



**Topmix Berhad**  
(Incorporated in Malaysia)

## **Diversity and Inclusion Policy**

TM-CG-P21

Version 1.0

## 1.0 Introduction

Topmix Berhad and its subsidiaries (“Topmix” or “the Group”) are committed to maintaining a diverse workplace as we recognise the benefits arising from board and employee diversity.

Diversity includes, but not limited to age, gender, experience, education, background, expertise, origin, disability, race, nationality, and culture.

Inclusion is a sense of belonging and behaviours to respond to the people in order to ensure that individual feel included, engaged and connected in the workplace.

## 2.0 Objectives

This policy provides a framework for the Group to achieve a diverse and skilled workforce, leading to continuous improvement in service and achievement of Company goals.

## 3.0 Responsibilities

### (i) The Board’s commitment

The Board are committed to workplace diversity, with a particular focus on supporting the representation of women in the composition of the Board and Senior Management.

The Board is assisted by the management and responsible for developing strategies to meet the objectives of this policy, as well as monitoring the progress of achieving the objectives.

### (ii) Strategies

The strategies include:

- (a) recruiting from a diverse pool of candidates for female positions;
- (b) reviewing succession plans to ensure an appropriate focus on gender diversity; and
- (c) identifying specific factors to take into account the recruitment and selection processes to encourage gender diversity.

## 4.0 Review of the Policy

This policy shall be reviewed by the Board, through Nominating Committee as and when required, or when internal or external events warrants a more frequent review to be undertaken.

The Board adopted this policy on 26 June 2023.