



QUANTUM FOODS HOLDINGS LTD BOARD DIVERSITY POLICY

Purpose

The Board diversity policy ('the Policy') sets out the approach to diversity on the Board of Quantum Foods Holdings Ltd ("Quantum Foods", "the Group" or "the Company").

Scope of Application

The Policy applies to the Board. It does not apply to diversity in relation to employees of Quantum Foods. It guides the Nominations Committee and the Board in evaluating and nominating candidates for appointment, or when considering succession planning.

Policy Statement

In line with **Principle 5** of the King V™ Report on Corporate Governance, which emphasizes the composition of the governing body to reflect appropriate diversity, Quantum Foods recognises that a diverse Board enhances decision-making, strengthens governance, and better reflects the broad stakeholder base the Group serves. A diverse Board includes and makes good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between directors. These differences will be considered in determining the composition of the Board and, when possible, should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge required by the Board to be effective.

The Company commits, in addition to furthering general diversity of the Board, to specifically promote gender, race, culture, age, knowledge, skills and experience diversity in terms of paragraph 3.84(i) of the JSE Limited Listings Requirements in respect of the broader diversity requirements.

The Board reviews and assesses its composition when a vacancy has been identified.

In reviewing Board composition, the Board considers the benefits of all aspects of diversity including, but not limited to, those described above, to enable it to discharge its duties and responsibilities effectively.

In identifying suitable candidates for appointment to the Board, the Board considers the merit of candidates with due regard of the benefits of diversity on the Board.

As part of the performance evaluation of the effectiveness of the Board, Board committees and individual directors, the board considers:

- the balance of skills, experience, independence and knowledge of Board members;
- the broader diversity of the Board;
- how the Board works together as a unit;
- tenure and independence and
- other factors relevant to its effectiveness.



Measurable Objectives

The Board discusses and agrees periodically on all measurable objectives for achieving diversity on the Board. At any given time, the Board may prioritise one or more dimensions of diversity — including but not limited to gender, race, skills, or experience — based on the strategic needs of the Group and the evolving governance landscape.

Monitoring and Reporting

The Board reports annually on the process used in relation to Board appointments in the corporate governance section of the Company's Integrated Annual Report. This report includes a summary of this Policy, the measurable objectives set for implementing the Policy (if any has been set), and progress made towards achieving those objectives.

Review of the Policy

The Board will review the Policy every two years. This includes an assessment of the effectiveness of the Policy.

Policy Governance

Document Title:	Board Diversity Policy
Approving body:	Board of directors
Policy custodian:	Chief Executive Officer
Policy contact:	Company Secretary
Approved and effective:	22 September 2016
Review period:	Every 2 years
Date reviewed:	17 February 2026
Revision no.	3