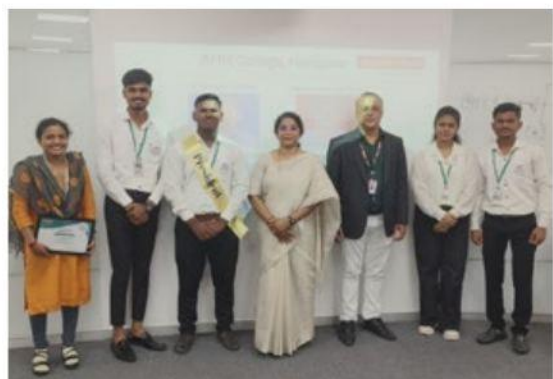
I really enjoyed the presentations and the engaging conversations with Gen Z and young participants. It made the sessions more lively and relatable.

This survey helped me clear many misconceptions I had about how to behave online. I now better understand the difference between what we think in theory and what actually happens in real life.

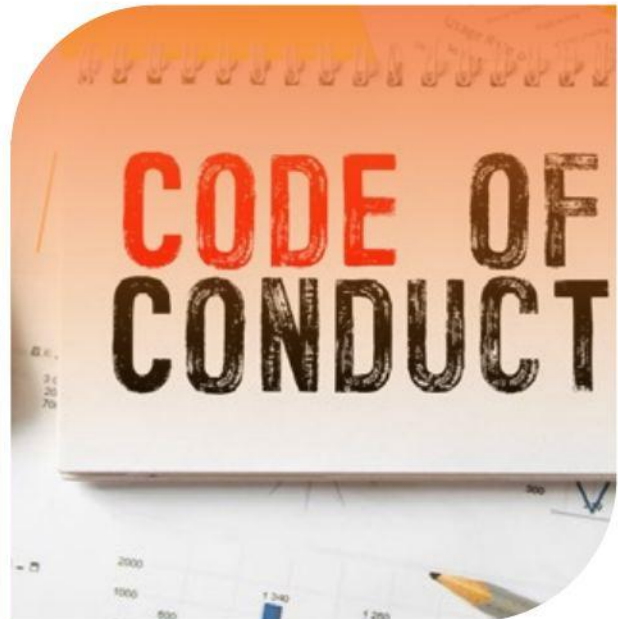
It gave me a more practical view and helped me become more aware of real-world situations.

SAKSHI NEHARKAR

BJ ALE COLLEGE.



GOVERNANCE





A COMPANY THAT ASKS FOR TRUST MUST FIRST DESERVE IT

Our governance framework is not a legal obligation; it is the architecture of accountability that makes everything else possible.

Governance & Ethics

At Quick Heal, we are in the business of protecting trust. Our customers rely on us to safeguard their financial information, personal data, and critical business intelligence. The governance standards we uphold must reflect the responsibility that comes with that trust.

For us, strong governance is not a compliance exercise or a constraint on performance. It is an enabler of sustainable growth. When our Board functions with transparency and accountability, when policies are applied consistently, and when our actions align with our commitments, it strengthens confidence across employees, customers, investors, and partners alike.

We believe that the integrity demonstrated in the boardroom must be visible in everyday operations. That alignment between intent, decision-making, and execution forms the foundation of a resilient and future-ready organization.

Performance on Governance Goals

A snapshot of where our governance commitments stand today, against the ambitions guiding our roadmap.

Material Topic	Ambition / Target	Progress in FY 2025-26
Corporate Governance	Improve Board's effectiveness	External assessment of Board Committees & implementation of recommendations - Not yet undertaken; planned for FY27; periodic training for board members- Planned for FY27
Regulatory Compliance	Build a compliance-driven culture with robust reporting mechanism; full alignment with BRSR, SEBI LODR, and DPDP Act	Annual BRSR disclosure across all 9 NGRBC principles; DPDP-aligned data processing practices; strive to ensure statutory compliances and achieve a zero-non-compliance stage – No Instance
Business Ethics & Values	Zero tolerance towards unethical behavior/practices	Train 100% of employees on Code of Business Conduct, Culture Code (incl. POSH/ASHA) and Whistleblower Policy – No Instance; sensitize all vendors/partners on anti-corruption and bribery – Contract Term/PO included

Material Topic	Ambition / Target	Progress in FY 2025-26
Cybersecurity & Data Privacy	Externally validated privacy and security assurance; recognized cybersecurity thought leadership	ISO/IEC 27701:2019, ISO 27001:2022, and SOC 2 Type 2 certifications held concurrently, covering data privacy; industry-leader recognition — in progress
Regulatory Compliance	Build a compliance-driven culture with robust reporting mechanism; full alignment with BRSR, SEBI LODR, and DPDP Act	Annual BRSR disclosure across all 9 NGRBC principles; DPDP-aligned data processing practices; strive to ensure statutory compliances and achieve a zero-non-compliance stage — No Instance
Human Rights	Uphold human rights across our own workforce and value chain	Human Rights commitment embedded in Code of Conduct and POSH framework; grievance channels extended to contract and value-chain personnel. During FY2025–26, the Company recorded no confirmed incidents of human rights violations across its operations.
Sustainable Supply Chain	Establish a sustainable supply chain for our products and services	Make supply chain aware of our ESG efforts by FY25 — in progress
Customer Satisfaction	Create a customer & partner community of advocates	Baseline Customer NPS by FY25 — Customer NPS FY26: 5
Economic Performance / Shareholder Value	Long-term value creation through sound financial oversight	Audit Committee oversight of financial reporting integrity and material risk exposure
Innovation & Technology	Protect and govern the company's innovation pipeline	IP and patent governance integrated with R&D oversight; insider trading controls safeguard unpublished innovation-linked information
Product Relevance	Ensure products remain secure, safe, and fit for evolving threats	Product security reviews aligned with Vulnerability Disclosure Policy; roadmap decisions informed by threat landscape monitoring

Governance Policies

Rules That Hold Us Accountable

Our governance infrastructure is built on a layered set of policies that collectively define the ethical operating boundaries of the organization. These policies are reviewed regularly, enforced consistently, and updated as the regulatory and business environment evolves.

- **Whistleblower Policy**

The Whistleblower Policy enables employees and stakeholders to securely report concerns related to unethical conduct, legal non-compliance, or operational mismanagement, with critical matters escalated to the Audit Committee. It ensures confidentiality and protection against victimization, retaliation, or reprisal for good-faith reporting. During FY2025–26, no critical concerns were reported to the highest governance body.

- **Code of Conduct**

This framework explains the expected ethical behavior for all employees and leaders across all entities and tiers of employment, including full-time, part-time, contract, and temporary teams. Built upon the foundational blocks of respect, inclusion, professional dignity, and absolute compliance with the law of the land, it guides our interactions with clients, partners, and colleagues. All members of the Board of Directors and Senior Management strictly adhere to these corporate principles to prevent any abuse of confidential information, ensuring that leadership actions always reflect the highest ethical standards.

- **Prevention of Insider Trading Policy**

The Code of Conduct for Prevention of Insider Trading is to regulate, monitor, govern and report trading in securities of the Company by insiders and compliance of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 ("Insider Trading Regulations"). By strictly regulating the dealing of securities by directors, employees, and connected persons, the company prevents the misuse of unpublished price-sensitive information (UPSI). This maintains strict marketplace integrity and protects the broader investor community from unfair informational advantages.

- **Related Party Transactions Policy**

The Company ensures that all related party transactions are conducted on an arm's length basis and reviewed through a transparent governance process, in compliance with statutory requirements and safeguarding minority shareholder interests. Its Related Party Transactions and Insider Trading policies help identify and manage potential conflicts of interest. During FY2025–26, no conflicts of interest were identified or reported.

- **Prevention of Sexual Harassment (POSH) Policy**

Dedicated to cultivating a healthy corporate environment, this policy ensures a safe, inclusive workplace free of harassment for all individuals. Adhering strictly to statutory mandates, our framework is backed by an active Internal Complaints Committee (ICC) that handles grievances with maximum empathy, speed, and confidentiality, while driving continuous awareness training across the workforce to uphold individual dignity.

- **Vulnerability Disclosure Policy**

This policy demonstrates our commitment to product security by providing a framework for the global research community to responsibly report security vulnerabilities. This framework bridges the gap between external security practitioners and our internal engineering teams, reinforcing collective digital ecosystem security and ensuring our software solutions remain highly resilient against emerging threats.

- **Anti-Corruption and Bribery Policy**

Quick Heal extends its zero-tolerance stance on unethical conduct beyond its own workforce to every vendor and partner it engages. Sensitization on anti-corruption and anti-bribery expectations is built directly into contractual terms and purchase orders, and a dedicated Code of Conduct, currently in preparation for publication, will formalize these expectations for the wider partner ecosystem.

- **Board Effectiveness & Development**

Quick Heal is strengthening Board governance through periodic external assessments of Board Committees and structured training to address evolving regulatory and business needs. No formal Board training was conducted in FY2025–26; initiatives are planned from FY2026–27.

Human Rights Commitment

Quick Heal upholds the fundamental human rights of everyone connected to our operations, extending this commitment beyond our direct workforce to contract personnel and value-chain partners. Grounded in the principles of non-discrimination, fair treatment, and freedom from harassment already established under our Code of Conduct, POSH framework, and ASHA, this commitment is reinforced through accessible grievance channels and periodic review to ensure no individual is disadvantaged on account of identity, background, or employment category.

During FY2025–26, human rights commitments and policies covered 100% of employees across all employee categories and regions, as well as relevant business partners and value-chain personnel.

Supplier and Vendor Governance

Recognizing that accountability extends beyond our own walls, Quick Heal is working to establish a sustainable supply chain for its products and services. This includes building supply chain awareness of the company's ESG efforts and conducting structured ESG training for partners and vendors, so that the standards Quick Heal holds itself to are mirrored across its value chain.

Customer Grievance Redressal

To ensure customer trust is matched by responsiveness, Quick Heal maintains a structured mechanism through which customers and users can raise concerns regarding products, services, or data handling. Escalations are routed through defined service and compliance channels, ensuring timely resolution and reinforcing the transparency that underpins our relationship with the people who rely on our products.

Risk & Compliance

Business Responsibility and Sustainability Reporting (BRSR) & ESG Governance

Quick Heal publishes a Business Responsibility and Sustainability Report (BRSR) annually, in compliance with SEBI LODR Regulation 34(2). The BRSR provides structured, standardized disclosure across all nine principles of the National Guidelines on Responsible Business Conduct (NGRBC):

P1 Businesses should conduct and govern themselves with integrity, in a manner that is ethical, transparent, and accountable.

P2 Businesses should provide goods and services in a manner that is sustainable and safe.

- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4** Businesses should respect the interests of and be responsive to all their stakeholders.
- P5** Businesses should respect and promote human rights.
- P6** Businesses should respect and make efforts to protect and restore the environment.
- P7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8** Businesses should promote inclusive growth and equitable development.
- P9** Businesses should engage with and provide value to their consumers and users in a responsible manner.



For more information, refer to page no. 135 on Annual Report 2026. [↗](#)

Regulatory Compliance (SEBI, Companies Act, & DPDP)

We maintain systemic oversight to fulfill our obligations under Section 177 of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and prevailing digital privacy frameworks. Our security and administrative operations are deeply aligned with the Digital Personal Data Protection (DPDP) Act, ensuring rigorous personal and organizational data processing compliance. This structural reporting involves consistent monitoring through statutory bodies, such as the Audit Committee and the Stakeholder Relationship Committee, ensuring corporate decisions strictly honor regulatory guidelines, administrative compliance, and investor transparency.

Economic Performance & Shareholder Value

Sound economic performance rests on the same governance discipline that underpins our ethical and regulatory commitments. The Audit Committee holds direct oversight of financial reporting integrity, internal financial controls, and material risk exposure, ensuring that economic decision-making remains transparent and accountable to shareholders and stakeholders alike.

Quick Heal is committed to long-term value creation, targeting a strong Return on Capital Employed (ROCE) over a three-year period; detailed financial performance figures are presented in Section 12.3.

Customer & Partner Engagement

Quick Heal is building a community of customer and partner advocates through structured measurement of satisfaction and loyalty. Customer Net Promoter Score (NPS) was baselined by FY25, with FY26 NPS recorded at 5, and partner NPS is tracked for year-on-year improvement — complementing the Customer Grievance Redressal mechanism described above with a forward-looking view of relationship health.

Innovation, Technology & IP Governance

Innovation is central to Quick Heal's growth, and its governance is treated with the same rigor as any other material risk. At the core of this innovation is GoDeep.AI, our patented technology, AI-led threat hunting engine that combines deep learning, behavioral analysis, and predictive analytics to identify and neutralize known and emerging cyber threats.

Intellectual property arising from our R&D efforts, including GoDeep.AI and related patented innovations such as our Anti-Ransomware Technology, is safeguarded through structured IP governance, while the Insider Trading Policy ensures that unpublished, innovation-linked information cannot be misused ahead of public disclosure.

As artificial intelligence becomes more deeply embedded across our product suite, we remain equally focused on governing its responsible development and deployment, so that AI-driven capabilities strengthen digital security without compromising transparency or user trust. This dual layer of protection, safeguarding intellectual property while governing responsible AI use, allows Quick Heal to pursue technological advancement while preserving marketplace fairness and long-term shareholder value.

Product Governance & Relevance

Beyond the technical safeguards described under the Vulnerability Disclosure Policy, product relevance is governed through periodic review of the product roadmap against the evolving threat landscape. This ensures that Quick Heal's offerings remain not only secure but fit for purpose, with decisions on feature and security investment informed by ongoing risk assessment rather than reactive response.

GRC Framework and Security Operations

Our Governance, Risk, and Compliance (GRC) is a structured framework through which cybersecurity responsibilities are defined, risks are identified and managed, and regulatory and contractual obligations are addressed.

We operate under a unified GRC approach focused on accountability, resilience, and trust.



Governance

IT Strategy & IT Policies

IT Strategy defines the long-term direction for how technology enables business objectives, while IT Policies establish the rules and standards for how IT systems are used, governed, and protected on a day-to-day basis.

Leadership and Oversight

Leadership and Oversight ensure effective governance by setting the “tone at the top,” assigning ownership for risk and compliance, and providing direction, supervision, and accountability across the organization.

Risk Management

Threats and Vulnerabilities

A threat is a potential cause of harm, a vulnerability is a weakness that can be exploited, and risk arises when a threat exploits a vulnerability.

Risk Assessment

Risk Assessment is the structured process of identifying, analyzing, and evaluating risks that could impact business objectives, security, compliance, and operations.

Performance Monitoring

Performance Monitoring measures how effectively governance, risk, and compliance controls operate in practice and whether they deliver the intended outcomes.

Compliance

Regulatory Requirements

Regulatory Requirements are the laws, regulations, standards, and contractual obligations that the organization must comply with to operate legally, ethically, and responsibly.

Data Protection

Data Protection focuses on safeguarding personal, sensitive, and business-critical data through appropriate technical and organizational controls while meeting applicable legal and regulatory obligations.

Audits and Reporting

Audits and Reporting provide independent assurance and transparency into the effectiveness of governance, risk management, and compliance controls.

Business Continuity

Business Continuity is the organization’s ability to continue delivering critical products and services during and after disruptive events.

Accountability

Accountability ensures clear ownership and responsibility for governance, risk, and compliance decisions and outcomes across the organization.

Integrity

Integrity reflects a commitment to ethical, honest, and transparent conduct in managing governance, risk, and compliance activities.

Security

Security encompasses the policies, controls, and practices that protect information, systems, products, and data from threats while ensuring compliance with applicable laws and standards.

[Read more about GRC](#)

Financial Performance Overview

Quick Heal's business composition continues to evolve, shaping how capital is allocated across products, technology platforms, market development, and operating priorities. Investment decisions are guided by the need to support enterprise growth opportunities, advance product capabilities, and maintain the financial discipline expected of a technology business.

Alongside sustained investment in research and development, we maintain a prudent approach to liquidity and balance sheet management, remaining debt-free and ensuring capital stays available to support growth while preserving financial stability.

₹261.0 Cr Net Revenue	₹148.4 Cr Enterprise Revenue	₹139.8 Cr Consumer Revenue
₹(29.4) Cr EBITDA	₹(10.9) Cr Profit After Tax	₹(2.0) Diluted EPS

For a detailed view of Quick Heal's financial performance, please refer to page no. 165 of the Annual Report 2025-26. [📄](#)

Leadership Team



Dr. Kailash Katkar
Chairman &
Managing Director



Dr. Sanjay Katkar
Joint Managing
Director



Mr. Harish Kumar GS
Chief Executive
Officer



Ms. Anupama Katkar
Chief of Operational Excellence,
& Chairperson, Quick Heal Foundation



Mr. Ankit Maheshwari
Chief Financial Officer



Mr. Rajiv Sreekantan
Senior Vice President
Enterprise Sales



Mr. Amit Chaudhary
Vice President
Product Management



Mr. Amartya Mukherjee
Vice President and
Head of Delivery



Ms. Savita Nehra
Vice President,
People & Culture



Mr. Rohit Kachroo
Senior Director, IT and
Digital Transformation



Mr. Ashish Kadam
Director, Government
Business



Mr. Deepak Mishra
Head, Retail Sales



Mr. Sangamesh S
Head of Seqrite Labs
& MDR



Ms. Netra Deshpande
Head of Engineering



Mr. Nitin Bhogan
Head of Academy



Future Outlook

Our very first Sustainability Report is an important milestone in Quick Heal's ESG journey and represents our first comprehensive articulation of the Company's environmental, social, and governance approach.

As a digital security company built on trust, innovation, and responsibility, we recognize that sustainable business practices are integral to long-term value creation and stakeholder confidence. This report reflects our current initiatives and practices while laying the foundation for a more structured, measurable, and integrated sustainability journey.

Going forward, we aim to strengthen ESG integration across our operations, innovation, people, and partnerships, with a focus on responsible innovation, cybersecurity, employee well-being, and ethical governance.

As stakeholder expectations, regulations, and technology continue to evolve, we remain committed to greater transparency, accountability, and continuous improvement, aligned with our business strategy and values.

GRI Content Index – FY 2025-26

Statement of use	Quick Heal Technologies Limited has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

Part 1 – GRI Content Index

GRI Standard	Disclosure	Location In Report	Page Number
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Overview	10
	2-2 Entities included in the organization's sustainability reporting	Approach to Reporting	06
	2-3 Reporting period, frequency and contact point	Approach to Reporting	06
	2-4 Restatements of information	Approach to Reporting	06
	2-5 External assurance	Approach to Reporting	06
	2-6 Activities, value chain and other business relationships	Company Overview, Value Creation Model, Our Stakeholders	10, 16, 22
	2-7 Employees	People & Workplace, Value Creation Model	51, 16
	2-8 Workers who are not employees	Value Creation Model	16
	2-9 Governance structure and composition	ESG Governance Structure, Board & Committee Oversight	29
	2-10 Nomination and selection of the highest governance body	Cross-reference Annual Report 2025-26	29
	2-11 Chair of the highest governance body	ESG Governance Structure, Leadership Team	27, 29, 78
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance Structure, Governance Policies	29, 72
	2-13 Delegation of responsibility for managing impacts	ESG Governance Structure	29
	2-14 Role of the highest governance body in sustainability reporting	ESG Communication	33
	2-15 Conflicts of interest	Related Party Transactions; Insider Trading	72
	2-16 Communication of critical concerns	Whistleblower Policy	72
	2-17 Collective knowledge of the highest governance body	Board Effectiveness	72

GRI Standard	Disclosure	Location In Report	Page Number
	2-18 Evaluation of the performance of the highest governance body	ESG Communication, Board Effectiveness	33, 72
	2-19 / 2-20 / 2-21 Remuneration policies, process and annual total compensation ratio	Cross-reference Annual Report 2025-26	53, 77
	2-22 Statement on sustainable development strategy	Messages from Founders and CEO	2-4
	2-23 Policy commitments	ESG Policies & Management Framework, Governance Policies	34, 72
	2-24 Embedding policy commitments	Governance Policies, Partner Ecosystem	72, 56
	2-25 Processes to remediate negative impacts	Customer Grievance Redressal	58
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	2-27 Compliance with laws and regulations	Risk & Compliance	73
	2-28 Membership associations	Company Overview, Stakeholder Engagement Matrix	10, 23
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	2-30 Collective bargaining agreements	Diversity, Equity & Inclusion	52
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	30
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Securing Individuals,
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Sustaining the Planet.



Closing Note

This report represents the first step in Quick Heal Technologies Ltd.'s sustainability reporting journey. The Company is committed to enhancing the depth and breadth of disclosures in future reports.



Environmental, Social, and Governance

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