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OCCUPATIONAL HEALTH & SAFETY

Health & Safety Governance

In accordance with the Group’s Occupational Safety & Health (OSH) Policy, our Safety & Health Committee, comprising over 815 members from both management and various departmental teams, is tasked with leading and implementing safety management strategies organisation wide. Safety department collaborates closely with Sustainability Steering Group to provide key safety metrics that contribute to Top Glove’s sustainability initiatives.

Health & Safety Management System

Top Glove remains dedicated to maintaining the highest standards in occupational health and safety through our ISO 45001:2018 certification. As of FY2024, we achieved certification for seven factories. The ISO 45001:2018 system is rigorously audited both internally and externally, covering all employees and third-party providers working on our premises. We are committed to sustaining these high standards and continuing our efforts to uphold our certification.

7 factories certified with **ISO 45001:2018**
Occupational Health and Safety Management

Safety Hazards: Risk Identification and Assessments

Our OSH Policy is centred on fostering a proactive culture where risks associated with our activities are meticulously controlled, aiming to minimise them as low as reasonably practicable (ALARP). We conduct thorough risk assessments to identify, analyse, and evaluate hazards, leading to enhanced control measures. Ongoing OSH awareness training is conducted to continually improve workers’ knowledge and skills, helping to prevent workplace injuries and illnesses. Identifying hazards is a fundamental aspect of maintaining workplace safety across the Group. Each site conducts comprehensive risk assessments in accordance with local laws and regulations. We categorise our activities according to the risk levels and apply recognised mitigation techniques to effectively manage those risks.

The following assessment monitoring systems are adopted:

- 1 Chemical Health Risk Assessment (CHRA)
- 2 Noise Risk Assessment (NRA)
- 3 Control of Industrial Major Accident Hazards (CIMAH) Assessment
- 4 Chemical Exposure Monitoring (CEM)
- 5 Local Exhaust Ventilation (LEV)
- 6 Audiometric
- 7 Medical Surveillance

Work-related hazards and risks for processes and projects are assessed via:

- 1 Observation, interviews and implementation of Hazard Identification, Risk Assessment and Risk Control (HIRARC), the relevant training for which have been provided to employees.
- 2 Monitoring of Unsafe Condition (UC) and Unsafe Act (UA) through TG Good Safe online reporting.
- 3 Sharing of OSH Compliances, Unsafe Act and Unsafe Condition by Safety & Health Committee members during quarterly Safety and Health Committee Meeting.
- 4 Monthly Corrective Action and Preventive Action (CAPA), through Safety and Health Committee Meeting.



Work-related hazards are promptly addressed using the “TG Good Safe” online reporting tool. This system is designed to quickly alert the process owner to resolve the identified unsafe conditions and practices that could lead to serious injuries or illnesses. Via this system, we can track the findings and corrective action taken, which indirectly promotes a collaborative approach to safety by creating a positive work environment. In FY2024, a total of 6,572 Unsafe Act Unsafe Condition has been reported to address the potential hazards at our operating plants.

For new operations and projects, we conduct thorough safety due diligence as part of our Contractor Management procedure. Contractors must provide a Hazard Identification, Risk Assessment, and Control (HIRARC) and have their safety measures reviewed before starting work. Safety performance is a key criterion in selecting new contractors.

Awareness & Trainings

We are committed to foster a strong safety mindset among all employees and stakeholders through continuous training programmes. These training initiatives which include topics on HIRARC, Personal Protective Equipment (PPE), Chemical Spill Management, Machinery Handling, Emergency Response, Forklift Safe Driving, Working at Heights, On Job Training for Work Instructions (WI) on safety precautions, and other safety-related training, aim to prevent accidents and incidents. In FY2024, 80% of our employees (9,043 individuals) received training to enhance their skills and safety awareness. Additionally, NIOSH conducted safety induction training for 60 foreign workers upon their arrival at Top Glove. Our team also collaborated with Perkeso and PDRM on Programme Rintis OP Kerja, which focuses on reducing workplace injuries and promoting commuting safety; a total of 37 employees participated in this programme.

We also extend this training to contractors, visitors, and customers working on our premises to ensure a comprehensive approach to safety and to cultivate a safety-oriented mindset across all levels.

Promoting a safety culture is crucial in ensuring the well-being of employees and preventing accidents in various environments. Here are other initiatives that we have undertaken to further promote safety culture:

- a. Published Safety Bulletin
- b. Conducted weekly hydrant test
- c. Quarterly Safety & Health Committee Workplace Inspection
- d. Conducted safety briefing to employees
- e. Conducted toolbox briefing to contractor



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Accident & Incident Reporting

Work-related accident or incident is identified and assessed through our structured reporting procedure. Each accident or incident is investigated with input from the relevant process owner, and corrective measures are developed based on a hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and PPE. These measures are regularly reviewed and monitored to ensure effectiveness and prevent recurrence.

Health & Safety Performance

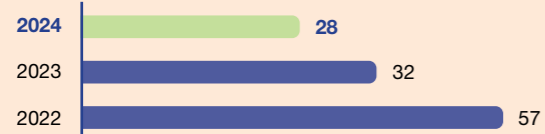
We are committed to ensuring the safety of our employees and contractors through rigorous safety measures. These include implementing engineering controls in our operations, conducting regular safety training and briefings, and enforcing the use of PPE. Our focus on building organisational capability and operational controls aims to prevent accidents from escalating to life-changing or fatal outcomes.

Our efforts have led to a progressively lower Lost Time Injury Frequency Rate (LTIFR) over the past three years. To align with our FY2025 goals, we are on track to achieve our interim target for FY2024, which includes reaching an accident rate of 2.45 per 1,000 employees and ensuring 100% of contractors meet the minimum safety standards. This reflects our unwavering commitment to maintain a safe and healthy working environment.

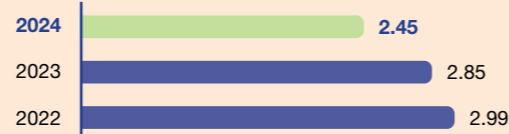
Employee Safety Data

Financial Year	FY2022	FY2023	FY2024
Percentage of employees covered for LTIFR (%)	100	100	100
Lost-Time Injury Frequency Rate (LTIFR) (number/a million hours worked)	0.86	0.81	0.69
Number of employee fatality case	0	0	1
Employee fatalities rate (%)	0	0	8.76

NUMBER OF HIGH CONSEQUENCE WORK-RELATED INJURIES (INCLUDING FATALITIES)



RATE OF HIGH CONSEQUENCE WORK-RELATED INJURIES (INCLUDING FATALITIES)



Notes:

- 1. Based on Sustainability Reporting Guide 3rd Edition by Bursa Malaysia, we recorded 0.14 for LTIFR in FY2024
- 2. Industry Benchmark: According to the latest data available from the Department of Statistics Malaysia in 2022, the manufacturing accident rate stands at 3.82 (occupational injury) and 2.39 (fatality occupational injury). <https://www.ilmia.gov.my/index.php/en/bda-noa>

Contractor Safety Data

Financial Year	FY2022	FY2023	FY2024
Percentage of contractors covered for LTFIR (%)	100	100	100
Lost-Time Injury Frequency Rate (LTFIR) (number/ a million hours worked) ¹	0	0	0.09
Contractor fatalities rate (%)	0	0	0
Number of contractor fatality case	0	0	0
Number and rate of high consequence work-related injuries (including fatalities)	Number: 0 Rate: 0	Number: 0 Rate: 0	Number: 1 Rate: 0.12

Note:

¹ The percentage of contractors covered for LTIFR is only for construction contractors

Promoting Wellness

Towards looking after the mental and physical health of our employees, Top Glove provides comprehensive healthcare facilities and has multiple initiatives in place in the form of holistic wellness programmes.

WE CARE FOR THE HEALTH OF OUR EMPLOYEES

Top Glove has **29** Wellness Team Member as of 31st August 2024

22 Medical Professionals & **2** Ambulances

- 6 Permanent Medical Doctors
- 1 Dentist
- 1 Mental Health Counsellor
- 3 Medical Assistants
- 1 Assistant Pharmacist
- 2 Staff Nurses
- 2 Dental Nurses
- 3 Clinic Admins
- 2 Paramedics
- 1 Radiographer

5 Wellness Professionals

- 2 Nutritionists
- 1 Dietitian
- 1 Counsellor
- 1 Health Admin Executive

2 Fitness Professionals

- 1 Fitness Trainer (Part time)
- 1 Fitness Assistant

Our key initiatives in promoting good physical and mental health:

- 1 Promoting 5 Healthy Wells Principle (Clean Well, Eat Well, Work Well, Exercise Well, Sleep Well)
- 2 Complimentary access to gymnasium facilities
- 3 Monthly health talks, health workshops, e-health info for employees
- 4 Zero Harm on Mental Health Programme
- 5 Complimentary counselling services
- 6 Workers Health Protection Programme (WHPP)
- 7 Staff Health Management Programme (SHMP)

MENTAL HEALTH AWARENESS WORKSHOP

Objective

To raise employee awareness of mental health aligned with TG mental health month in May 2024.

A total of **261** staffs have attended



HEALTH TALKS

Objective

To raises employee health awareness and obtain regular feedback to improve our health services.

A total of **335** staffs have attended



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WORKERS HEALTH PROTECTION PROGRAMME (WHPP) & STAFF HEALTH MANAGEMENT PROGRAMME (SHMP)

Objective

As preventive measure in detecting chronic illness at primary stage by offering annual free blood screening, medical consultation and dental scaling.



The Company invests of RM1.5 million annually in the mandated Foreign Workers' Medical Examination Screening (FOMEMA). This comprehensive FOMEMA health screening includes testing for communicable diseases such as HIV/AIDS, Tuberculosis, and Malaria. Only those certified as medically fit by FOMEMA are eligible to receive a work permit. Foreign workers who do not meet the health standards are prohibited from remaining or working in the country, and employers are obligated to facilitate their repatriation. This protocol is integral to our efforts to control and prevent disease within our workforce. Additionally, Top Glove incorporates a FOMEMA briefing into our new worker orientation to ensure all incoming employees are informed and prepared.

Positive Psychology at Work

In today's dynamic and high-pressure work environments, prioritising mental health is crucial for both individual well-being and organisational success. Top Glove is deeply committed to fostering a supportive workplace by focusing on mental health training and resources.



Our dedication is demonstrated through our comprehensive mental health initiatives, which include monthly awareness training sessions facilitated by our in-house counsellor from the Group Human Resources department. These sessions are designed to enhance mental health awareness, understanding, and support among employees. In addition to the training, our counsellor offers one-on-one support to staff members who require additional assistance.

Throughout FY2024, we have provided these valuable training sessions to 1,638 employees, covering a range of mental health topics such as "Wellbeing & Positive Emotions", "Empathy at Work" and "Doing What Matters in Times of Stress". This ongoing commitment underscores our focus on creating a supportive and resilient work environment, ensuring that all employees have access to the resources and support they need.

HUMAN RIGHTS & LABOUR STANDARDS

Human Rights Governance



Top Glove has established a robust Business and Human Rights (BHR) framework to ensure rigorous evaluation and risk management. Our approach includes Bow Tie Risk assessments to identify and address key human rights issues, reflecting our dedication to ethical business practices. Central to our framework are initiatives focused on implementing an effective grievance mechanism for harassment and bullying, safeguarding employee health and safety, as well as managing working hours and employment security.

The Company successfully coordinated a BHR training session on February 2024, facilitated by YM Tengku Mohamed Fauzi Tengku Abdul Hamid, Commissioner of SUHAKAM. The session aimed to introduce participants to the UN Guiding Principles on BHR, explore the impacts of business on people and the environment, and highlight corporate responsibilities in respecting human rights. With a strong turnout of 77%, the training fostered meaningful discussions among key stakeholders, including the Chairman, members of the Board of Directors, Executive Committee, and Senior Managers, reinforcing the Company's commitment to integrating human rights principles into its business practices.

Overarching Framework on Human Rights

In our unwavering commitment to upholding human rights, we strive to implement:

- 1 UN Global Compact Ten Principles
- 2 UN Guiding Principles on Business and Human Rights
- 3 International Labour Organisation (ILO)
- 4 Amfori Business Social Compliance Initiatives (BSCI) Code of Conducts
- 5 SEDEX Member Ethical Trade Audit (SMETA) Guidelines



Besides that, on August 2024, internally we have organised training sessions among our Board of Directors, management and employees in identifying BHR risk management. A fruitful discussion has been conducted with participants from 6 Board members. Indirectly, it raises awareness among participants in escalating BHR risk management in the Company.

Policies on Human Rights Practices & Labour Standards

At Top Glove, our unwavering commitment to human rights is encapsulated in our comprehensive Human Rights Policies, which align with global standards. We have meticulously defined requirements guiding our practices, including the elimination of debt bondage, ensuring fair working hours, protecting freedom of association, recognising collective bargaining rights, and prioritising occupational health and safety. We steadfastly prohibit all forms of forced labour, bonded labour, modern slavery, and child labour. Our strict policy ensures no employee under the age of 18 is hired, supported by a rigorous verification process.

To broaden our impact, Top Glove is actively enhancing its BHR framework to cover a more extensive range of areas. Our policies seamlessly interlink and complement existing regulations, reinforcing our commitment to human rights. Key aspects of our policies include:

- 1 Human Rights & Ethical Conduct
- 2 Employee Code of Conduct
- 3 Occupational Safety & Health Policy
- 4 Diversity, Equality & Inclusion (DEI) Policy
- 5 Prevention of Sexual Harassment Policy
- 6 Prevention of Bullying Policy
- 7 Sustainability Policy

These policies reflect our dedication to fostering a respectful and inclusive workplace, where the fundamental rights of every employee are protected and upheld.

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At Top Glove, we prioritise inclusive representation for all our workers. In locations without formal unions, the Workers Welfare Committee ensures every employee has a voice. Workers in each factory are empowered to elect their representatives, embracing diversity across all nationalities and genders. Our subsidiary, Eastern Press Sdn Bhd, proudly upholds collective bargaining agreements, providing a structured framework for consultation and negotiation. With 49 union members currently covered under these agreements, we ensure their rights and interests are protected, fostering a collaborative and fair working environment.

Top Glove has proactively communicated its expectations to all stakeholders through the Business Partners' Code of Conduct (BPCOC) and Employee Code of Conduct. We distribute the BPCOC to our supply chain and customers, to ensure they understand and adhere to our standards. In FY2024, we made significant enhancements to the BPCOC, emphasising supply chain responsibility towards ESG matters and detailing terms related to critical areas such as child labour and toxic chemicals.

Employees are required to sign the Employee Code of Conduct, reinforcing our commitment to responsible and ethical practices. This creates a solid framework for maintaining high standards across all stakeholder interactions. We engage in dialogue sessions and meetings with customers, investors, and suppliers, discussing Human Rights policies, initiatives, and expectations. Our dedication to BHR is demonstrated through various initiatives, reflecting our unwavering commitment to ethical practices and stakeholder engagement.

- 1 Environmental, Social and Governance (ESG) Assessments on Critical Suppliers
- 2 Internal Social Audits
- 3 Compliance with Local Laws
- 4 Independent Social Audits
- 5 Audits requested by customers
- 6 Workers Welfare Committee

We actively engaged with Workers Welfare Committee, represented by workers' representatives, to address topics related to welfare, safety, health, and labour standards. This inclusive approach underscores our dedication to the well-being and rights of all employees.


Human Rights Due Diligence

The integration of due diligence into our internal processes and social audit compliance underscores our commitment to fulfil our due diligence obligation. By leveraging existing practices, we ensure the early identification and assessment of potential human rights impacts through our internal social compliance procedures. As part of this commitment, we conduct annual internal site or virtual audits consisting of human rights within our own operations and supply chain, allowing us to continually monitor and address any relevant issues proactively.

In FY2024, we conducted several external and internal social compliance audits, which consists of 9 SMETA audits, 2 BSCI audits and 15 Customer Code of Conduct audits to demonstrate our unchanging commitment to safeguard human rights of our employees. The due diligence process covers a range of areas, including forced labour, human trafficking, child labour, freedom of association/right of collective bargaining, remuneration, and discrimination. No violations of human rights were identified from the social compliance audit conducted.

Top Glove is committed to social compliance through independent audit such as BSCI and SMETA. We are continuously improving from findings and recommendation from auditors to ensure safety and compliance at our workplace. We are dedicated to upskilling our employees' competency and certification.

	FY2023	FY2024
Total number of announced audits	47	24
Total number of semi-announced audits	1	2
Total number of audits initiated and paid by customers	29	15
Total number of audits initiated and paid by Top Glove	18	11



Scan the QR code for List of Policies

<https://www.topglove.com/policies>

100% SMETA audited factories pass & **2 factories** audited passed **BSCI**


With the implementation of SAP Ariba, we have established a robust supplier pre-screening process as a prerequisite for becoming a Top Glove supplier. Through this system, new suppliers/projects are required to complete a pre-screen assessment by providing relevant information about their operations. This data will then undergo a thorough analysis to identify potential human risks associated with each supplier. For suppliers who receive a grading below our established standards (Grade D and E), suppliers are encouraged to improve their operations procedure by establishing necessary improvement in poor areas of the assessment.

For current suppliers and projects, our section titled "Governance: Supplier Assessment" elaborates on our supply chain assessment and auditing processes. Relevant divisions undertake corrective action follow-ups to ensure ongoing improvement. This proactive strategy promotes collaboration with our suppliers, guiding them to rectify shortcomings and elevate their performance (**more details see pages 86 to 88**).

Zero Tolerance Statement in DEI Policy

At Top Glove, we uphold a strict zero tolerance policy against any form of discrimination, harassment, or bullying, encompassing but not limited to sexual conduct, race, sex, disability, gender, age, sexual orientation, beliefs, and socio-economic background. Our foremost priority is to cultivate an inclusive and respectful workplace where every employee feels safe and valued.

Other than our existing DEI policy, we have in collaboration with other members of the CEO Action Network (CAN), introduced Malaysia's first holistic DEI Implementation Guide on May 2024. As a contributing workstream member, Top Glove enriched the guide with sector-specific insights, DEI best practices, and case studies, enhancing its depth and applicability. The guide utilises the "Five Stages of DEI Maturity" model, providing a foundational framework to address the diverse DEI maturity levels of Malaysian companies.

Scan the QR code for the DEI guideline

<https://www.ceoactionnetwork.com/copy-of-action>

Top Glove's commitment to DEI is evident in our recruitment processes, reflected in our diverse workforce. In FY2024, our team comprises employees from 9 nationalities, spanning 4 generations, and includes 4 individuals with disabilities. We also actively promote internal transfer opportunities, allowing employees to explore new roles beyond their current expertise. This initiative supports personal and career growth, benefiting both our employees and the company.

Access to Remedy: Grievance Channel

In FY2024, Top Glove has zero case on human rights violation. We offer multiple grievance channels to ensure employees can raise concerns anonymously. We have established various avenues for feedback, including internal grievance channels and an externally managed complaints hotline. Our commitment is to engage stakeholders during the grievance process and take necessary actions for resolution. We strongly encourage employees to voice any complaints or concerns regarding unjust treatment, unfair practices, disrespect, harassment, or workplace health and safety issues.

Our grievance channels include:

- 1 Whistleblowing Channel (More details see pages 78 and 79)
- 2 TG Counselling Lines Available for workers to report incidents of harassment and bullying.
- 3 Centralised Workers' Helpline
- 4 Email
- 5 WhatsApp
- 6 Worker Representatives Representatives from each nationality and gender.
- 7 Human Resources Representatives at Factory
- 8 HR Connect App (Grievance) Managed by Group Human Resources, we have digitalised the grievance channel by incorporating a grievance feature into the employee mobile app.

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These channels reflect our unwavering commitment to maintaining a safe, respectful, and equitable workplace for all our employees.

Communication of Grievance Channel Accessibility

Regular Communication

All migrant foreign nationals are well-informed about the TG Whistleblower, TG Centralised Workers Helpline, and HR Connect App (Grievance). Constant awareness is raised to promote the grievance channels via regular department meetings, monthly workers' welfare meetings, and the TG Workers Induction Programme.

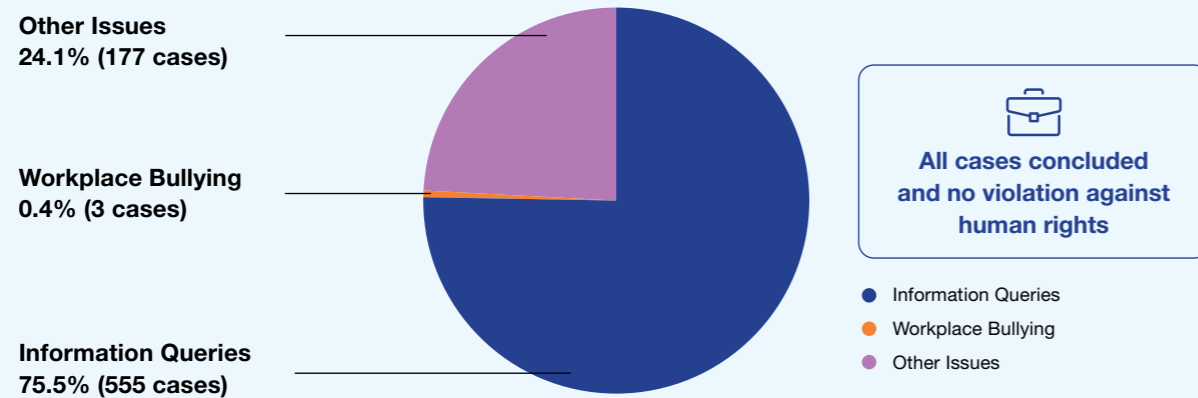
Multi-lingual Posters

We display posters containing grievance helpline numbers and contacts in common areas such as rest areas, assembly areas, departmental notice boards, canteens, and hostels. These posters serve as continuous reminders of our grievance procedures. Additionally, hands-on training for the HR Connect App (Grievance) is provided during the TG Workers Induction Programme.

Our grievance handling procedures are highly transparent. We value the ethical human rights of all our foreign workers and are committed to maintaining confidentiality to protect the identities of individuals.

Internal Helpline managed by HR Department:

In FY2024, we handled a total of 735 cases, with only 3 cases (0.4%) related to workplace bullying, all of which were effectively resolved. The remaining 732 cases (99.6%) pertained to information queries and other issues.



Notes:
 1. The above data period from 1st September 2023 to 31st August 2024
 2. Other issues consist of accommodation, canteen, change factory/department, medical, passport, wages, work permit, recruitment (general) & recruitment fee & remediation

Top Glove strictly adheres to transparency in our foreign worker's recruitment procedures. All our hiring procedures strictly comply with our zero-cost recruitment policy.

According to our guidelines, if a satisfactory resolution is not achieved, the issue will be escalated to the Head of Group Human Resources for further intervention. It is important to highlight that all reported cases to date have been effectively addressed and resolved at the levels of the Head of Factory/Group of Department, Factory Human Resources, and Group Human Resources.

Top Glove Sustainability Grievance Channel

In early 2023, Top Glove launched its Sustainability Grievance Channel to enhance transparency and accountability. The Sustainability Grievance Channel explicitly covers human rights concerns, allowing stakeholders to report issues related to labour practices, health and safety, community engagement, and other areas with human rights implications. It guarantees complete confidentiality and offers optional anonymity for all stakeholders, including local communities, NGOs, suppliers, contractors, and employees. This ensures they can raise concerns freely, without fear of retaliation or negative consequences.

We are committed to collaborating closely with stakeholders to understand their concerns, assess potential impacts, and develop effective solutions. This approach fosters a collaborative environment, reinforcing our dedication to sustainable and ethical business practices.

In FY2024, Top Glove has zero case on human rights violation. However, we received a total of 8 non-human rights violation cases, which included 7 general inquiries and 1 on structure rectification by neighbouring factory. All the cases have been resolved. We appreciate the engagement and look forward to addressing these matters collaboratively.

Reinforcing our Respect for Human Rights through Training

Top Glove has consistently reinforced its commitment to human rights through a robust training and education programme:

- Internal Training Programmes:** Our internal trainers have delivered comprehensive in-house training to Department Heads and Human Resources Business Partners, focusing on key areas such as:
 - Business Social Compliance Initiative (BSCI)
 - Business and Human Rights (BHR)
 - 11 International Labour Organisation (ILO) indicators of forced labour
- Extensive Training Hours:** In FY2024, we dedicated 4,613 hours to training our staffs and 4,226 hours to training our workers on human rights policies and procedures pertinent to our operations. This initiative observed the number of trained employees in Malaysia and Thailand grow to 3,169 in FY2024.
- Widespread Human Rights Education:** In FY2024, we trained 895 staffs (Senior Management to Executive) and 2,274 workers (Position Workers to Operational Workers), on diverse human rights policies and practices.
- Informative Social Standard Posters:** Posters detailing social standards like BSCI, Ethical Trading Initiative (ETI) Base Code, and ILO Forced Labour Indicators are prominently displayed in workers' native languages on notice boards in hostels and factories.

These initiatives highlight our unwavering dedication to upholding human rights, ensuring that our workforce is knowledgeable, empowered, and aligned with our ethical standards.

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EMPLOYEE BENEFITS

Employee Accommodation

We ensure full compliance with Act 446: Employees’ Minimum Standards of Housing, Accommodations, and Amenities Act 1990. Our accommodations are designed to provide a comfortable and convenient living environment for our workers. They include essential amenities such as a laundromat, canteen, mini market, and recreational facilities, making it easy for our workers to meet their daily needs and enjoy their leisure time.

Work-life Integration for Employee

At Top Glove, we believe in nurturing the well-being of our employees by helping them achieve a healthy work-life integration. Since FY2022, we introduced several initiatives to complement our Flexible Working Hours Guideline:

1 Family-Friendly Policy
Supporting employees in balancing their family responsibilities with work.

2 Flexible Working Hours
Empowering employees to manage their time effectively.

3 Work from Home (WFH) Policy

- Working Parents and Pregnant Mothers:** Offering flexibility to employees with young children or those who are expecting.
- Caregivers:** Providing 7 days of flexible WFH arrangements per calendar year for employees caring for immediate family members such as parents, in-laws, spouses, children, and grandparents. Local employees can request shift changes, subject to operational needs and prior approval.

4 Nursing Room
Creating a supportive environment for nursing mothers.

5 Parental Leave
Ensuring parents can take the time they need with their families.

6 Healthcare Benefits
Promoting health and well-being through comprehensive healthcare support.

These initiatives reflect our dedication to fostering a compassionate and flexible workplace where employees feel supported and valued, allowing them to thrive both personally and professionally.

Parental Leave Data

Scope	Gender	FY2022	FY2023	FY2024
Total number of staffs that were entitled to parental leave	Female	3,684	1,150	637
	Male	4,503	1,351	671
Total number of staffs that took parental leave	Female	234	208	123
	Male	256	220	93
Total number of staffs that returned to work in the reporting period after the end of parental leave	Female	230	173	97
	Male	255	218	75

DIVERSITY, EQUITY & INCLUSION (DEI)

International Women’s Day

Top Glove is proud to lead the charge in women’s empowerment within the workplace. As part of this year’s International Women’s Day initiative, our Talent Development team organised a forum titled “Investing in Women”. This event highlighted and celebrated the outstanding achievements of women globally while addressing the ongoing challenges in the pursuit of gender equality.

The forum also explored the role of support from all genders in fostering an inclusive work environment. Speakers from diverse backgrounds shared inspiring stories and offered valuable insights, promoting a collective commitment to advancing gender equality. With 339 staff members participating in this podcast, this initiative is a key part of our efforts to raise awareness and drive progress on gender equality in the workplace.

Women Empowerment Programme

The Empowerment Programme aligned with the theme of ‘Investing in Women – Accelerate Progress’ to foster a culture of economic empowerment of women. This programme is accessible to all genders and engaged with over 1,081 participants through a series of e-Learning modules. With a commitment to DEI, the programme has reached out to a broad spectrum of backgrounds, encompassing various races, religions, genders, ages, sexual orientations, disabilities and nationalities. By promoting equity in all aspects of its work, these initiatives create an environment where every woman can thrive and contribute to a more just and equitable society.



Achieved **55% female leadership** in managerial position



Festive Celebration of Inclusivity for Religion, Race, and Culture

At Top Glove, our festive sessions embody our dedication to DEI. These events are more than just occasions for decorations and gourmet meals; they represent our commitment to celebrating the vibrant diversity within our team. These gatherings are pivotal, creating immersive environments where authentic connections and a deep understanding of each other’s backgrounds and traditions flourish. Through shared stories, laughter, and cherished customs, we strengthen our collective bonds and foster an environment of genuine belonging. This approach not only nurtures inclusivity and equity but also underscores the strength and innovation that arise from our diverse perspectives and unified values.

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Prevention of Harassment & Bullying

In FY2024, we addressed and resolved 3 harassment incidents with a strong focus on protecting the affected employees. We ensure their identities are kept confidential to prevent any risk of retaliation and offer access to professional counselling services to support them through difficult times. Should an investigation confirm wrongdoing, we impose stringent disciplinary actions, including dismissal.

We have introduced e-Learning modules via the Top Glove Workers' Learning App, including multilingual videos and infographics, which have been accessed by over 22% of our workers. These resources are designed to enhance awareness and underscore our zero tolerance stance on sexual harassment and bullying.

Our comprehensive approach to prevent harassment includes:

- 1 **Policy Enhancement**
 - **Grievance Procedures:** Involving worker representatives to play a role in resolving grievances effectively.
- 2 **Regular Policy Review**
 - Ongoing evaluations and updates to ensure our policies remain effective and relevant.
- 3 **Employee Training and Awareness**
 - Targeted training for managers, executives, and workers to promote a culture of respect and safety in the workplace.

These initiatives demonstrate our unwavering commitment to maintain a safe and inclusive environment where every employee feels valued and supported.

PEOPLE DEVELOPMENT

Management approach: At Top Glove, learning and development form the cornerstone of our organisational culture. We believe that investing in the growth and professional development of our employees is not only crucial for their individual success but also for the overall success of our Company.

At Top Glove, we are dedicated to foster a culture of continuous learning and development. We offer a variety of learning opportunities, including training programmes, e-Learning modules, coaching, and mentoring, all aimed at enhancing skills, expanding knowledge, and nurturing a growth mindset among our employees. By focusing on learning and development, we empower our employees to excel in their fields, adapt to evolve market conditions, and drive the success and innovation of our organisation.

Since 2019, our workers based in Malaysia have had access to mobile-based learning through the Top Glove Workers' Learning App. This app, in conjunction with our classroom training, features over 300 e-Learning modules that include multilingual videos, articles, and assessments on topics ranging from technical skills and safety to soft skills and mental health. This blend of digital and traditional learning methods supports our employees in staying ahead and continuously improving.

Total training budget for FY2024: **RM2 million**

The breakdown of training overview for staff:

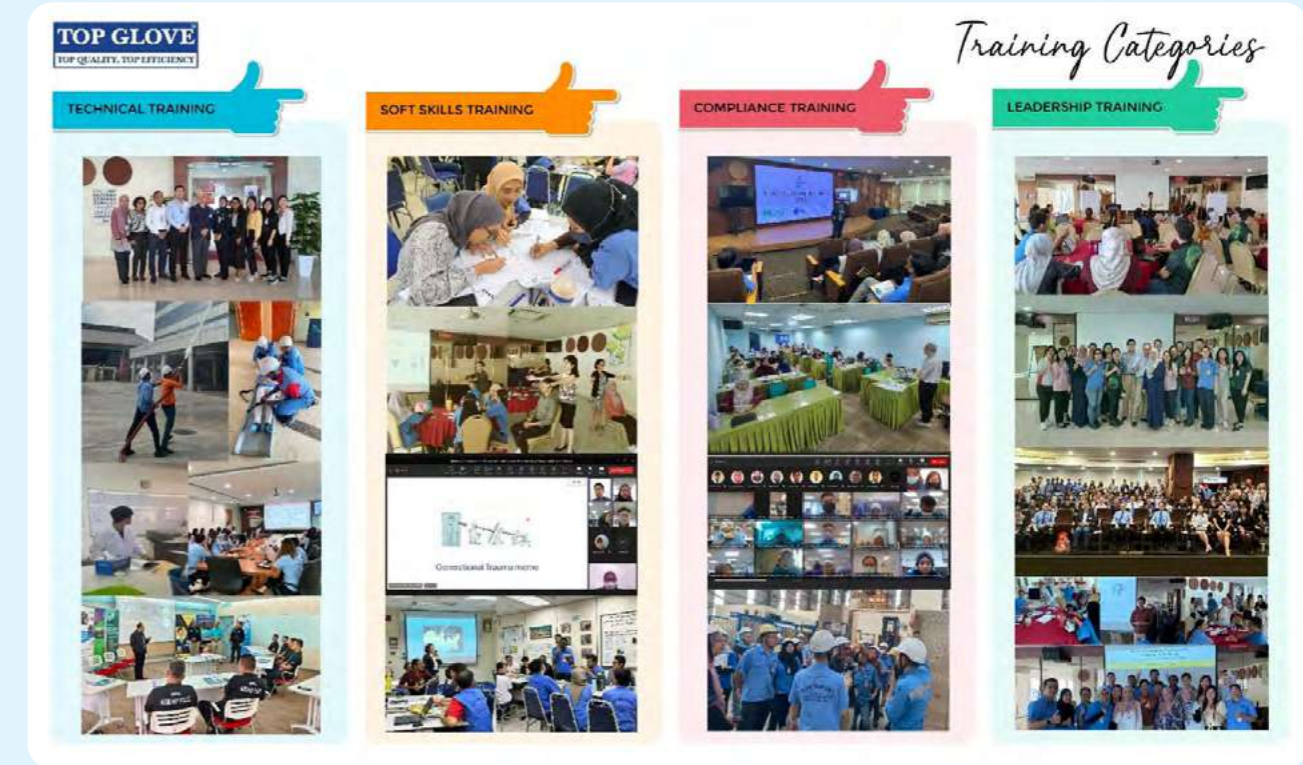
The breakdown of training overview for worker:



Technical & Functional Training

At Top Glove, our Technical and Functional Training programmes are designed to equip employees with the specialised skills necessary for excelling in their roles while maintaining our Company's high standards. These programmes are intricately woven into our Key Performance Index (KPI) assessments to enhance employee proficiency, promote awareness, and encourage active participation.

In FY2024, we focused on certification trainings, where it helps to equip and upskill our employee in their daily work task. We provided certification trainings for our staffs, including Safety and Health Officer (2 pax), Certified First Aiders (133 pax), CePIETSO (9 pax), HRDC Certified trainer (9 pax) and PULAPOL (19 pax).



Leadership

TG Leadership Masterclass programme is a programme to support the development and grooming of TG future leaders through various means outlined in the programme. This programme is designed to equip our leaders with essential skills for future leadership roles within our organisation which were conducted by our Board of Directors. With comprehensive modules and coaching sessions included, this programme has benefitted 65 pax and they have been committed to complete this programme to upskill themselves.



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Top Glove Annual Leadership Summit, TGALS

TGALS is a yearly event that aims to ignite a fighting spirit, inspire unity, and foster innovation to create strategies and solutions that propel Top Glove to new heights. This event exemplifies our commitment to embracing individuals of all ages and harnessing the collective potential of diverse generations.

The FY2024 summit, themed “The Path to Recovery: Mastering Quality, Optimising Cost”, reflects our focus on recovery and resilience. With the slogan “We Rise, We Strive, We Thrive”, we are inspired by the phoenix which symbolic of our ability to rise from the ashes. As we navigate the challenges ahead, the summit reaffirms our commitment to strategies focused in mastering quality and optimising costs, emphasising our collective strength and adaptability.

We believe in our workforce’s vital role in driving success, and this year’s summit is dedicated to unlocking their potential while fostering a culture of excellence and recovery.



Performance Management System (PMS)

In FY2024, our PMS will continue to follow established practices. The process begins with goal-setting discussion, during which employees and their supervisors collaboratively define performance objectives for the upcoming financial year.

Five key refresher training modules have been rolled out on the e-Learning platform for all employees.

The updated system facilitates ongoing performance tracking, enabling supervisors to monitor progress and engage in meaningful performance coaching. It includes two 360° performance reviews—one at mid-year and another at year-end—where employees can provide feedback on their interactions with managers, peers, and direct reports.

To ensure fairness and objectivity, supervisors assess performance ratings, followed by calibration sessions with department and factory leaders to mitigate biases and favouritism. Additionally, Company linked 40% of management incentives and remuneration to Environmental, Social and Governance (ESG) metrics. This integration ensures a well-rounded approach to performance management, with ESG goals actively discussed during goal-setting conversations to align with our commitment to sustainability and social responsibility.

371,260 training hours
Budgeted RM2 million for employee upskilling

Recruitment data

Scope	FY2022	FY2023	FY2024
Total new recruits (number)	6,378	1,820	2,311
Breakdown by age group (%)			
Below 30	87	62	70
30 to 50	12	36	30
Above 50	1	2	0
Breakdown by gender (%)*			
Female	41	50	27
Male	59	50	73
Breakdown by locality (based in Malaysia, %)			
Local	93	94	28
Non-local	7	6	72

Notes:
* Only referencing data based on the administration staff

Data for FY2024 excludes interns

Turnover data

Staff Turnover	FY2022	FY2023	FY2024
Turnover rate	31.21%	64.33%	38.00%
Breakdown by age group (%)			
Below 30	79.60%	67.41%	57.73%
30 to 50	18.90%	28.80%	39.00%
Above 50	1.50%	3.79%	3.27%
Breakdown by locality (based in Malaysia, %)			
Local	99.90%	99.70%	90.39%
Non-local	0.10%	0.30%	9.61%

Note: Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24% in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>)

Worker Turnover	FY2022	FY2023	FY2024
Turnover rate	46.02%	60.67%	20.00%
Breakdown by age group (%)			
Below 30	71.73%	52.87%	52.55%
30 to 50	27.61%	45.99%	46.05%
Above 50	0.67%	1.14%	1.40%
Breakdown by locality (based in Malaysia, %)			
Local	59.62%	31.09%	21.59%
Non-local	40.38%	68.91%	78.41%

Note: Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24% in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>)

Social

Social

Employee turnover		FY2024	
Staff Turnover	Number	Percentage	
Executive Management (EM)	1	15%	
Senior Management (SM)	14	31%	
Upper Management (UM)	149	33%	
Middle Management (MM)	612	46%	
Junior Management (JM)	265	29%	
Total	1,041	38%	
Worker Turnover			
Lower Management (LM)	1,644	20%	

Note: Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24% in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>)

Our Diverse Workforce

Group	Category	FY2022	FY2023	FY2024
Total Number of Employees		19,006	11,213	11,354
By Country (Nationality)	Malaysia	8,715	3,895	3,209
	Thailand	1,149	892	490
	China	95	21	6
	Vietnam	167	37	83
	Myanmar	661	193	710
	Indonesia	661	383	302
	Nepal	2,971	3,215	4,199
	Bangladesh	4,501	2,567	2,336
	Others	86	10	19
By Employment Type	Permanent	18,006	9,572	11,307
	Contract	430	1,641	47
	Interns	570	48	61
By Job Category	Executive Management (EM)	7	15	5
	Senior Management (SM)	69	64	52
	Upper Management (UM)	631	503	397
	Middle Management (MM)	3,059	1,544	1,113
	Junior Management (JM)	2,079	1,086	835
	Lower Management (LM)	13,616	8,001	8,952
By Region (Based on Malaysia Operation)	Local	8,704	3,902	3,204
	Non-local	8,473	6,376	7,019
By Ethnicity (Based on Malaysia Operation)	Malay	5,929	2,648	2,328
	Chinese	1,607	724	445
	Indian	1,053	479	397
	Others	115	51	34

Note: Employment data is excluding interns

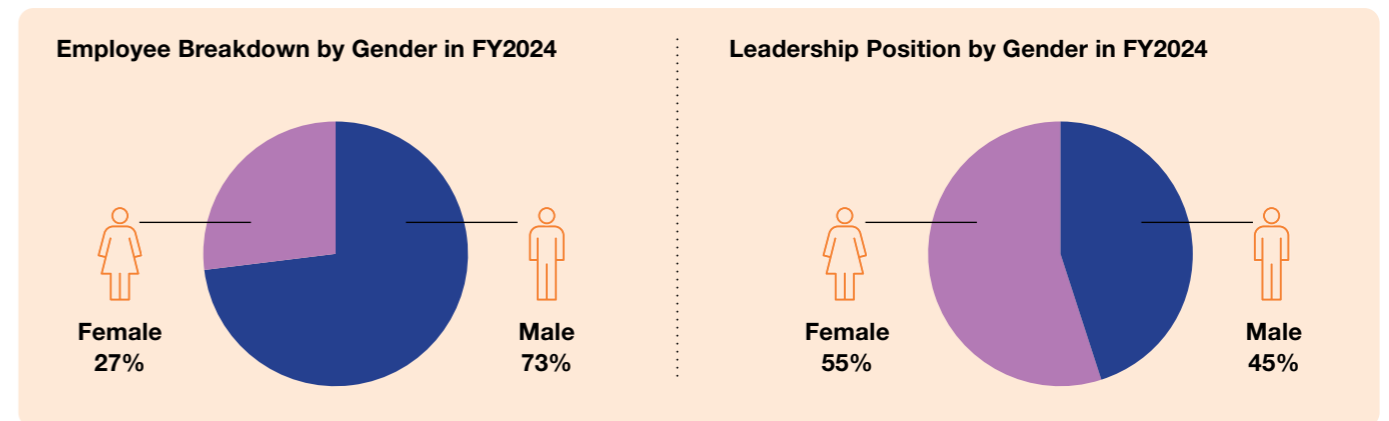
Gender Diversity FY2024

Job Category	Gender		Age		
	Male	Female	Below 30	30 to 50	Above 50
Executive Management (EM)	5	0	0	1	4
Senior Management (SM)	30	22	0	25	27
Upper Management (UM)	168	229	23	343	31
Middle Management (MM)	434	679	579	485	49
Junior Management (JM)	539	296	375	415	45
Lower Management (LM)	7,130	1,822	4,647	4,236	69
Total	8,306	3,048	5,624	5,505	225

Note: Only declared for permanent and contract employees, exclude interns

Financial Year		FY2022	FY2023	FY2024
Employee breakdown by gender				
Female	Number	5,940	3,145	3,048
	Percentage	31%	28%	27%
Male	Number	13,066	8,068	8,306
	Percentage	69%	72%	73%
Leadership positions (managers & above) held				
Female	Number	211	208	251
	Percentage	50%	52%	55%
Male	Number	210	193	203
	Percentage	50%	48%	45%


**As of 31st August 2024





The basic salary ratio for entry-level men to women
1:1 Male and Female employee ratio of entry level wage to minimum wage

Social

Social

 **55%** of female employee in leadership positions.

 **0.03%** of global staffs with disability

 **4** Staffs with differing abilities

 **77.8%** of female employee in a management position in the Marketing department

Training Hours Data

Job Category	Total Training Hours		
	FY2022	FY2023	FY2024
Executive Management (EM)	185	95	162
Senior Management (SM)	3,405	2,176	1,582
Upper Management (UM)	38,147	21,977	16,475
Middle Management (MM)	150,185	59,380	39,193
Junior Management (JM)	76,216	33,943	28,668
Lower Management (LM)	430,780	239,687	284,966
Training Details per Staff*	FY2022	FY2023	FY2024
Average training hours*	55 hours	44 hours	42 hours
Average days of training*	7.9 days	5.5 days	5.3 days
Average training hours (female staff)*	63 hours	49 hours	46 hours
Average training hours (male staff)*	48 hours	39 hours	38 hours
Effectiveness of training (percentage of training has met its objective)*	94%	93%	98%

Notes:
* Data only covered for staff based in Malaysia
** For FY2024 215 hours are not able to be categorised according to category due to system limitation

Employee Engagement Survey

In FY2024, we conducted an anonymous employee engagement survey in-house as a continuous effort to improve internal processes and promote inclusivity.

a) Staff Survey

	FY2022	FY2023	FY2024
Percentage of total employees covered	73%	81%	88%
Overall Engagement Score	73%	75%	75%

b) Worker Survey

	FY2022	FY2023	FY2024
Percentage of total employees covered	70%	97%	90%
Overall Engagement Score	88%	82%	80%

During the employee survey, four key aspects are assessed, including job satisfaction, teamwork, work environment, and other relevant metrics.

Goal 3: IMPROVING COMMUNITY LIVELIHOOD



FY2024 Highlights

1



Donated **RM484,885** to support 2,430 beneficiaries

2



Employees collectively volunteered **4,838 hours**

3



Continued adherence to **ISO 18788:2015** certification, reinforcing our commitment to excellence in Private Security Operations Management System

SECURITY MANAGEMENT

In FY2024, we strengthened our commitment to safety by deploying 100 Auxiliary Police Officers and 82 in-house security personnel to safeguard Top Glove premises, including our headquarters at Top Glove Tower, as well as hostels and factories throughout Malaysia. Since FY2019, Top Glove has maintained SIRIM certification for ISO 18788:2015, demonstrating our dedication to a high-quality security management system. As of FY2024, 30 factories have been certified with ISO 18788:2015, encompassing our Malaysian sites and premises, thereby ensuring robust security measures across those locations.

Our security tagline

“Our commitment is keeping you safe, your safety and security is our priority”

Social

Social

Security Management Initiatives

TRAFFIC CONTROL TRAINING



Sergeant Shukor and his team, from the Jabatan Siasatan & Penguatkuasaan Trafik, IPD Klang Utara, provided valuable skills and knowledge to our Auxiliary Police on traffic control duties in May 2024. A total of 33 Top Glove employees participated in the training.

URINE TESTS FOR TOP GLOVE EMPLOYEES



The Top Glove Security department in collaboration with Agensi Anti Dadah Kebangsaan (AADK), organised a urine test campaign in June 2024, among Top Glove employees in preventing and ensuring Top Glove employees are not involved with drug abuse and addiction.

The campaign aimed at employees with disciplinary issues such as smoking, drinking, fighting and similar behaviours.

MOTORCYCLE KEY INSPECTION



The Top Glove Security department conducted routine inspections in the parking area to prevent theft by ensuring that no keys are left unattended on motorcycles.

ERADICATING ILLEGAL LENDING ADVERTISEMENTS



The Top Glove Security department conducted regular checks to remove and dispose of illegal money lending posters around the Top Glove's operating facilities. This initiative aims to ensure that our employees are free from illegal money lending cases and influences.

TRAFFIC CONTROL WHEN AN ACCIDENT OCCURS AROUND TG PREMISES



The Top Glove Security department provided community service by conducting traffic control during accidents near the TG premises, benefiting not only our employees but also the public at large.

BASIC INVESTIGATION COURSE



Two of our Auxiliary Police Officers attended the 'Basic Investigation Course' at the EPF Learning Campus in May 2024. This course imparts essential knowledge on policing principles, procedures, and techniques, while enhancing our understanding of legal frameworks and the criminal justice process. Additionally, it improves communication skills crucial for effective investigations, evaluates theories and evidence related to criminal behavior, and teaches best practices for conducting investigations.

SHOOTING TRAINING



Top Glove sent 30 employees to participate in shooting training led by Sergeant Yunus from IPD Kuala Selangor in June 2024. This training aims to ensure that auxiliary police understand the standard operating procedures for responding to active shooting situations, as well as the safety and proper handling of firearms, in compliance with ISO 18788:2015 (SOMS).

Social

Social

CRIME PREVENTION: RONDAAN JALAN KAKI (RJK) AND RONDA CEGAH JENAYAH (RCJ)



The Top Glove Security Department conducted crime prevention through foot patrols (Rondaan Jalan Kaki) and crime prevention patrols (Ronda Cegah Jenayah) around Top Glove premises.

The purpose of these patrols is to support the MPV/URB unit and maintain a visible presence around the TG premises.

The objectives include enhancing workers' sense of security, expanding the security perimeter, preventing and reducing crime, apprehending criminals, and monitoring nighttime activities.

INSTALLATION OF 28 UNITS OF SOLAR-POWERED CCTV ALONG PUBLIC ROAD SURROUNDING TG PREMISES



Top Glove has invested in the installation of solar-powered CCTV cameras around its premises. These cameras are centrally monitored by the Auxiliary Police and have proven invaluable in assisting the public during road accidents and other crime-related incidents.

REPORTING TO RELEVANT GOVERNMENT AGENCIES ON NON-SECURITY ISSUES

The Top Glove Security department is actively engaging with relevant government agencies to report non-security issues, such as stray dogs and roadside traders.

COMMUNITY ENGAGEMENT

Community Development

We prioritise community support through a variety of Corporate Social Responsibility (CSR) initiatives, including philanthropic donations, food aid, and internship programmes. The Top Glove Foundation leads these efforts, ensuring our contributions make a meaningful impact. To further promote community engagement, we have integrated Community Engagement Hours (CEH) into our employee Key Performance Indicators (KPIs), encouraging our workforce to actively participate in and contribute to our CSR initiatives.

Donated & contributed RM484,885
to support over **2,430 beneficiaries***

Note:
* Including individuals, families and organisations in needs

CONTRIBUTION OF BASIC GROCERY ESSENTIALS



Donate monetary of RM5,000 to En Mohamad Yusof bin Muhd Sarip, a two-times stroke patient currently unfit to work and experiencing medical and financial challenges. Additionally, RM1,157 worth of basic grocery essentials were donated to both En Mohamad Yusof and En Kamarul Ariffin Mohamad Tahir.

Expenses: RM6,157

BLOOD DONATION WITH TGGD & UMMC



Blood donation drive at TGT Healthy Event Hall

- January 2024
- April 2024
- 310 volunteer hours
- 258 staff volunteers

Social

Social

DEEPAVALI GROCERY BUNDLE FOR UNDERPRIVILEGED FAMILIES



- Total expenses: RM112,044
- 196 volunteers hours
- 50 staff volunteers

CHINESE NEW YEAR GROCERY BUNDLE FOR UNDERPRIVILEGED FAMILIES



- Total expenses: RM14,434
- 105 volunteers hours
- 40 staff volunteers

COMMUNITY ENGAGEMENT

Run for A Chance 2023

- 26 staff volunteers participated in the charity run organised by Lovely Disabled Home.
- Expenses: RM5,000
- 78 volunteers hours

EDUCATION SUPPORT

Donated 19 reconditioned laptops to PDK Meru, Good Samaritan Home and Pertubuhan Kebajikan Rakan Lutheran Selangor and Hope Mission Welfare Society.

- 122 volunteer hours
- 5 staff volunteers
- Totals contribute 19 laptops in FY2024

FINANCIAL AID PROGRAMME TO SUPPORT B40 STUDENTS

- 655 pax student from 15 schools
- Expenses: RM327,500

Environment

MURAL PAINTING PROJECT



Supported by 28 staff volunteers to complete the flora and fauna design at Taman Botani Negara Shah Alam.

- December 2023
- 140 volunteers hours
- Expenses: RM19,750
- 28 staff volunteers

FABRIC RECYCLING PROJECT



Top Glove has collaborated with Australian Textile Manufacturing Malaysia (ATMM) for fabric recycling project. Top Glove organised a collection for used or unwanted clothing and fabric materials, including curtains, bedsheets, towels, shoes, bags and toys from our employees. These materials are then recycled to give them a second chance of usage, while helping to conserve the environment. In FY2024, 430 employees have supported the project and contributed around 6,129kg of fabric.

- 1,064 volunteers hours
- 430 staff volunteers

WEEKLY GOTONG ROYONG ACTIVITIES WITH LOCAL COMMUNITIES



Our team is working together as a community in creating a cleaner and healthier environment surrounding our operating facilities through regular gotong-royong activities.

- 2,823 volunteers hours
- 1,199 staff volunteers

In FY2024, Top Glove contributed RM18.6 million income tax towards nation building as part of sustainable economic growth.

Malaysia
RM12.6 million

China
RM1.9 million

USA
RM3.3 million

Thailand
RM0.8 million

Note: The income tax data is reviewed solely by tax working group and is separate from SIRIM assurance process

Access to Healthcare

In our commitment to ensuring easy access to healthcare equipment and supplies, we are prioritising equitable distribution, developing affordable glove products and supporting our customers as well as those in need to choose the correct products.

Besides that, we also continuously ensure our employees and neighbouring community have easy access to healthcare services by our partnership with Global Doctor Malaysia in setting up clinic with ambulances services at Setia Alam area.



Governance:
To Create Long-term Value Through Ethical Business Practices and Continuous Stakeholder Engagement

Governance

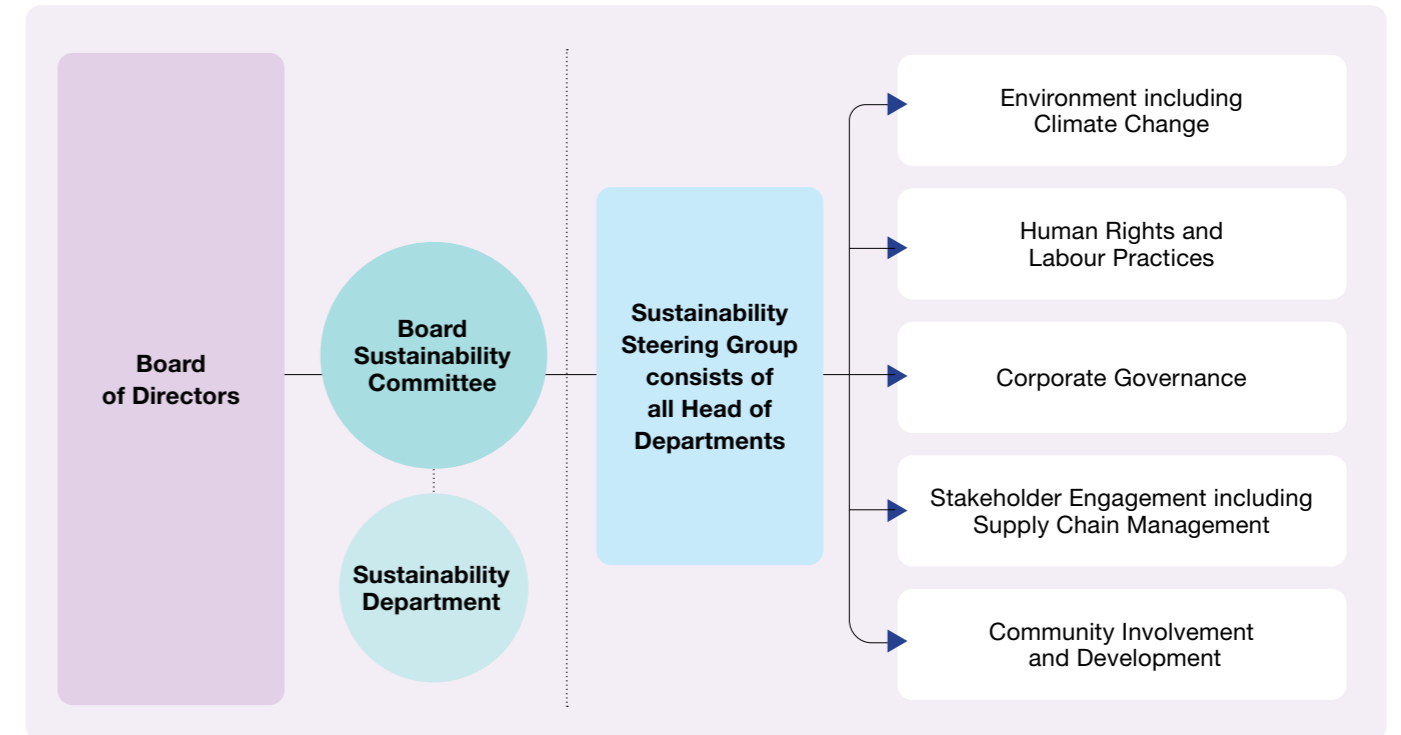
GOAL 4:
STRENGTHENING GOOD CORPORATE GOVERNANCE & RESPONSIBLE BUSINESS CULTURE



Top Glove's unwavering reputation is built on our core values of honesty, integrity, and transparency. From their very first day, we ensure all employees embrace these principles, understanding that earning stakeholders' trust is crucial for our business's sustainability. As a Group, we are dedicated to upholding the highest standards of ethics and compliance, reinforcing our commitment to robust corporate governance.

ETHICS, INTEGRITY & GOVERNANCE

Sustainability Governance Structure



FY2024 Highlights

① Invested **RM2.3 million** to enhance cybersecurity system

② Maintained **ISO 27001:2013** certification for Information Security Management System

③ Maintained **ZERO case** in security breaches

④ **Diverse gender** and skills across Board of Directors, **33% of female director**

⑤ **40%** of management incentives and remuneration linked to Environmental, Social and Governance (ESG) metrics

Sustainability Grievance Channel

Since July 2022, Top Glove introduced the Grievance Handling Protocol, following the implementation of our Sustainability Policy. This protocol serves as a crucial platform for both internal and external stakeholders to voice concerns related to sustainability, including environmental, human rights, and ethical issues within our operations and supply chain.

The Grievance Handling Protocol is designed to ensure the efficient management of grievances, with a primary focus on overseeing and enforcing compliance with Top Glove's Sustainability Policy and Business Partners' Code of Conduct. It features a comprehensive procedure for addressing grievances, effectively linking business operations with grievance resolution processes. This protocol becomes operative once grievances are assessed and verified as breaches of our policies.

In FY2024, Top Glove has zero case on human rights violation. However, we received a total of 8 non-human rights violation cases, which included 7 general inquiries and one on structure rectification by neighbouring factory, all resolved. We remain committed to increasing awareness of this grievance mechanism and are actively working to enhance its accessibility and user-friendliness for more efficient reporting and resolution.



Scan the QR code to view our Sustainability Grievance procedure

<https://grievance.topglove.com/#:~:text=Grievance%20Mechanism,-Communicate%20the%20%0AGrievance&text=Public%20can%20raise%20grievances%20against,the%20legitimacy%20of%20grievance%20%0Acase.%20>

Governance

Governance

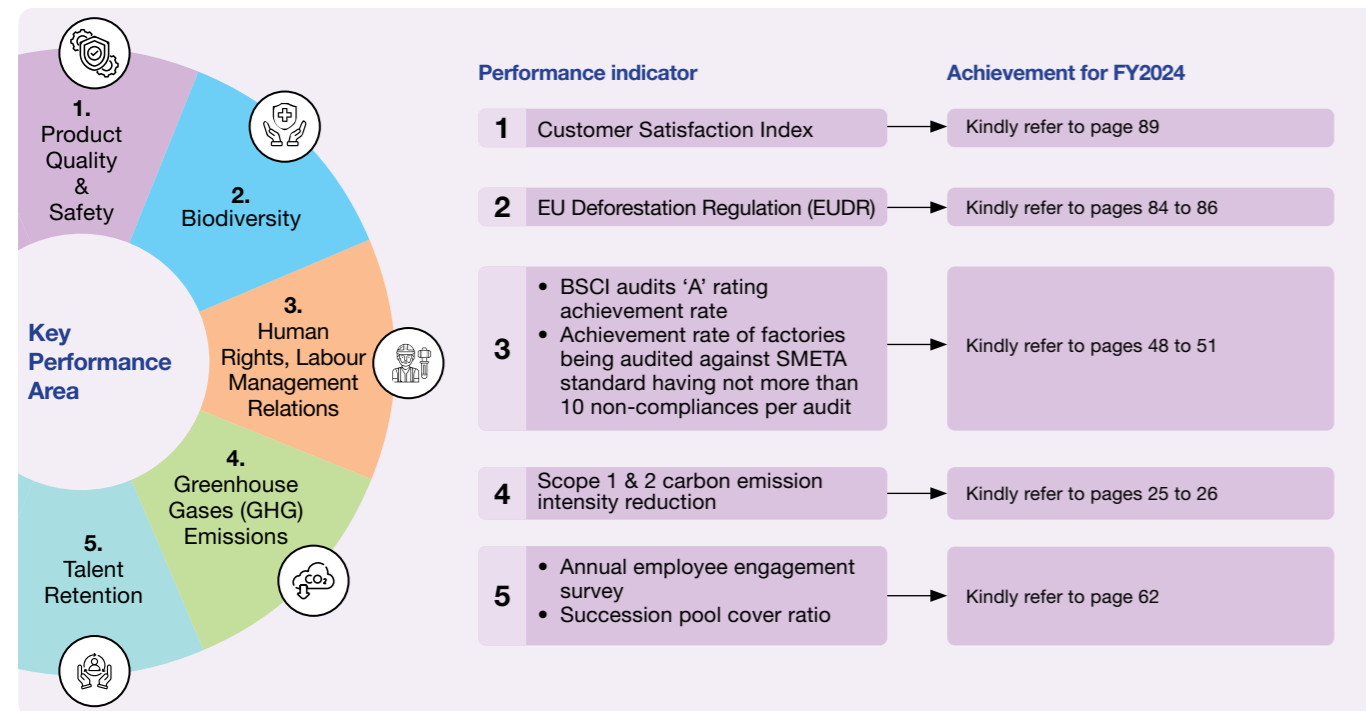
Corporate Governance

At Top Glove, we are committed to the highest standards of corporate governance, enabling our Board of Directors to play a crucial role in strategic planning and risk management. This commitment is fundamental to the sustainable success of our Group. For an in-depth look at our corporate governance practices, please refer to the Corporate Governance Overview Statement on pages 55 to 85 in the Integrated Annual Report 2024.

In FY2021, we pioneered a significant initiative by linking 40% of management incentives and remuneration to Environmental, Social and Governance (ESG) metrics, starting from FY2022 performance management. This initiative ensures management accountability for achieving our corporate objectives. To further integrate financial and non-financial performance measures, the Group adopted the Balanced Scorecard in FY2022. This strategic performance management tool aligns our mission, vision, and strategies, establishing clear goals, strategic objectives, and well-defined initiatives and targets through a comprehensive set of KPIs and measurements.

In FY2024, the Company linked 40% of management incentives and remuneration to Environmental, Social and Governance (ESG) metrics. This decision underscores the company's commitment to integrating sustainability and ethical considerations into its core business strategy.

ESG Metrics linked to 40% of the Management's Incentives and Remuneration in FY2024



FY2024 Governance Highlights

- Engagements between Non-Executive Directors and Management, as well as Non-Executive Directors with factory operations staff and workers' representatives
- Annual Board Effectiveness Evaluation conducted internally, facilitated by the Company Secretary via online questionnaires
- Diverse gender and skills across the Board of Directors, with 33% of female directors
- Adopted the Conflict-of-Interest Policy effective October 2023
- The Board imposed 40% of management incentives and remuneration to Environmental, Social and Governance (ESG) metrics
- Continued implementation of the Balanced Scorecard to align KPIs with business strategy at all levels

Board of Directors' Diversity

Gender Diversity

Financial Year		FY2022	FY2023	FY2024
Female	Number	5	5	3
	Percentage	42%	42%	33%
Male	Number	7	7	6
	Percentage	58%	58%	67%

Age Diversity

Financial Year	FY2022	FY2023	FY2024
Under 30 years old	0	0	0
30 to 50 years old	1	1	1
Over 50 years old	11	11	8

Note: FY2022 data has been updated based on the IAR FY2022 report for standardisation purposes, including adjustments related to Board members who have resigned

Engagement Between Non-Executive Directors and Management

The Non-Executive Directors' Committee (NEDC) held its first meeting for the financial year 2024 on October 2023. The NEDC will review agendas for upcoming Board of Directors' meeting with a strong focus on optimising the Company's operations and enhancing monitoring processes. The NEDC provided strategic recommendations to capitalise on profitable glove segments and emphasised the importance of attracting and retaining key customers. Additionally, the NEDC stressed the need for a robust compliance mindset and culture across all operations.

At the NEDC's second meeting on December 2023, the NEDC reviewed progress updates from the Board Away Day held on August 2023. The NEDC highlighted the importance of comprehensive tracking to ensure alignment with the Board's agreed strategies. To better understand ongoing business operations and financial matters of the Group as a whole, the Non-Executive Directors agreed to attend Board Committee Meetings as permanent invitees, even if they are not committee members. The NEDC also outlined steps to re-enter markets with declining presence, emphasising quality, consistency and high standards in glove production.

During the NEDC's third meeting on February 2024, the NEDC focused workforce management, branding strategies, and market challenges. In view of workforce adjustments, the NEDC tasked HR with developing a blueprint to align

staffing with business growth. The NEDC recommended regular safety training and introduced a "name-and-shine" strategy to positively recognise and celebrate exemplary workers. The NEDC also emphasised the importance of internal branding and reward systems to enhance employee loyalty and support long-term growth. The NEDC underscored the need for clear strategies and effective communication to meet both immediate operational needs and future business objectives.

In March 2024, the NEDC reviewed critical matters as part of the Company's ongoing transformation strategy. Discussions included managing key transitions within the Company, including a structured approach to optimising costs while ensuring continuity through robust succession planning. The NEDC reinforced the Company's commitment to safety and human resource excellence, emphasising adherence to safety protocols and the innovative dissemination of safety information.

The NEDC's fifth and final meeting for the financial year was held on June 2024. The NEDC discussed the Leadership Masterclass Programme, focusing on retaining top talent and maintaining leadership stability, while they voluntarily devoted their time to train selected potential leaders. These discussions underlined the Company's proactive approach to navigating challenges and seizing opportunities during this period of transformation. The meeting concluded with plans for upcoming engagement sessions with staff and workers' representatives.

Governance

Engagement Between Non-Executive Directors and Factory Operations Staff & Workers' Representatives

As part of the Non-Executive Directors' (NEDs) continuous engagement with factory operations staff and workers' representatives, a session was held on December 2023 at the Company's Factory 25. The NEDs addressed various concerns emphasising the need for Management to resolve issues raised in previous engagement sessions and to ensure consistent follow-up. Key topics discussed included the timely provision of working gear and uniforms, enhancing security outside factory premises, and addressing hostel-related concerns. To promote safety awareness, employees were encouraged to report any misconduct via the HR Connect App (Grievance). Additionally, the NEDs recommended introducing a buddy system to improve the onboarding experience for new employees, demonstrating their commitment to fostering a safer and more supportive work environment.



In August 2024, the NEDs conducted their final engagement session for the financial year 2024 with factory operations staff and workers' representatives. The NEDs sought to better understand the factors motivating workers' decision to stay with the Company, as well as the challenges they face. Positive feedback on their retention included factors such as satisfactory salary, supportive superiors and co-workers, and opportunities for skill development. Some matters brought up were hostel-related concerns, such as food pricing, parcels delivery safety, air ventilation, and facilities. Additional matters included workers' health screening matters, workers benefit and leave entitlements were also discussed for HR's attention. The NEDs emphasised the importance of the awareness about the Maintenance Request Form (MRF), which allow workers to provide feedback or requests regarding their hostel accommodation.



The BSC Chair, Pn Azrina Arshad conducted a site visit to the hostel as a follow-up to the NEDs engagement session with factory operations staff and workers' representatives. This visit aimed to gain insights into the living conditions provided to employees and to identify areas for improvement. Key issues raised included cleanliness and the need for enhanced community engagement with the surrounding neighbourhoods and local authorities. Addressing these concerns is essential for improving employee well-being and fostering positive relationships within the community.



Cybersecurity & Data Privacy

We are persistently enhancing our data protection measures to keep pace with the rapidly changing nature of digital threats, as the security environment remains dynamic throughout FY2024. We invested a total of RM2.3 million to further strengthen our cybersecurity systems as part of our continued efforts to improve cybersecurity that includes endpoint, server, and network security system.

We place great importance on private and confidential information. The Personal Data Protection Act of 2010 (PDPA) mandates that all employees handle client personal and sensitive information with the utmost confidentiality, serving as the Group's guiding law. Our interactions with third parties are equally confidential, requiring them to read, understand, and agree to a Non-Disclosure Agreement (NDA) whenever confidential matters are discussed or involved.

As a part of our integrated approach to data security, we strive to ensure that all Top Glovers are accustomed with our Cybersecurity Policy, which outlines each employee's roles and responsibilities for ensuring appropriate and ethical use of our email system and preserving the confidentiality of all customer and company data. All service agreements with third parties include a standard personal data clause as an additional security safeguard. We provide learning materials with pertinent information on cybersecurity and how cyber dangers could appear in employees' daily tasks to raise awareness among our people. Monthly emails and recurring learning modules serve as reminders to all staff to stay vigilant about current cybersecurity threats and occurrences. Employees are encouraged to report on any abnormalities identified.

Our IT department conducted simulations since FY2022 to increase staff awareness of phishing dangers. Our dedicated and highly skilled IT team, responsible for developing and implementing our robust cybersecurity and IT infrastructure, is the driving force behind our efforts. The Risk Management and Sustainability Committee regularly reviews the Group's risk profile and performance, including cybersecurity risks, to ensure adequate and appropriate measures are in place to mitigate such risks. Risk management is governed at the highest level by the Board of Directors.

Cybersecurity and Data Privacy Key Highlights

- Zero incidents of client data loss, theft, or leakage were recorded
- Invested RM2.3 million to enhance our cybersecurity system
- Our staff have a greater understanding of IT security as part of our efforts to reduce the risk of cybersecurity breaches
- Since FY2021, our IT infrastructure and information security management system are certified with Information Security Management System ISO 27001:2013
- Awareness training activities are conducted on regular basis

Corporate Integrity

In accordance with ISO 37001:2016 Anti-Bribery Management System (ABMS) standards, we have refined and maintained our Integrity Functions into Corporate and Operational levels. At the Corporate level, the Central Integrity Function (CIF) oversees Enforcement & Implementation and Awareness & Promotion of ethics and integrity initiatives for all employees. Meanwhile, the Factory Integrity Function (FIF) is primarily focused on

Governance



Entering 8th year of annual assurance of Top Glove's Ethics & Integrity practices in accordance with ISO 37001:2016 ABMS by SIRIM QAS International Sdn Bhd

Enforcement & Implementation at the operational level. These functions are supervised by Top Management, the Board Audit Committee (BAC), and the Board Risk, Investment & Compliance Committee (BRICC), ensuring a robust anti-corruption and anti-bribery framework.

In FY2024, we maintained Top Glove Corporation Berhad as the main certificate holder with 8 entities located in Malaysia after we embarked the expansion of harmonised Malaysian Anti-Corruption Commission (MACC) Adequate Procedures & ISO 37001:2016 Anti-Bribery Management System (ABMS) project to comply with Corporate Liability Provision Section 17A that was enforced on 1st June 2020. The ISO 37001:2016 certification of Factory 9 in 2017 marked a groundbreaking achievement for our Company as the first private manufacturer in Malaysia to attain this standard. As of now we continue implementing ABMS scope and implementation to all our subsidiaries. Annual external and independent audits are conducted to ensure compliance with ISO 37001:2016 standards, aligned with Section 17A (Corporate Liability Provision) and the T.R.U.S.T. Principles' Guidelines on Adequate Procedures. This underscores our commitment to continually enhancing our W.H.I.T.E Integrity Culture, which is embedded in Top Glove's core values, business principles, and policies prioritising ethics and anti-corruption. W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate.

We continue to uphold our ethical standards through annual audits in compliance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018 (MACC Act). In FY2024, we entered our third certification cycle and first surveillance certification, reaffirming our dedication to integrity and compliance. Top Glove remains committed to ensuring the continued implementation and certification of the ABMS for existing certified entities and will strive to expand whenever opportunities arise to extend this to other entities.

8 entities maintained
ISO 37001:2016
Anti-Bribery Management System

Governance

Governance

Corruption Risk Assessment

At Top Glove, our corruption risk assessment is integral to establishing a robust management system and fortifying our anti-corruption efforts. This rigorous assessment mandates risk owners to implement appropriate processes, systems, and controls to effectively mitigate corruption risks.

Our comprehensive corruption risk assessment encompasses the following activities

- Identifying opportunities for corruption and fraudulent activities
- Scrutinising financial transactions to detect disguised corrupt payments
- Assessing business activities with elevated corruption risks
- Ensuring compliance among external parties
- Evaluating relationships with third parties within the supply chain

We have instituted detailed procedures featuring corruption process mapping and key risk areas, all governed by our Enterprise Risk Management (ERM) framework. Proactive internal ABAC (Anti-Bribery and Anti-Corruption) control measures are implemented in high-risk areas, tailored to their specific risk profiles. Continuous monitoring ensures the effectiveness of these measures, safeguarding against violations under the MACC Act 2009 and protecting our Company's reputation and integrity.

Since FY2021, all 28 departments (100%) of Top Glove Corporation Bhd in Malaysia have undergone comprehensive corruption risk assessments, an initiative that has also been extended to our factories in Malaysia and Thailand. Embracing digital solutions, we successfully implemented our user-friendly risk management software, TG RISK, in FY2024, after its introduction in December 2022. TG RISK serves as a collaborative tool, offering an efficient platform for risk assessors to manage and mitigate risks swiftly. It also encourages broad participation to ensure comprehensive coverage.

In alignment with our commitment to combat bribery and corruption, we have addressed key offences under the MACC Act in related processes. By continuously enhancing our risk assessment procedures and enforcing stringent control measures, Top Glove remains committed to upholding the highest standards of corporate governance, integrity, and transparency.

Charitable Donations & Sponsorship

To safeguard against the misuse of charitable donations or sponsorships as a form of bribery, we implement a stringent verification process. This process includes the following steps:

Charitable Donations & Sponsorship

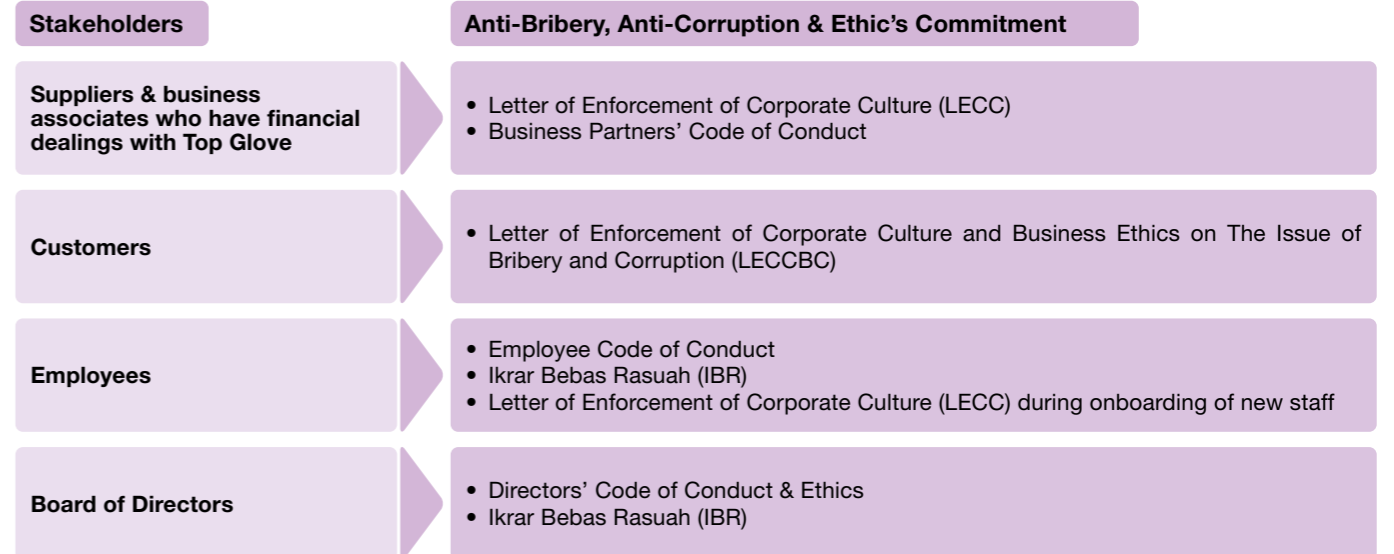
1. Confirming registration with the Ministry of Women, Family and Community Development (JKM)
2. Validating Section 44(6) Registration with the Inland Revenue Board of Malaysia
3. Reviewing the Company Registration Form
4. Evaluating the Company Profile
5. Checking prior support records by Top Glove

This rigorous approach ensures that all contributions are made transparently and ethically, aligning with our commitment to integrity and corporate responsibility.

Stakeholders Due Diligence & Commitment

To ensure integrity in our business operations, we conduct comprehensive background checks on all stakeholders before engaging in any business dealings. We utilise multiple external resources, including the Malaysian Anti-Corruption Commission (MACC) portal, to assess financial histories and identify any records of bribery or corruption. Our supplier audit criteria place a strong emphasis on anti-corruption measures, and we clearly communicate these expectations, requiring our suppliers to adhere to the highest ethical standards.

In line with our commitment to strong corporate governance, we have published an updated Anti-Bribery and Anti-Corruption (ABAC) eHandbook on our website. This resource covers key topics such as facilitation payments, money laundering, political donations, and antitrust practices. By making this handbook publicly available, we reinforce our dedication to ethical and sustainable business practices. Additionally, we require all stakeholders to commit to these principles, ensuring integrity and transparency in every interaction.



Governance Training

Number of staffs that have received training on governance job grade:

Job Category	FY2022	FY2023	FY2024
Senior Management (SM)	24	30	6
Upper Management (UM)	416	401	85
Middle Management (MM)	2,417	1,086	248
Junior Management (JM)	1,330	646	138

Note: Data exploration has been improved in FY2024

Anti-Bribery and Anti-Corruption data:

Financial Year	FY2022	FY2023	FY2024
Number of corruption and bribery cases	0	1	0
Political contribution made	0	0	0
Facilitation payments made	0	0	0
Money laundering involvement	0	0	0
Insider trading occurrence	0	0	0
Fines imposed in relation to corruption, bribery & anti-competitive business practices	0	0	0



Scan the QR code to view our Top Glove's Anti-Bribery and Anti-Corruption Commitment

<https://www.topglove.com/corporate-integrity>

Governance

Governance

Business Ethics & Integrity Initiatives: W.H.I.T.E* Integrity Culture

To enhance Top Glove's anti-corruption efforts in FY2024, we have launched and are actively advancing a robust ethics and integrity programme across our workforce and value chain. This initiative supports our commitment to the Corporate Liability Provision S17A, which took effect on 1st June 2020. The programme includes:

Ethics and Integrity Programme	
1. W.H.I.T.E* Integrity Culture Presentations	
2. Comprehensive Ethics & Integrity Training	<ul style="list-style-type: none"> Raising awareness about the W.H.I.T.E* Integrity Culture, including ISO 37001:2016 ABMS, the Anti-Bribery & Anti-Corruption Policy, the TG Gift Policy & Online Declaration, Whistleblowing Policy & Procedure, and Document Control. In-depth training on ISO 37001:2016 ABMS, addressing each clause of the standard.
3. United Nations Guiding Principles on Business and Human Rights (UNGP BHR) Pledge	<ul style="list-style-type: none"> This commitment includes upholding corporate responsibility, protecting human rights, and ensuring access to effective remedies for victims of business-related human rights abuses. The pledge of support for UNGP BHR took place in January 2024, involving full participation from the Board of Directors, advisors, and Senior Management.
4. Corruption-Free Pledge Ceremonies (Ikrar Bebas Rasuah - IBR)	<ul style="list-style-type: none"> The IBR represents an individual oath taken by the organisation's leadership to uphold accountability and prevent engagement in corrupt practices. Top Glove also took the IBR in January 2024 which participated by Board of Directors, advisors, and Senior Management emphasising its dedication to combatting corruption and promoting integrity within the company and among its business associates.
5. Notifications on W.H.I.T.E* Integrity Day	<ul style="list-style-type: none"> These initiatives equip Top Glove employees with vital anti-bribery and anti-corruption knowledge, reinforcing our commitment to a corruption-free workplace. The training encompasses a wide array of topics, including facilitation payments, money laundering, political donations and involvement, anti-trust, and more, as outlined in our comprehensive e-handbook.

Note:
* W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate


Whistleblowing

In 2019, Top Glove established its Whistleblowing Policy and Procedures (WBPP) to create a secure and confidential avenue for reporting misconduct. The WBPP's definition of "improper conduct" is comprehensive yet adaptable, ensuring it encompasses actions that could harm stakeholders or present risks. To enhance transparency and protection, Top Glove partnered with an independent whistleblowing service provider since FY2020. This external expert is tasked with receiving reports, protecting the whistleblower's identity, and forwarding the information to the Whistleblowing Committee for detailed evaluation. The independent service also communicates the investigation outcomes to the whistleblower, maintaining confidentiality throughout the process.

Top Glove's WBPP underscores our commitment to the principles of honesty, integrity, and transparency. The Whistleblowing Committee diligently manages all incidents, ensuring investigations are conducted impartially and without conflicts of interest. The confidentiality of whistleblower information is paramount, handled with the utmost sensitivity and in full compliance with the Whistleblower Protection Act 2010.

A bribery incident was promptly reported to the relevant external authorities, demonstrating our commitment to transparency and responsible corporate conduct. To foster a culture of accountability, Top Glove provides a comprehensive report on whistleblower incidents and their resolutions during quarterly Board Audit Committee Meetings. In FY2024, there were zero bribery and corruption cases reported. However, we thoroughly addressed four whistleblower report which were non-bribery/corruption cases, but categorised under grievances, misconduct, and other issues related to policies and procedures, each case was resolved with decisive action. This proactive approach reinforces Top Glove's unwavering commitment to upholding the highest standards of ethical business practices.

Category	Number of cases	
	FY2023	FY2024
Bribery / Corruption	1	0
Fraud	0	0
Grievances / Misconduct	1	3
Others (on policy & procedures)	2	1



Scan the QR code to view our Whistleblowing Policy and Procedure

https://www.topglove.com/App_ClientFile/7ff8cb3f-fbf6-42e7-81da-6db6a0ab2ef4/Assets/anti-corruption/Top_Glove_Whistleblowing_Policy_%20Procedure-01122020.pdf

Business Ethics & Conduct

At Top Glove, our commitment to a values-driven culture is encapsulated in our Employee Code of Conduct. This code outlines the fundamental principles, dedication, diligence, and professionalism that guide our contributions to social and environmental development in the communities where we operate. Every employee must acknowledge this Code upon joining the company and adhere to its policies, which are periodically reviewed and updated to reflect evolving standards.

In FY2024, we addressed 19 incidents involving violations of the Employee Code of Conduct, including attendance fraud, false overtime claims, and alterations of medical certificate. The implicated employees were required to provide explanations, leading to thorough internal investigations. Based on the severity of the violations, disciplinary actions were implemented, ranging from reminder letters and warnings to suspensions, acceptance of voluntary resignations, or dismissals upon confirmation of guilt.

To strengthen our ethical foundation, Top Glove conducts regular training sessions focused on our Corporate Values—R.I.V.E.R. (Respect, Integrity, Value, Empowerment & Relationship)—and the W.H.I.T.E* Integrity Culture. These initiatives aim to enhance employee awareness and reinforce our commitment to the highest standards of conduct and integrity.

Note:
* W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate



TOP GLOVE
TOP QUALITY, TOP EFFICIENCY

ISO 37001:2016 Anti Bribery Management System Certified*

NO GIFTS, PLEASE

At TOP GLOVE, our Business Ethics of Honesty, Integrity and Transparency are the cornerstone of our business. In accordance with our policy and the MACC Act 2009, Section 17A Corporate Liability Provision, TOP GLOVE employees strictly do not accept or offer personal gifts. Your kind support of this policy is the best gift for us.

THANK YOU!

* Certified at Top Glove Corporation Bhd, extended the system to the whole Top Glove Group.

www.topglove.com



TO PREVENT CORRUPTION & BRIBERY IS A CRIME

TOP GLOVE

BE HONEST NO CHEATING

If you know of any cheating cases, please report to this email > TG@whistleblower.com.my

Governance

Governance

**GOAL 5:
EMERGING AS A TRUSTED COMPANY WITH A SUSTAINABLE VALUE CHAIN**



FY2024 Highlights

1



Achieve **100%** traceability up to collecting point of own processing plant

2



Earned **CE certificate** under the latest EU Medical Device Regulation (EU MDR 2017/745)

3



100% of operating plant certified with Quality Management System

4



ZERO incidents of non-compliance with selected regulations and **ZERO product recall**

5



Critical supplier **100%** audited with ESG assessment

As the world's largest glove manufacturer, Top Glove leverages its influence to drive sustainability throughout the supply chain. We aim to lead by example, inspiring our suppliers and business partners to integrate sustainable practices. By fostering a sustainable value chain and actively engaging our partners, we ensure an outstanding customer experience that consistently surpasses expectations.

PRODUCT QUALITY & SAFETY

Top Glove recognises that innovation and advancements in processes and technology are fundamental to our business and are the cornerstones of our pursuit of quality excellence. To remain competitive in the global market, continuous improvement is indispensable.

Our key strategies for enhancing the quality and safety of our products are as follows:

a) Investing in R&D, Digitalisation and Automation

At the forefront of R&D and innovation in the glove industry, we prioritise product quality and safety. Our commitment is driven by a deep understanding of the critical role gloves play in various industries, including healthcare, manufacturing, and food services.

Material Selection

We begin with meticulous material selection, ensuring materials meet or exceed industry standards for durability, flexibility, and comfort. This process includes evaluating factors such as latex or synthetic compositions, chemical and heat stability to achieve the optimal balance between protection and user comfort.

Innovative Design and Engineering

Our team continuously explores novel designs and engineering solutions to enhance glove performance. This includes ergonomic designs to reduce hand fatigue, specialised textures for improved grip, and advanced coatings for additional protection.

Rigorous Testing Protocols

We subject our glove prototypes to comprehensive tests under real-world conditions. These tests cover mechanical stress, chemical resistance, barrier properties, and microbiological safety. Any potential weaknesses are identified and rectified before production.

Continuous Improvement

Embracing a culture of continuous improvement, we regularly incorporate feedback from healthcare professionals, industrial workers, and other end-users to refine our glove designs and manufacturing processes.

Sustainability and Eco-friendly Practices

We are committed to minimising the environmental impact of our products through sustainable sourcing, waste reduction, and minimising our carbon footprint throughout the glove lifecycle.

b) Implementing ISO 9001:2015 and ISO 13485:2016 QMS for Medical Devices

As of 2024, all our operating factories have successfully implemented and maintain various certifications, including ISO 9001:2015 and ISO 13485:2016 for management systems and product safety, as well as Hazard Analysis Critical Control Point (HACCP), Good Manufacturing Practice (GMP), and British Retail Consortium (BRC). These certifications reflect our commitment to upholding the highest standards of food safety compliance and operational excellence.

c) Enhancing Skills and Knowledge Employee

Marketer Training on Product

Our R&D department provides comprehensive training to our marketing team, enabling them to effectively educate customers about our product quality and offerings.

d) Compliance with Product Labelling Regulations

Advertising and Product Representation Principles

On September 2021, we introduced the Top Glove Advertising and Product Representation Principles, ensuring all relevant personnel are trained on core advertising standards and the avoidance of inappropriate claims.

Product Labelling Compliance

We are proud to report that 100% of our significant products are evaluated for product labelling compliance. In FY2024, we had no incidents of non-compliance related to product information, labelling, or marketing communications, including advertising, promotions, and sponsorships.

Governance

Governance

By implementing these comprehensive strategies, Top Glove ensures that our products not only meet but exceed global quality and safety standards, reinforcing our commitment to excellence in the industry.

100% of operating plant certified with Quality Management System

Financial Year	FY2022	FY2023	FY2024
Number of Product Recall	0	0	0
Number of Regulatory Agencies Inspection	0	0	0
Number of Form 483 Observations and FDA Warning Letters received	0	0	0

Top Glove is unwavering in its commitment to delivering superior products that surpass customer expectations. Our approach focuses on:

- 1 **Quality Assurance:** Ensuring only top-quality products reach our customers.
- 2 **Sales Excellence:** Providing unparalleled sales performance.
- 3 **Safety Standards:** Upholding the highest safety standards both internally and externally.

These commitments are reinforced through the certification of our factories with internationally recognised management systems.

As of 2024, Top Glove has achieved numerous certifications, including:

1	ISO 9001:2015 & ISO 13485:2016 - Quality Management System	26 operating factories
2	EU MDR 2017/745 – EU Medical Device Regulations	2 operating factories
3	ISO 14001:2015 - Environmental Management System	22 operating factories
4	ISO 45001:2018 - Occupational Health and Safety Management System	7 operating factories
5	ISO 37001:2016 - Anti-Bribery Management System	8 entities
6	ISO 18788:2015 - Security Operations Management System	30 operating sites
7	ISO 27001:2013 - Information Security Management System	1 entity
8	ISO 41001:2018 - Facility Management System	3 facilities
9	British Retail Consortium Global Standard (BRCGS) for Consumer Products Personal Care and Household, Issue 4	4 operating factories
10	Forest Stewardship Council (FSC®)	5 operating factories
11	HALAL Certification	1 operating factory
12	Good Manufacturing Practice (GMP)	1 operating factory
13	Hazard Analysis Critical Control Point (HACCP)	2 operating factories
14	Medical Device Single Audit Programme (MDSAP)	2 operating factories

Top Glove's journey toward international certification began in 1999 with the achievement of ISO 13485:2016 Quality Management System for Medical Devices at our Klang factories. In FY2024, we reached a significant milestone by obtaining our CE certificate under the latest EU Medical Device Regulations (EU MDR 2017/745). This certification demonstrates our compliance with European Union medical device standards and reflects our commitment to providing safe and reliable medical devices to our valued customers.

This achievement underscores our dedication to producing high-quality, safe products that meet stringent regulatory standards, which also applies to our internal suppliers. At Top Glove, continuous improvement is a core practice. We embrace third-party audits to ensure our operations align with global requirements and best practices, fostering a culture of excellence and accountability.



An in-house training programme on Sterilisation Awareness Training on ISO 11137:2015 was conducted on January 2024 by an external provider. Participants gained valuable insights into sterilisation principles, validation, process control, and contamination control. The programme effectively equipped them with the knowledge and skills necessary for the gamma sterilisation process, ensuring compliance with international standards, including ISO 11137:2015 Parts 1, 2, 3, and 4.



Scan the QR code to view our Governance Initiatives

<https://www.topglove.com/governance>

Governance

Governance

SUPPLY CHAIN MANAGEMENT

We prioritise ethical sourcing and responsible consumption to guarantee that our products are sustainably produced. Our approach to sustainable supply chain management involves rigorous traceability protocols and comprehensive supplier evaluations based on ESG criteria, with the Forest Stewardship Council (FSC®) certification serving as one of the potential benchmarks.

Traceability

In line with our sustainability and transparency goals, Top Glove aims to achieve 70% traceability to the plantations from which our natural rubber is sourced by the end of FY2025. This initiative is aligned with the EU Deforestation Regulation (EUDR) due diligence requirements, ensuring that our supply chains are free from deforestation or forest degradation. We recognise the potential impact of this regulation on the natural rubber industry and are committed to adapt our sourcing practices in promoting sustainable outcomes.

A traceability committee was established in 2022 with comprising members from various departments, such as Regulatory Affairs System & Conformance department, Sourcing and Procurement department and Latex Concentration Plant to provide technical support and monitor the overall traceability throughout supply chain. In FY2024, we continued our effort to monitor EUDR implementation through the Top Glove group and spearhead journey towards timely EUDR compliance which is overseen by the Traceability taskforce after restructuring in 2023 to respond EUDR entry into force which consist of dedicated team members from central office and operation team.

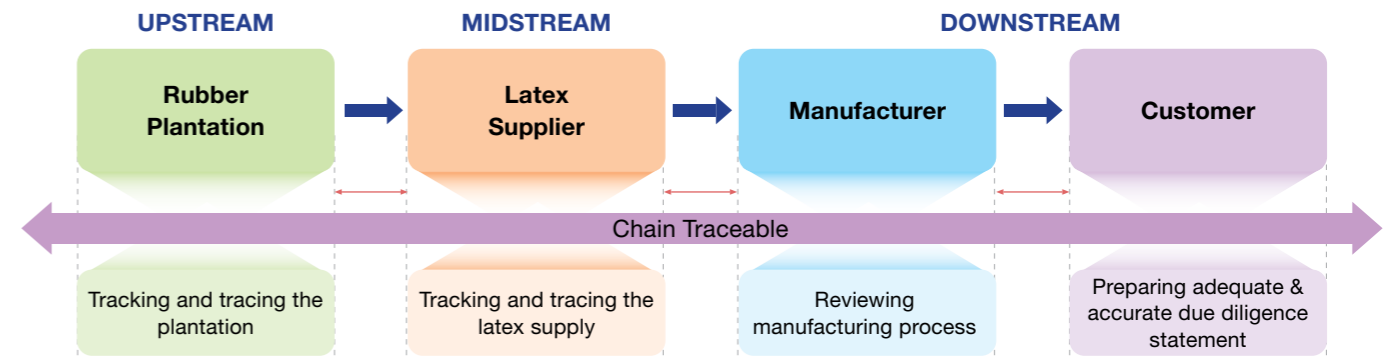
With full commitment among the taskforce, we shipped our first batch of gloves traceable to deforestation-free plantations in July 2024 and arrived at an EU port in early September 2024. This milestone highlights Top Glove's commitment to EUDR compliance and our internal goal of meeting EUDR requirements by FY2024, consistent with our FY2025 targets outlined in our latest Sustainability Report.



Traceability is crucial to effective supply chain management. In order to ensure compliance towards EUDR, we have worked together with our latex supplier to conduct a site visit at the rubber plantation where the natural latex was sourced. The plantation deforestation-free document was provided by the supplier and successfully verified by the taskforce through sampling method. This collaboration includes securing commitments for the traceability of deforestation-free raw materials and obtaining comprehensive information on the natural rubber latex supply chain.

Our Sustainability Policy guides responsible sourcing across all subsidiaries and supports our "No Deforestation" commitment as part of our environmental strategy. Additionally, our internal supply chain traceability system is designed to track natural rubber latex from upstream to downstream.

Top Glove's EUDR Supply Chain Diagram & Traceability Flow

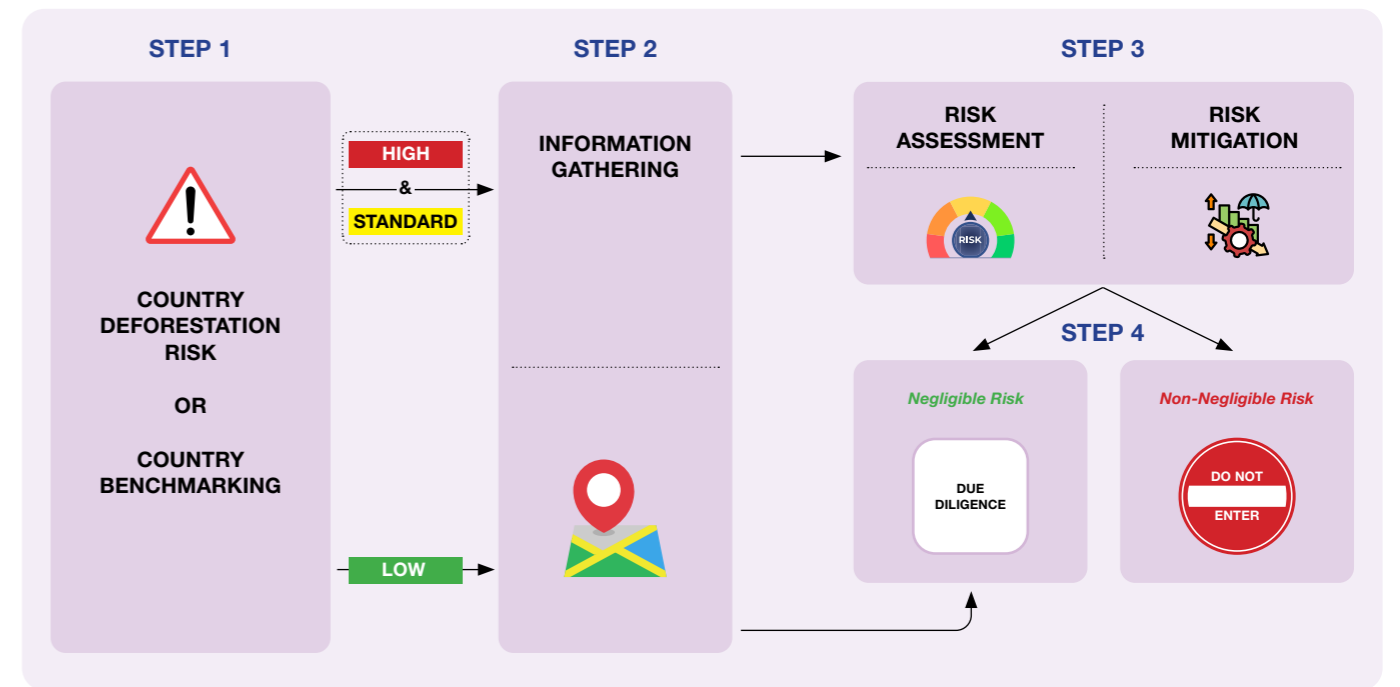


Legend:

- ➡ Product/Transportation Flow
- ➡ Document/Transportation Flow

The organisation will verify and analyse data regarding relevant products to ensure compliance with EUDR requirements. Following this, a risk assessment will be conducted to evaluate the potential for non-compliance among products intended for market placement or export. This process underscores our commitment to upholding high standards of compliance and sustainability.

EUDR RISK PROCESS FLOW



Governance

Governance

To mitigate potential risks related to compliance, the taskforce has conducted a comprehensive assessment of EUDR-related risks. The evaluation considers the following criteria:

- 1 Risk in Country Benchmarking
- 2 Forest Area and Deforestation Rates
- 3 Supply Chain Complexity
- 4 Rights of Indigenous Peoples
- 5 Reliability of Information and Documentation
- 6 Corruption Perception Index, Country Violations and Armed Conflict
- 7 Mixing Product Origin, Compliance Information or Certification

EUDR RISK REQUIREMENTS



Top Glove remains steadfast in our commitment to providing high-quality, sustainably and responsibly sourced natural rubber products while maintaining a stringent no-deforestation policy. We will continue to work diligently towards these goals, ensuring our operations align with best practices for sustainability and environmental responsibility.

100% traceable to the plantation
for selected field latex supplied for EU order

Supplier Assessment

In FY2024, our supplier assessments included virtual evaluations, onsite inspections, and self-assessments. To effectively address ESG concerns within our supply chain, we developed a comprehensive supplier audit checklist, which has been integrated into our internal system. This migration ensures that all assessments and related documents are digitally stored within our platform. This integration enhances efficiency and enables timely distribution and monitoring of compliance.

100% Supplier Audit
for active critical suppliers on ESG metrics

In support of Top Glove's commitment to prevent deforestation within our business operations and supply chain, the Traceability taskforce is actively implementing due diligence measures. This includes effectively tracing the origin of rubber, adhering to all traceability measures, conducting ongoing risk assessments, and ensuring readiness to comply with EUDR regulations in the global market.

Supply Chain Data

Type of Supplier	Absolute Number of Suppliers	Total Procurement Spent (%)
Total tier 1 suppliers	3,275	100%
Critical tier 1 suppliers	409	67%

Supplier Assessment Data

Category	Number	Percentage
Existing critical tier 1 supplier assessed (based on all active existing critical tier 1 supplier)	87 out of 87	100%
New critical tier 1 supplier assessed (based on all new critical tier 1 supplier)	12 out of 12	100%
Existing critical tier 1 suppliers assessed	87 out of 221	39.4%
Number of self-audits conducted	51 out of 51	100%
Number of site audits conducted	36 out of 36	100%
New critical tier 1 supplier that were screened using social & environmental criteria	12 out of 12	100%
Critical tier 1 suppliers assessed for social & environmental impacts	New: 12 out of 12 Existing: 87 out of 87	New: 100% Existing: 100%

Note: Suppliers are to be graded according to Audit Rating Guide and corrective actions are taken for continual improvement

In our latest supplier assessments, 41% of active suppliers audited attained Grade A or B, demonstrating robust adherence to our ESG standards. The evaluations confirmed the absence of significant environmental or major social non-compliance issues. To address areas requiring improvement, we have issued Improvement Request Forms (IRFs) to the respective suppliers, initiating targeted actions to enhance their compliance and performance.



Governance

Governance



Top Glove Supplier Training Programme: QESG Assessment Seminar

A collaborative initiative between Regulatory Affairs System & Certification, Group Purchasing, and Technical Experts from respective pillar, which are Quality, Environmental, Social & Governance, QESG hosted a successful QESG Assessment Seminar on November 2023 to external suppliers categorised as Grade D and E, as well as to Top Glove internal suppliers and internal supplier auditors.

This interactive event welcomed both physical and virtual participants from Top Glove’s valued supplier network, providing them with in depth insights and practical tools to navigate and addressing Top Glove’s comprehensive Quality, Environmental, Social, and Governance (QESG) assessment process. Following the session, we provided participants with copies of the training materials for their reference.

Local Suppliers

Top Glove has strengthened its local procurement efforts, achieving a minimum of 85% locally sourced materials in each country where we operate. This commitment underscores our dedication to empowering local businesses and communities, boosting regional economic health, creating jobs, and fostering economic development.

Breakdown of procurement budget spent and the proportion of local suppliers, categorised by country

Location of Factory (Country)	Percentage of our procurement budget allocated to local suppliers in each country of operation (%)	Percentage of suppliers sourced locally in each country of operation (%)
Malaysia	61.3	94.4
Thailand	94.7	90.8
Vietnam	64.3	85.7

Annual Supplier Training & Engagement

In FY2024, Top Glove hosted its inaugural sustainability webinar, titled “Emerging Trends Shaping Business Sustainability and Humanity,” in March 2024. Organised in partnership with the Association of Development Financial Institutions of Malaysia (ADFIM) and supported by the United Nations Global Compact Network Malaysia & Brunei (UNGCMYB), the Centre to Combat Corruption and Cronyism (C4), the Institute of Corporate Directors Malaysia (ICDM), Global Doctors, Bank Rakyat, and Perbadanan Usahawan Nasional Berhad (PUNB), the virtual event was a resounding success.



The webinar attracted over 600 attendees, including industry leaders, policymakers, academics, and media representatives. The comprehensive agenda covered critical topics such as the development of global sustainable policies, the evolving role of boards in business dynamics, and the importance of governance in ensuring sustainability across sectors. Discussions also delved into the nexus between sustainability, business, and humanity, emerging threats to governance, and the impact of business practices on human rights and reputation.

The success of Top Glove’s inaugural Sustainability Webinar highlights the Company’s commitment to driving sustainable change and reinforces its position as a leader in corporate responsibility, creating a positive impact on the global stage.

CUSTOMER EXPERIENCE

Ethical Marketing Practices

Top Glove upholds the highest standards of ethical business practices, as encapsulated in our Sales & Marketing Code of Conduct established in FY2021. This code provides comprehensive guidelines on sales, marketing, and advertising principles, ensuring that our employees consistently demonstrate ethical conduct that surpasses legal requirements. Over the past four financial years, Top Glove has maintained a flawless record with no legal actions or fines related to anti-competitive behaviour, anti-trust violations, or breaches of monopoly legislation.



Scan the QR code to view our Sales & Marketing Code of Conduct

https://www.topglove.com/storage/sustainability-policies/March2023/Sales%20and%20Marketing%20Code%20of%20Conduct%20_%20V2%2021032023.pdf

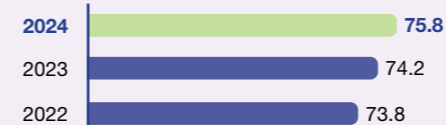
Customer Satisfaction Survey

Our customer satisfaction survey focuses on four key areas: price competitiveness, product quality, delivery, and services. An in-depth analysis of the survey results identified areas for improvement, leading to an increase in overall customer satisfaction scores from 74.2% in FY2023 to 75.8% in FY2024, with a target of 80%. Customers particularly praised our services and responsiveness, ethics and integrity, as well as our shipping document management. Additionally, 94% of respondents indicated they would recommend Top Glove, a 3.5% improvement over FY2023.

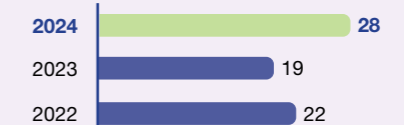
Participation in the survey among active customers rose to 28%, up from 19% in FY2023. To ensure accurate insights, we also focused on our top 50 customers, achieving an 88% response rate within this group.

The lowest scores were for price competitiveness, primarily due to higher production costs for Malaysian glove manufacturers compared to those in China and Thailand, especially in raw materials and energy cost. In response to customer feedback, Top Glove is actively working to reduce production costs by optimising resources and consolidating production lines to address and resolve customer concerns, demonstrating our commitment to continuous improvement and customer satisfaction.

CUSTOMER SATISFACTION (%)



TOTAL CUSTOMERS RESPONDED (%)



Independent External Assurance Statement



SIRIM QAS INTERNATIONAL SDN BHD INDEPENDENT ASSURANCE STATEMENT

To Board of Directors, Stakeholders, and Interested Parties,

SIRIM QAS International Sdn. Bhd. was engaged by Top Glove Corporation Berhad (hereafter referred to as Top Glove) to perform an independent verification and provide assurance of Top Glove Sustainability Report 2024. The main objective of the verification process is to provide assurance to Top Glove and its stakeholders on the accuracy and reliability of the information as presented in this statement. The verification by SIRIM QAS International applied to sustainable performance information (subject matter) within the assurance scope which is included in Top Glove Sustainability Report 2024.

The management of Top Glove was responsible for the preparation of the Sustainability Report. The objective and impartiality of this statement is assured as no member of the verification team and no other employee of SIRIM QAS International was involved in the preparation of any part of the Top Glove 's Sustainability Report, and the Annual Report 2024.

The assurance engagement was designed to provide limited assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, and BURSA Sustainability Reporting Guide, irrespective of the organization's ability to achieve its objectives, targets or expectations on their subject matter and sustainability-related issues. The assurance process involves verification of applicable subject matter. Details provided in Appendix 1 of this statement.

The verification was carried out by SIRIM QAS International between October and November 2024, with the following methodologies:

- Reviewing and verifying the traceability, consistency and accuracy of information collected from various sources; internal and external documentation which are made available during the conduct of assessment.
- Verification of data presented in the Sustainability Report includes a detailed check of the sampled data.
- Interviewing key personnel responsible for collating information and writing various parts of the report to substantiate the veracity of the claims.

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of other information reported in Top Glove Annual Report 2024.
- The corporate office at Top Glove Tower at Setia Alam, Selangor was visited as part of this assurance engagement. The verification process did not include physical inspections of any of Top Glove's operations and assets. And,
- The verification team did not verify any contractor or third-party data.

Independent External Assurance Statement

Conclusion

SIRIM QAS International, a Conformity Assessment Body in Malaysia, is accredited to both ISO/IEC 17021-1:2015 and ISO/IEC 17065:2012 covering all our operational activities. The appointed assessors performing the assurance engagement were selected appropriately based on our internal qualifications, training and experience. The verification process is reviewed by management to ensure that the approach and assurance are strictly followed and operated transparently. During the verification process, issues were raised, and clarifications were sought from the management of Top Glove relating to the accuracy of some of the information contained in the report. In response to the findings raised, the Sustainability Report was subsequently reviewed and revised by Top Glove. It is confirmed that changes that have been incorporated into the final version of the report have satisfactorily addressed all issues. Based on the scope of the assessment process and evidence obtained, nothing has come to our attention that causes us to believe that Top Glove has not complied, in all material respects, with the referred assurance standard and guide. The following represents SIRIM QAS International's opinion:

- The level of data accuracy included in Top Glove Sustainability Report 2024 is fairly stated;
- The level of disclosure of the specific sustainability performance information presented in the report was found to be properly prepared;
- The personnel responsible were able to demonstrate the origin(s) and interpretation of data contained in the report;
- The Sustainability Report offers a reasonable and balanced presentation of Top Glove Corporation Berhad's sustainability performance.

List of Assessors.

1)	Ms. Aernida Abdul Kadir	:	Team Leader
2)	Ms. Kamini Sooriamoorthy	:	Team Member
3)	Ms. Suzalina Kamaralarifin	:	Team Member
4)	Ms. Farhanah Ahmad Shah	:	Team Member

Statement Prepared by:



AERNIDA BINTI ABDUL KADIR

Team Leader
Management System Certification Department
SIRIM QAS International Sdn. Bhd.

Date: 7 November 2024

Statement Approved by:



Ts. MD ADHA BIN RAHMAT

Senior General Manager
Management System Certification Department
SIRIM QAS International Sdn. Bhd.

Date: 11 November 2024

Note 1: This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd does not express an opinion on, nor guarantee the integrity and/or accuracy of the information provided with the view that the conclusion was conducted post verification assessment, hence not verified. SIRIM QAS International shall not be responsible for any changes or additions made after the referred date (7 November 2024).

Independent External Assurance Statement

Appendix 1 The topics and subject matters covered in this assessment are tabulated below:		CLASSIFICATION OF DATA			
		HIGH	MEDIUM	LOW	UN SUBSTANTIATED
Creating Sustainable Value	FY2024 Sustainability Highlights				
	Overview of Sustainability				
	Stakeholder Engagement				
	Materiality Assessment 2024				
Environmental: To Tackling Climate Change and Restoring Nature	FY2024 Highlights				
	Physical Impacts of Climate Change				
	Greenhouse Gases (GHG) Emissions				
	Energy Management				
	Environmental Compliance				
	Water Resource Management				
	Waste & Effluent Management				
	Sustainable Product Management				
Social: To Be a People Centric Corporate Citizen	FY2024 Highlights				
	Occupational Health & Safety				
	↳ Safety Training				
	Human Rights & Labour Standards				
	Diversity, Equity & Inclusion (DEI)				
	People Development				
	Security Management				
	Community Engagement				
Governance: To Create Long-Term Value Through Ethical Business Practices and Continuous Stakeholder Engagement	FY2024 Highlights				
	Ethics, Integrity & Governance				
	Product Quality & Safety				
	Supply Chain Management				
	Customer Experience				

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Note 2:
The assurance involves activity aims to obtain sufficient appropriate evidence to express a conclusion designed to enhance the degree of confidence of the intended users other than the responsible party, about the subject matter information. It comprises of activities carried out to assess the quality and credibility of the qualitative and quantitative information reported by the organization. This assurance is different from activities used to assess or validate the organization's performance, such as compliance assessments or the issuing of certifications against specific standards.

Note 3:
Definition of HIGH, MEDIUM, LOW and UNSUBSTANTIATED Classification of Data in this Appendix 1.
HIGH: The data and information reviewed has been confirmed with the direct owners. The source of the data origin was provided during the conduct of the assessment.
MEDIUM: Data and information have been confirmed with the direct owners. However, the source of the data has been based on secondary data, where the data origin is not accessible by the verifiers during the conduct of the assessment.
LOW: Data and information reviewed has been based on information endorsed by the data owners. Verifiers did not have access to the source of the data origin. It has been identified as one of the limitations during the conduct of the assessment.
UNSUBSTANTIATED: The sources of data and information disclosed were not made available during the assessment review period due to reasons like confidentiality, unattainable data source and unavailable data owner. It has been identified as one of the limitations during the conduct of the assessment.

Bursa Malaysia Sustainability Performance Report

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Senior Management	Percentage	11.50
Upper Management	Percentage	21.40
Middle Management	Percentage	22.30
Junior Management	Percentage	16.50
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	484,885.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2,430
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Executive Management Under 30	Percentage	0.00
Executive Management Between 30-50	Percentage	20.00
Executive Management Above 50	Percentage	80.00
Senior Management Under 30	Percentage	0.00
Senior Management Between 30-50	Percentage	48.00
Senior Management Above 50	Percentage	52.00
Upper Management Under 30	Percentage	6.00
Upper Management Between 30-50	Percentage	86.00
Upper Management Above 50	Percentage	8.00
Middle Management Under 30	Percentage	52.00
Middle Management Between 30-50	Percentage	44.00
Middle Management Above 50	Percentage	4.00
Junior Management Under 30	Percentage	45.00
Junior Management Between 30-50	Percentage	50.00
Junior Management Above 50	Percentage	5.00
Lower Management Under 30	Percentage	52.00
Lower Management Between 30-50	Percentage	47.00
Lower Management Above 50	Percentage	1.00
Gender Group by Employee Category		
Executive Management Male	Percentage	100.00
Executive Management Female	Percentage	0.00
Senior Management Male	Percentage	58.00
Senior Management Female	Percentage	42.00
Upper Management Male	Percentage	42.00
Upper Management Female	Percentage	58.00
Middle Management Male	Percentage	39.00
Middle Management Female	Percentage	61.00
Junior Management Male	Percentage	65.00
Junior Management Female	Percentage	35.00
Lower Management Male	Percentage	80.00
Lower Management Female	Percentage	20.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	67.00
Female	Percentage	33.00
Under 30	Percentage	0.00
Between 30-50	Percentage	11.00
Above 50	Percentage	89.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	2,153,716.00
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.14
Bursa C5(c) Number of employees trained on health and safety standards	Number	9,043
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Executive Management	Hours	162
Senior Management	Hours	1,582
Upper Management	Hours	16,475
Middle Management	Hours	39,193

Internal assurance External assurance No assurance (*)Restated



Bursa Malaysia Sustainability Performance Report

Indicator	Measurement Unit	2024
Junior Management	Hours	28,668
Lower Management	Hours	284,966
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.41
Bursa C6(c) Total number of employee turnover by employee category		
Executive Management	Number	1
Senior Management	Number	14
Upper Management	Number	149
Middle Management	Number	612
Junior Management	Number	265
Lower Management	Number	1,644
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	61.30
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	3,680,969,000
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	25,177.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	19,852.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	5,325.00
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	349,138.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	160,567.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	572,454.00

GRI Content Index

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organisational details	Our Business Overview, Our Corporate Structure	IAR24 (pages 4, 6 to 7)
2-2	Entities included in the organisation's sustainability reporting	Our Business Overview	IAR24 (page 4)
2-3	Reporting period, frequency and contact point	Front Cover	SR24 (page 1) IAR24 (page 237)
2-4	Restatements of information	Overview Of Sustainability	SR24 (pages 3 to 7)
2-5	External assurance	Independent External Assurance Statement	SR24 (pages 90 to 92)
2-6	Activities, value chain and other business relationships	Supply Chain Management, Customer Experience	SR24 (pages 84 to 89) IAR24 (pages 9 to 17)
2-7	Employees	Employee Benefits, Diversity, Equity, Inclusion, People Development	SR24 (pages 54 to 62)
2-9	Governance structure and composition	Overview of Sustainability, Occupational Health & Safety, Human Rights & Labour Standards, Ethics, Integrity & Governance	SR24 (pages 3, 44, 48 to 49, 71) IAR24 (pages 48 to 52)
2-10	Nomination and selection of the highest governance body	Corporate Governance Overview Statement	IAR24 (page 63)
2-11	Chair of the highest governance body	Board of Directors	IAR24 (page 48)
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors	IAR24 (pages 48 to 52)
2-13	Delegation of responsibility for managing impacts	Executive Committee	IAR24 (page 54)
2-14	Role of the highest governance body in sustainability reporting	Overview Of Sustainability, Ethics, Integrity & Governance	SR24 (pages 3, 71)
2-15	Conflicts of interest	Board of Directors	IAR24 (page 52)
2-16	Communication of critical concerns	Corporate Governance Overview Statement	IAR24 (pages 71 to 75)
2-17	Collective knowledge of the highest governance body	An Empowered Board	IAR24 (page 53)
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement	IAR24 (pages 66 to 68)
2-19	Remuneration policies	Corporate Governance Overview Statement	IAR24 (page 65)
2-20	Process to determine remuneration	Corporate Governance Overview Statement	IAR24 (page 65)
2-22	Statement on sustainable development strategy	Overview Of Sustainability	SR24 (page 4)
2-23	Policy commitments	Energy Management, Environmental Compliance, Human Rights & Labour Standards	SR24 (pages 27, 29, 48 to 49)



Internal assurance External assurance No assurance

(*)Restated



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GRI Content Index

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 2: GENERAL DISCLOSURES 2021			
2-24	Embedding policy commitments	Energy Management, Environmental Compliance, Human Rights & Labour Standards	SR24 (pages 27, 29, 48 to 50)
2-25	Processes to remediate negative impacts	Human Rights & Labour Standards	SR24 (pages 48 to 53)
2-26	Mechanisms for seeking advice and raising concerns	Human Rights & Labour Standards, Ethics, Integrity & Governance	SR24 (pages 48 to 53, 72)
2-27	Compliance with laws and regulations	Environmental Compliance, Human Rights & Labour Standards, Product Quality & Safety	SR24 (pages 29, 49 to 50, 81)
2-28	Membership associations	FY2024 Sustainability Highlights	SR24 (page 2)
2-29	Approach to stakeholder engagement	Stakeholder Engagement	SR24 (pages 8 to 11)
2-30	Collective bargaining agreements	Human Rights & Labour Standards	SR24 (pages 49 to 50)
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	Materiality Assessment 2024	SR24 (pages 12 to 13)
3-2	List of material topics	Materiality Assessment 2024	SR24 (pages 13 to 17)
3-3	Management of material topics	All	SR24 (pages 14 to 17, 38 to 39, 56)
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	2024 Key Highlights	IAR24 (Inner front cover, page 1)
201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Governance	SR24 (pages 19 to 24)
GRI 202: MARKET PRESENCE 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity & Inclusion	SR24 (page 61)
202-2	Proportion of senior management hired from the local community	Diversity, Equity & Inclusion	SR24 (page 59)
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	Climate Risk Governance, Water Resource Management, Occupational Health & Safety	SR24 (pages 19 to 24, 30, 47 to 48)
203-2	Significant indirect economic impacts	Climate Risk Governance, Biodiversity & Conservation, Occupational Health & Safety	SR24 (pages 19 to 24, 39 to 42, 47 to 48)
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	Supply Chain Management	SR24 (page 88)

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 205: ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption	Ethics, Integrity & Governance	SR24 (page 76)
205-2	Communication and training about anti-corruption policies and procedures	Ethics, Integrity & Governance	SR24 (pages 77 to 78)
205-3	Confirmed incidents of corruption and actions taken	Ethics, Integrity & Governance	SR24 (page 79)
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Customer Experience	SR24 (page 89)
GRI 207: TAX 2019			
207-4	Country-by-country reporting	Community Engagement	SR24 (page 69)
GRI 301: MATERIALS 2016			
301-1	Materials used by weight or volume	Waste & Effluent Management	SR24 (page 33)
301-2	Recycled input materials used	Waste & Effluent Management	SR24 (page 34)
301-3	Reclaimed products and their packaging materials	Sustainable Product Management	SR24 (pages 34 to 38)
GRI 302: ENERGY 2016			
302-1	Energy consumption within the organisation	Energy Management	SR24 (pages 26 to 28)
302-2	Energy consumption outside of the organisation	Energy Management	SR24 (pages 26 to 28)
302-3	Energy intensity	Energy Management	SR24 (pages 26 to 28)
302-4	Reduction of energy consumption	Energy Management	SR24 (pages 26 to 28)
302-5	Reductions in energy requirements of products and services	Energy Management	SR24 (pages 26 to 28)
GRI 303: WATER & EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	Water Resources Management	SR24 (pages 29 to 32)
303-2	Management of water discharge-related impacts	Waste & Effluent Management	SR24 (page 36)
303-3	Water withdrawal	Water Resources Management	SR24 (page 31)
303-4	Water discharge	Waste & Effluent Management	SR24 (page 36)
303-5	Water consumption	Water Resources Management	SR24 (page 31)
GRI 304: BIODIVERSITY 2016			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity & Conservation	SR24 (pages 39 to 42)
304-3	Habitats protected or restored	Biodiversity & Conservation	SR24 (pages 39 to 42)

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GRI 305: EMISSIONS 2016			
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gases (GHG) emissions	SR24 (page 25)
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gases (GHG) emissions	SR24 (page 25)
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gases (GHG) emissions	SR24 (page 25)
305-4	GHG emissions intensity	Greenhouse Gases (GHG) emissions	SR24 (page 25)
GRI 306: WASTE 2020			
306-1	Waste generation and significant waste-related impacts	Waste & Effluent Management	SR24 (pages 32 to 36)
306-2	Management of significant waste-related impacts	Waste & Effluent Management	SR24 (pages 32 to 36)
306-3	Waste generated	Waste & Effluent Management	SR24 (page 35)
306-4	Waste diverted from disposal	Waste & Effluent Management	SR24 (page 35)
306-5	Waste directed to disposal	Waste & Effluent Management	SR24 (page 35)
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	SR24 (page 87)
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	SR24 (page 87)
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	People Development	SR24 (page 59)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Occupational Health & Safety, Employee Benefits	SR24 (pages 47 to 48, 54)
401-3	Parental leave	Employee Benefits	SR24 (page 54)
GRI 402: LABOUR/MANAGEMENT RELATIONS 2016			
402-1	Minimum notice periods regarding operational changes	Human Rights & Labour Standards	SR24 (page 50)
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018			
403-1	Occupational health and safety management system	Occupational Health & Safety	SR24 (pages 44 to 48)
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	SR24 (pages 44 to 45)
403-3	Occupational health services	Occupational Health & Safety	SR24 (pages 44 to 48)
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	SR24 (pages 44 to 48)
403-5	Worker training on occupational health and safety	Occupational Health & Safety	SR24 (page 45)
403-6	Promotion of worker health	Occupational Health & Safety	SR24 (pages 47 to 48)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	SR24 (pages 44 to 48)
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety	SR24 (pages 44 to 45)

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GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018			
403-9	Work-related injuries	Occupational Health & Safety	SR24 (pages 46)
403-10	Work-related ill health	Occupational Health & Safety	SR24 (pages 46)
GRI 404: TRAINING & EDUCATION 2016			
404-1	Average hours of training per year per employee	People Development	SR24 (page 62)
404-2	Programmes for upgrading employee skills and transition assistance programmes	People Development	SR24 (pages 57 to 58)
404-3	Percentage of employees receiving regular performance and career development reviews	People Development	SR24 (page 58)
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	People Development	SR24 (pages 61, 73)
405-2	Ratio of basic salary and remuneration of women to men	People Development	SR24 (page 61)
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective actions taken	Human Rights & Labour Standards, Employee Benefits	SR24 (pages 51 to 53, 56)
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights & Labour Standards	SR24 (pages 49 to 50)
GRI 408: CHILD LABOR 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights & Labour Standards	SR24 (pages 49 to 50)
GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights & Labour Standards	SR24 (pages 49 to 53)
GRI 410: SECURITY PRACTICES 2016			
410-1	Security personnel trained in human rights policies or procedures	Human Rights & Labour Standards	SR24 (page 53)
GRI 413: LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programmes	Community Engagement	SR24 (pages 67 to 69)
413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement	SR24 (pages 67 to 69)
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	Human Rights & Labour Standards	SR24 (pages 50 to 51)
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	SR24 (page 87)
GRI 415: PUBLIC POLICY 2016			
415-1	Political contributions	Ethics, Integrity and Governance	SR24 (page 77)

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GRI 416: CUSTOMER HEALTH & SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality & Safety	SR24 (pages 81 to 83)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality & Safety	SR24 (page 82)
GRI 417: MARKETING AND LABELLING 2016			
417-1	Requirements for product and service information and labelling	Product Quality & Safety	SR24 (pages 81 to 83)
417-2	Incidents of non-compliance concerning product and service information and labelling	Product Quality & Safety	SR24 (pages 81 to 83)
417-3	Incidents of non-compliance concerning marketing communications	Product Quality & Safety	SR24 (pages 81 to 83)
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics, Integrity & Governance	SR24 (page 74)

SASB Content Index

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Product Safety			
HC-MS-250a.1	Number of recalls issued, total units recalled	Product Quality & Safety	SR24 (page 82)
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Product Quality & Safety	SR24 (page 82)
Ethical Marketing			
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Customer Experience	SR24 (page 89)
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Product Quality & Safety	SR24 (page 81)
Product Design & Lifecycle Management			
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Sustainable Product Management, Sustainable Packaging Materials	SR24 (pages 37 to 38)
Supply Chain Management			
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I supplier's facilities participating in third-party audit programmes for manufacturing and product quality	Overview Of Sustainability, Supply Chain Management	SR24 (pages 7, 86 to 89)
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Supply Chain Management	SR24 (pages 84 to 85)
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Managing Our Risk and Opportunity	IAR24 (pages 38 to 40)
Business Ethics			
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Ethics, Integrity & Governance	SR24 (pages 77 to 79)

**EXPORTS TO
195 COUNTRIES
WORLDWIDE**

FINANCIAL YEAR ENDED
31 AUGUST 2024



47
FACTORIES

784
PRODUCTION LINES

11,600
EMPLOYEES

95 Billion
GLOVES PER ANNUM

TOP GLOVE CORPORATION BHD
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