



STAKEHOLDER ENGAGEMENT POLICY

Quantum Foods Holdings Limited (“Quantum” or “the Company”) and its subsidiaries (“the Group”) is a fully integrated primary agricultural business that consists of animal feeds; layer and broiler poultry farming; eggs and related businesses in South Africa and on the African continent outside South Africa.

Purpose

This Policy sets out the organization's approach to identifying, engaging, and responding to stakeholders in a consistent, meaningful, and strategic manner. It is grounded in the principles of transparency, inclusivity, and accountability, and aligns with Principle 13 of the King V™ Report on Corporate Governance.

By embedding stakeholder inclusivity into all levels of governance and decision-making, this policy aims to uphold a culture of ethical leadership, sound business practices, responsible natural resource management, long-term value creation and good corporate citizenship — all of which are fundamental to the sustainability and continued success of Quantum.

The Group is committed to adding sustainable value for identified key stakeholders. These specifically include:

- Shareholders;
- Customers;
- Suppliers;
- Employees & unions
- Regulators and government authorities and
- Communities in the context of broader society.

Stakeholder value creation is enhanced by ongoing stakeholder relationships, fundamental principles of which are inclusivity, materiality and responsiveness, as well as the understanding that stakeholder perceptions affect the Group's reputation.

Such relationships ensure open, transparent and efficient communication with identified stakeholders, and inform group strategy and related activities.

Quantum Foods recognizes the media as an important channel for transparent communication with the public and other stakeholder groups. When required, the Company is committed to engaging with media representatives in a professional, and timely manner to support transparency, accountability and the dissemination of accurate information to the public. All media engagement shall be conducted through designated spokespersons in accordance with the Company's communications protocols.

Engagement Strategies and Methods

In the context of sustained value creation for all its stakeholders, Quantum's engagement with its stakeholders includes:

- An inclusive approach: consultation with stakeholders in developing and achieving an accountable and strategic response to sustainability;
- Materiality: determining the relevance and significance of issues to both the Group and its stakeholders. The materiality of issues concerns the legitimate interests and expectations of stakeholders in the context of the legal and strategic considerations of the business; and
- Responding appropriately to stakeholder issues through decisions, actions, performance and communication.



Roles and responsibilities

Role	Responsibility
Board of directors	Provide oversight of stakeholder-inclusive governance per King V™; ensure stakeholder considerations are integrated into strategic decisions
Executive Management	Implement stakeholder engagement frameworks, ensure organizational responsiveness, facilitate engagement activities, monitor outcomes and report to the Board
All staff	Engage respectfully and refer stakeholder issues to the appropriate function

Quantum is committed to maintaining transparent and inclusive stakeholder relationships as a key pillar of good governance and sustainable business. The Group strives for continuous improvement in its stakeholder engagement practices.

Guiding principles that govern Quantum Foods

In accordance with King V™, our engagement is governed by:

- **Stakeholder Inclusivity**
We recognize stakeholders as legitimate participants in the organization's governance system and actively involve them in key decisions, where appropriate.
- **Ethical Leadership**
Engagements will reflect integrity, fairness, responsibility and respect, in line with the ethical foundation of King V™.
- **Materiality**
We prioritize engagement with stakeholders who have the most significant impact on or are most affected by our strategic direction and risk landscape.
- **Transparency and Accountability**
We commit to open communication, responsible disclosure, and reporting how stakeholder views have influenced our strategy and operations

Stakeholder consultation and relation management

Stakeholder engagement and relationship management are integrated into the ongoing management activities of the divisions and group functionaries.

The Chief Executive Officer and executive management in each division are responsible and accountable for stakeholder engagement. Responsibility for group functions rests with the relevant executive heading the group function.

Stakeholder Identification

Each division and group function is responsible for identifying its key stakeholders using objective and consistent criteria which includes:

a) Role and/or Responsibility:

Stakeholders to whom Quantum Foods has — or may have in the future — legal, financial, or operational responsibilities. These obligations may be defined by laws, regulations, contractual agreements, policies, or codes of conduct.

b) Influence:

Stakeholders who currently have — or may in future acquire — the ability to influence Quantum Foods' ability to achieve its strategic, operational, or sustainability objectives.



c) Proximity:

Stakeholders with whom Quantum engages most frequently. This includes internal stakeholders, those with longstanding relationships, individuals or groups the business depends on for daily operations, and communities located near operating sites.

d) Dependency:

Stakeholders who are highly dependent on Quantum Foods. Examples include employees and their families, customers who rely on the company's products and services for their well-being or livelihood, and suppliers for whom Quantum is a major client.

e) Representation:

Stakeholders who are formally or informally entrusted to represent others. These may include government officials, community leaders, trade union representatives, and members of civil society or industry associations.

f) Strategic or Environmental Change:

Significant changes in the business environment, regulatory context, or corporate strategy may give rise to new or emerging stakeholder groups that require engagement.

Appropriate initiatives are implemented by each division and group function to ensure a process for identifying and addressing the significant issues and concerns of their key stakeholders.

Appropriate stakeholder engagement methodologies, processes and systems are developed, recorded and implemented at divisional and group functional levels. Stakeholder issues that cannot be resolved at divisional level, or that may have material reputational, regulatory, financial, or operational impact are escalated to executive management and, where necessary, to the Chief Executive Officer and Board in line with the Group's governance and risk management processes.

Significant stakeholder engagements are appropriately recorded and reported.

Each division and group function continuously seeks ways to better manage and improve their stakeholder engagement procedures and performance.

Established risk management processes at divisional and functional levels ensure that stakeholder risks are continually assessed, evaluated and addressed.

Through ongoing and appropriate stakeholder engagements, Quantum strives to inform, in an appropriate and timely manner, stakeholders at Group, divisional and functional levels of the implications and impacts of its activities in a fair and transparent manner. Quantum also strives to ensure that any disputes are resolved as effectively, efficiently and as expeditiously as possible.

Processes are implemented and sustained to ensure that the Chief Executive Officer and Board of Directors are fully informed about pertinent stakeholder concerns as well as the risks and opportunities which may emanate from these.

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Policy custodian:	Chief Financial Officer
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