

BOARD OF DIRECTORS

1.	Tan Sri Dr Lim Wee Chai	<i>Executive Chairman</i>
2.	Dato' Lee Kim Meow	<i>Managing Director</i>
3.	Dato' Lim Han Boon	<i>Senior Independent Non-Executive Director</i>
4.	Tan Sri Rainer Althoff	<i>Independent Non-Executive Director</i>
5.	Lim Hooi Sin	<i>Executive Director</i>
6.	Lim Cheong Guan	<i>Executive Director</i>
7.	Puan Sri Tong Siew Bee	<i>Non-Independent Non-Executive Director</i>
8.	Datuk Noripah Kamso	<i>Independent Non-Executive Director</i>
9.	Sharmila Sekarajasekaran	<i>Independent Non-Executive Director</i>
10.	Tay Seong Chee, Simon	<i>Independent Non-Executive Director</i>
11.	Datuk Dr. Norma Mansor	<i>Independent Non-Executive Director</i>
12.	Azrina Arshad	<i>Independent Non-Executive Director</i>

REGISTERED & CORPORATE OFFICE

Level 21, Top Glove Tower,
16, Persiaran Setia Dagang,
Setia Alam, Seksyen U13,
40170 Shah Alam,
Selangor D.E., Malaysia.
Tel. : +603-3362 3098
Fax : +603-3362 3860
Email :
(i) sales@topglove.com.my
(ii) invest@topglove.com.my
(iii) whistleblower@topglove.com.my
(iv) media@topglove.com.my
Website: <https://www.topglove.com>

SENIOR INDEPENDENT NON-EXECUTIVE DIRECTOR

Dato' Lim Han Boon
Tel. : +603-3362 3098
Email : hblim@topglove.com.my

CHARTERED SECRETARIES

Chua Siew Chuan
SSM PC No.: 201908002648
MAICSA No.: 0777689

Chin Mun Yee
SSM PC No.: 201908002785
MAICSA No.: 7019243

Lim Keat See
SSM PC No.: 201908001159
MAICSA No.: 7020290
Tel. : +603-3362 3098
Email : kslim@topglove.com.my

STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia
Securities Berhad
Stock Code : 7113
Stock Name : TOPGLOV
Listing Date : 27 March 2001

Main Board of Singapore Exchange
Stock Code : BVA
Stock Name : Top Glove
Listing Date : 28 June 2016

ADR Programme
(Depository Receipt Programme)
USA
ADR Symbol : TGLVY

REGISTRAR IN MALAYSIA

Securities Services (Holdings)
Sdn Bhd
Level 7, Menara Milenium,
Jalan Damanlela,
Pusat Bandar Damansara,
Damansara Heights,
50490 Kuala Lumpur, Malaysia.
Tel. : +603-2084 9000
Fax : +603-2094 9940
+603-2095 0292
Email : info@sshshsb.com.my

SHARE TRANSFER AGENT IN SINGAPORE

Boardroom Corporate & Advisory
Services Pte Ltd
50 Raffles Place,
#32-01 Singapore Land Tower,
Singapore 048623.
Tel. : +65-6536 5355
Fax : +65-6438 8710
Email :
SRS.TeamC@boardroomlimited.com

AUDITORS

Ernst & Young (AF 0039)
Chartered Accountants
Level 23A, Menara Milenium,
Jalan Damanlela,
Pusat Bandar Damansara,
50490 Kuala Lumpur, Malaysia.

PRINCIPAL BANKERS

- BNP Paribas Malaysia Berhad
- CIMB Bank Berhad
- Citibank Berhad
- Deutsche Bank (Malaysia) Berhad
- Hong Leong Bank Berhad
- HSBC Bank Malaysia Berhad
- Industrial and Commercial Bank of China (Malaysia) Berhad
- Malayan Banking Berhad
- Mizuho Bank (Malaysia) Berhad
- MUFG Bank (Malaysia) Berhad
- OCBC Bank (Malaysia) Berhad
- Public Bank Berhad
- Siam Commercial Bank Public Company Limited
- Standard Chartered Bank Malaysia Berhad
- Sumitomo Mitsui Banking Corporation Malaysia Berhad
- The Bank of Nova Scotia Berhad
- United Overseas Bank (Malaysia) Berhad

BOARD OF DIRECTORS



OUR BUSINESS DIRECTION IS:

**TO PRODUCE CONSISTENTLY HIGH QUALITY GLOVES
AT EFFICIENT LOW COST**



1 DATO' LIM HAN BOON

2 TAY SEONG CHEE, SIMON

3 AZRINA ARSHAD

4 SHARMILA SEKARAJASEKARAN

5 DATUK DR. NORMA MANSOR

6 DATUK NORIPAH KAMSO

7 TAN SRI DR LIM WEE CHAI

8 PUAN SRI TONG SIEW BEE

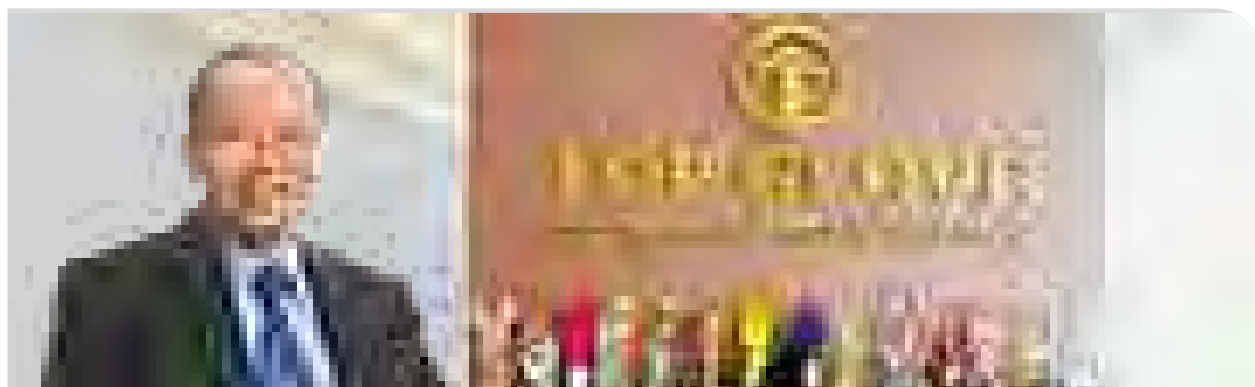
9 DATO' LEE KIM MEOW

10 TAN SRI RAINER ALTHOFF

11 LIM CHEONG GUAN

12 LIM HOOI SIN

PROFILE OF DIRECTORS

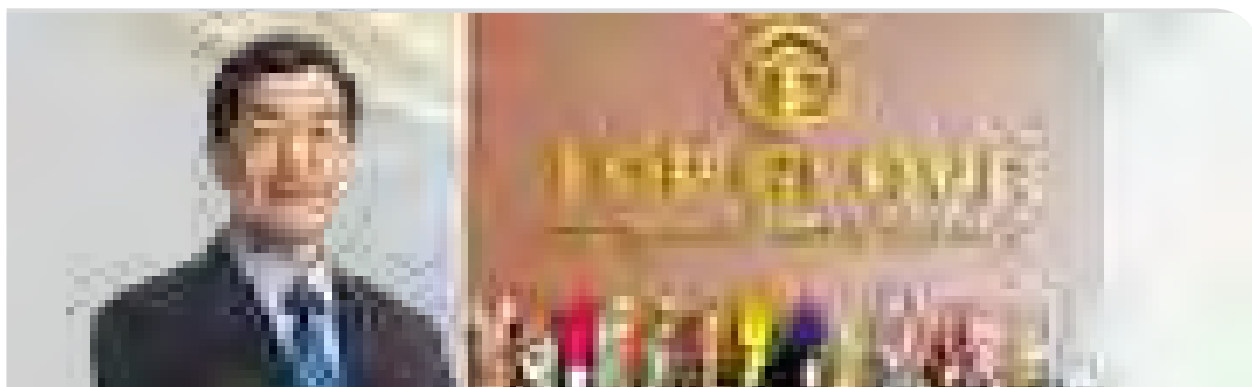


TAN SRI DR LIM WEE CHAI
EXECUTIVE CHAIRMAN

- Nationality/ Age** : Malaysian/ 61
- Gender** : Male
- Date of Appointment** : 4 September 2000 (Founder)
- Length of Service** : 19 years 3 months
(as at 13 November 2019)
- Date of Last Re-election** : 5 January 2017
- Board Committees** : • Chairman of Board Investment Committee
(as at 13 November 2019) • Chairman of Employees' Share Option Scheme Committee
• Chairman of Employees' Share Grant Plan Committee
- Board meetings attended in the Financial Year** : 7/7
- Qualification(s)** : • Honorary Doctorate in Entrepreneurship from Management & Science University, Malaysia
• Honorary Doctorate in Business Administration from Oklahoma City University, United States of America
• Doctor of Philosophy in Management from University of Selangor, Malaysia
• Master of Business Administration from Sul Ross State University, Texas, United States of America
• Bachelor of Science Degree with Honours in Physics from University of Malaya, Malaysia
- Present Directorship(s)** : **Listed entity** : Tropicana Corporation Berhad
Other public company : Trustee of Top Glove Foundation
- Present Appointment(s)** : • Honorary Fellow of Institut Fizik Malaysia (IFM) since 2019
• Immediate Past President / Council Member of the Federation of Malaysian Manufacturers since 2018
• Honorary President of the Associated Chinese Chambers of Commerce and Industry of Malaysia since 2017
• Life Honorary President of the Federation of Hokkien Associations of Malaysia since 2017
• Honorary President of the Kuala Lumpur and Selangor Chinese Chamber of Commerce and Industry since 2017
• Director and Board Member of the Employees Provident Fund since 2015
• Honorary President of the Malaysia-China Chamber of Commerce since 2012
• Life Honorary Advisor of the Federation of Chinese Associations Malaysia since 2011
• Honorary Advisor of the Klang Chinese Chamber of Commerce since 2011
• Honorary Advisor of the Lim Association of Malaysia since 2011
• Director of Kuen Cheng High School since 2008
- Past Appointment(s) and Working Experience** : Tan Sri Dr Lim has been actively involved in many associations and organisations in Malaysia. He was the President of the Federation of Malaysian Manufacturers (FMM), having been in office in 2016/17. He served as the Director and Board Member of University of Malaya from 2015 to 2018, Council Member of the East Asia Business Council (EABC) from 2011 to 2015, and Director of the Association of Malaysia Medical Industries (AMMI). In addition, he was a Board member of the Malaysian Rubber Glove Board from 1998 to 1999 and also the President of the Malaysian Rubber Glove Manufacturers' Association (MARGMA) from 1997 to 1999. Prior to that, he served as Vice-President, Honorary Secretary and Treasurer of MARGMA for seven years.
- Family Relationship with any Director(s) and/or Substantial Shareholder(s) of the Company** : Spouse of Puan Sri Tong Siew Bee and brother of Mr Lim Hooi Sin, both of whom are Directors and Substantial Shareholders of the Company. He is also the father of Mr Lim Jin Feng, a Substantial Shareholder of the Company.

PROFILE OF DIRECTORS

(CONT'D)



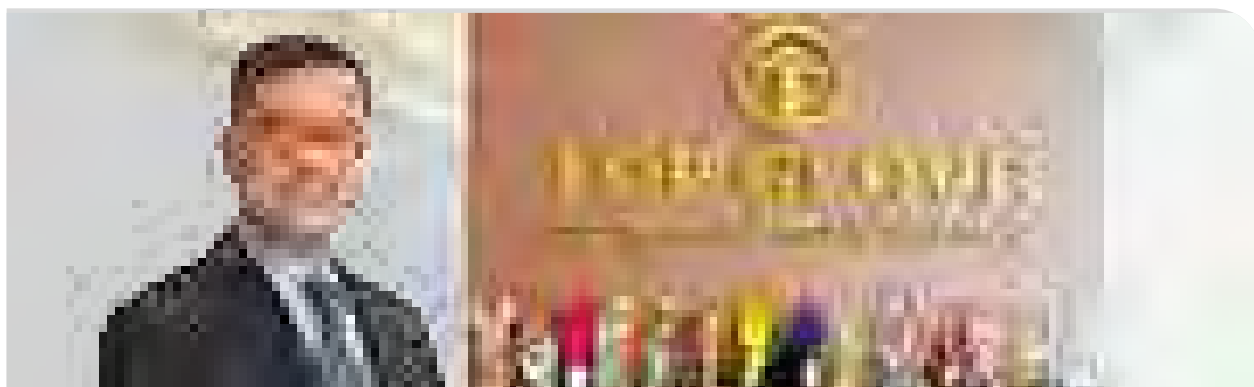
DATO' LEE KIM MEOW MANAGING DIRECTOR

- Nationality/ Age** : Malaysian/ 60
- Gender** : Male
- Date of Appointment** : 15 October 2003
- Date of Re-designated as Managing Director** : 7 April 2009
- Length of Service** : 16 years 1 month
(as at 13 November 2019)
- Date of Last Re-election** : 8 January 2019
- Board Committees** : Member of Board Risk Management Committee
(as at 13 November 2019)
- Board meetings attended in the Financial Year** : 7/7
- Qualification(s)** : • Bachelor of Law Degree from University of London, United Kingdom
• Bachelor of Commerce Degree from University of New South Wales, Australia majoring in Accounting, Finance and Information System
- Present Directorship(s)** : **Listed entity** : Nil
Other public company : Trustee of Top Glove Foundation
- Present Appointment(s)** : • Chairman of the Asean Rubber Glove Manufacturers Association (ARGMA) since 2013
• Trustee of MARGMA Foundation since 2015
• Board member of the Malaysian Rubber Export Promotion Council (MREPC) since April 2018
- Past Appointment(s) and Working Experience** : Dato' Lee has more than 15 years of experience in financial services, trading and manufacturing business having worked in established financial institutions and with a well-known conglomerate with diversified interest in the ASEAN region.

In the past 17 years, Dato' Lee has been actively contributing to the development of the rubber glove industry in Malaysia as well as the ASEAN region. He has served for 14 years as a board member of the Malaysian Rubber Export Promotion Council (MREPC) from 2002 to 2016. He was a board member of the Malaysian Rubber Board (MRB) and Tun Abdul Razak Research Centre (TARRC) from 2010 to 2011; and a past President of the Malaysian Rubber Glove Manufacturers' Association (MARGMA). He was also the Chairman of the Organising Committee of the International Rubber Glove Conference and Exhibition (IRGCE) from 2014 to 2016.

PROFILE OF DIRECTORS

(CONT'D)



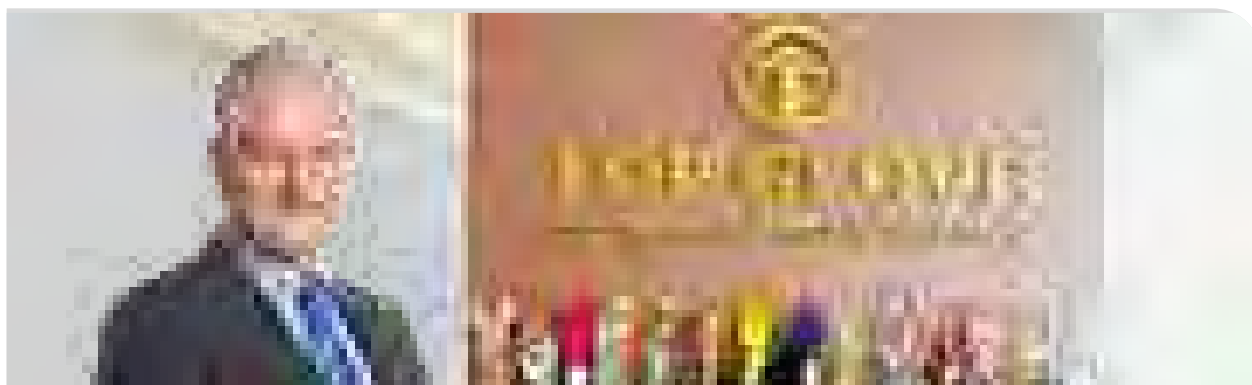
DATO' LIM HAN BOON

SENIOR INDEPENDENT NON-EXECUTIVE DIRECTOR

- Nationality/ Age** : Malaysian/ 62
- Gender** : Male
- Date of Appointment** : 21 February 2011
(Re-designated as Senior Independent Non-Executive Director on 8 January 2019)
- Length of Service** : 8 years 9 months
(as at 13 November 2019)
- Date of Last Re-election** : 9 January 2018
- Board Committees** : • Chairman of Board Audit Committee
(as at 13 November 2019) • Member of Board Risk Management Committee
• Member of Board Sustainability Committee
• Member of Board Nomination and Remuneration Committee
• Member of Board Investment Committee
• Member of Employees' Share Option Scheme Committee
• Member of Employees' Share Grant Plan Committee
- Board meetings attended** : 7/7
in the Financial Year
- Qualification(s)** : • Master of Business Administration Degree from the University of South Australia, Australia
• Fellow of the Association of Chartered Certified Accountants, United Kingdom
• Chartered Accountant of the Malaysian Institute of Accountants
• Member of the Chartered Management Institute, United Kingdom
• Attended the Harvard Business School Senior Management Development Program
- Present Directorship(s)** : **Listed entity** : Nil
Other public company : Nil
- Present Appointment(s)** : • Founder/Director of Envo BPO Services Sdn Bhd
• Advisor to Outsourcing Malaysia, a Chapter of PIKOM the National ICT Association Malaysia
• Board Member of Kuen Cheng High School Kuala Lumpur
- Past Appointment(s) and Working Experience** : Dato' Lim started his career in the Chartered Accounting firm of Binder Hamlyn (now known as BDO). Subsequently, Dato' Lim spent more than twenty (20) years in the transportation and maritime logistics industry having worked for Kontena Nasional Berhad, Northport (Malaysia) Berhad as its General Manager, Corporate Services and NCB Holdings Berhad as the Group Financial Controller and Company Secretary.
- He is also no stranger in the Global Business Services/Outsourcing Industry having spent more than ten (10) years in this line, being the founder of Envo BPO Services Sdn Bhd.

PROFILE OF DIRECTORS

(CONT'D)



TAN SRI RAINER ALTHOFF INDEPENDENT NON-EXECUTIVE DIRECTOR

- Nationality/ Age** : Malaysia Permanent Resident/ 73
- Gender** : Male
- Date of Appointment** : 14 March 2013
- Length of Service** : 6 years 8 months
(as at 13 November 2019)
- Date of Last Re-appointment** : 9 January 2018
- Board Committees** : Member of Board Risk Management Committee
(as at 13 November 2019)
- Board meetings attended in the Financial Year** : 7/7
- Qualification(s)** : Master degree (Diploma) in Electronics and Electrical Engineering from Bergische University of Wuppertal, Germany
- Present Directorship(s)** : **Listed entity** : Nil
Other Public Company : Nil
- Present Appointment(s)** :
 - Member of Rotary Club Kuala Lumpur DiRaja since 2001
 - Chief Executive Officer of ALC International Sdn Bhd, Kuala Lumpur since 2009
 - Member of International Advisory Panel to the Board of Directors of CIMB Bank since 2009
 - (Non-Administrative) Honorary Chairman of The Brand Laureate World Foundation, Petaling Jaya since 2016
 - Executive Chairman of RaceRoom Sdn Bhd, Kuala Lumpur since 2017
 - (Non-Administrative) Non-Executive Chairman of Total Sports Asia Sdn Bhd since 2019
- Past Appointment(s) and Working Experience** : Has experiences in the fields of Electrical Engineering and Electronics which spans for more than 45 years. Tan Sri Rainer Althoff was the President and CEO of Siemens Malaysia Sdn Bhd Petaling Jaya for more than 11 years and also the spokesperson of Siemens for all Siemens operations and its affiliated companies in Malaysia. He was a Non-Executive Director of Proton Holdings Berhad, Subang Jaya for 3.5 years and also the Chairman of Nokia Siemens Networks Sdn Bhd, Kuala Lumpur and Chairman of Coriant Malaysia Sdn Bhd, Kuala Lumpur. He was an Executive Director of Lauda Interactive AG, Darmstadt/ Germany and Senior Advisor to T-Systems Malaysia Sdn Bhd, Cyberjaya. He was also a trustee of Jeffrey Cheah Foundation.

PROFILE OF DIRECTORS

(CONT'D)



LIM HOOI SIN
EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 57
Gender : Male
Date of Appointment : 4 September 2000
Length of Service : 19 years 3 months
 (as at 13 November 2019)
Date of Last Re-election : 8 January 2019
Board Committees (as at 13 November 2019) : Nil

Board meetings attended : 7/7
in the Financial Year

Qualification(s) :

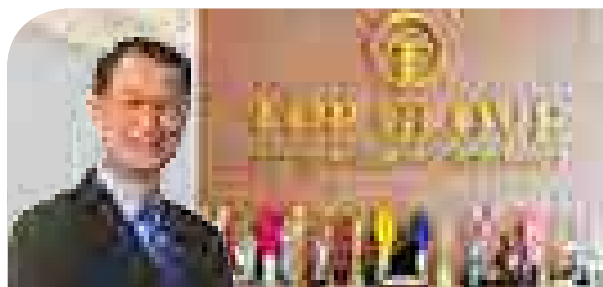
- Charter Financial Consultant Diploma from American College, PA, United States of America
- Master Degree in Business Administration (Specialised in Applied Statistics) from Arizona State University, United States of America
- Bachelor of Science Degree in Management Science from Oklahoma State University, United States of America

Present Directorship(s) :
Listed entity : Nil
Other public company : Nil

Present Appointment(s) : Nil

Past Appointment(s) and Working Experience :
 Mr. Lim spent fourteen (14) years of his career with MetLife Financial Services, one of the largest insurance and financial services companies in the USA. Prior to this appointment, he was a Management Trainee, Associate Branch Manager, Regional Marketing Specialist, Agency Director and a Director of Asian Market. His experiences include product development, marketing, recruiting, training and supervision of a large highly productive sales force. He was previously a Director of AAAA (Arizona Asian American Association). He has more than 20 years of experience in the USA glove market, having been the founder of TG Medical USA, Inc. (a wholly-owned subsidiary of the company) in 1994, and served as its Executive Vice President from 2001 to 2005 and President since 2005. He also sits on the Board of several private limited companies.

Family Relationship with any Director(s) and/or Substantial Shareholder(s) of the Company :
 Brother of Tan Sri Dr Lim Wee Chai and brother-in-law of Puan Sri Tong Siew Bee, both of whom are Directors and Substantial Shareholders of the Company.



LIM CHEONG GUAN
EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 54
Gender : Male
Date of Appointment : 31 August 2006
Length of Service : 13 years 3 months
 (as at 13 November 2019)
Date of Last Re-election : 5 January 2017

Board Committees (as at 13 November 2019) :
 • Member of Board Risk Management Committee
 • Member of Board Investment Committee
 • Member of Employees' Share Option Scheme Committee
 • Member of Employees' Share Grant Plan Committee

Board meetings attended : 7/7
in the Financial Year

Qualification(s) :

- Member of Malaysian Institute of Accountants
- Member of Malaysian Institute of Certified Public Accountants
- Bachelor Degree in Accounting, University of Malaya, Malaysia

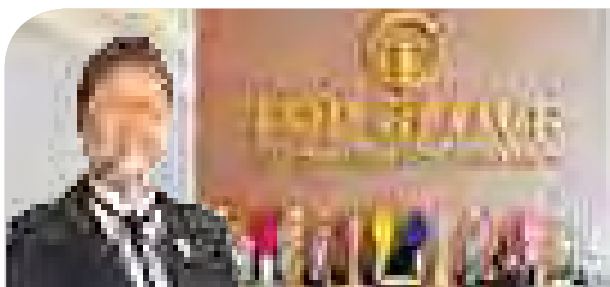
Present Directorship(s) :
Listed entity : Nil
Other public company : Nil

Present Appointment(s) :
 • Advisor to the Administrative Committee of Top Glove Foundation since year 2008
 • Chairman of the Risk Working Committee since year 2014
 • Head of the Sustainability Steering Group since 2019

Past Appointment(s) and Working Experience :
 Began his career with Price Waterhouse in 1990 and subsequently held various key positions in a number of public listed companies in Malaysia whose business activities spanned over manufacturing, plantation, trading and property development.

PROFILE OF DIRECTORS

(CONT'D)



PUAN SRI TONG SIEW BEE
NON-INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 61
Gender : Female
Date of Appointment : 4 September 2000
 (Co-Founder)
 (Re-designated as NINED on
 8 May 2019)

Length of Service : 19 years 3 months
 (as at 13 November 2019)

Date of Last Re-election : 8 January 2019

Board Committees (as at 13 November 2019) :
 Member of Board Sustainability Committee

Board meetings attended : 4/7
in the Financial Year

Qualification(s) :

- Master of Business Administration from Sul Ross State University, Texas, United States of America
- Bachelor of Science Degree with Honours in Computer Science from University of Science, Malaysia

Present Directorship(s) :

Listed entity : Nil

Other public company : Trustee of Yayasan Pendidikan Tzu Chi Malaysia

Present Appointment(s) : Nil

Past Appointment(s) and Working Experience :

Worked in the banking industry in the information technology field for more than ten (10) years, she was formerly attached to United Overseas Bank Berhad and Utama Bank Berhad.

Family Relationship with any Director(s) and/or Substantial Shareholder(s) of the Company :

Spouse of Tan Sri Dr Lim Wee Chai and sister-in-law of Mr. Lim Hooi Sin, both of whom are Directors and Substantial Shareholders of the Company. She is also the mother of Mr. Lim Jin Feng, a Substantial Shareholder of the Company.



DATUK NORIPAH KAMSO
INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 62

Gender : Female

Date of Appointment : 18 March 2015

Length of Service : 4 years 8 months
 (as at 13 November 2019)

Date of Last Re-election : 9 January 2018

Board Committees (as at 13 November 2019) :

- Chairman of Board Risk Management Committee
- Member of Board Nomination and Remuneration Committee
- Member of Board Audit Committee
- Member of Board Investment Committee
- Member of Board Sustainability Committee
- Member of Employees' Share Option Scheme Committee
- Member of Employees' Share Grant Plan Committee

Board meetings attended : 7/7
in the Financial Year

Qualification(s) :

- Master in Business Administration, Marshall University, Huntington, West Virginia, United States of America
- Bachelor of Science, Northern Illinois University, Dekalb, Illinois, United States of America
- Diploma in Business Studies, Institute Technology Mara, Malaysia

Present Directorship(s) :

Listed entity : Nil

Other public company : Director of BIMB Investment Management Berhad

Present Appointment(s) :

- Chairman of Bank Rakyat
- Chairman of Yayasan Bank Rakyat
- Adjunct Professor for Faculty Business Management, UiTM
- Adjunct Professor to School of Economics, Finance and Banking, UUM
- Board of Trustees, International Council of Islamic Finance Educators (ICIFE)

Past Appointment(s) and Working Experience :

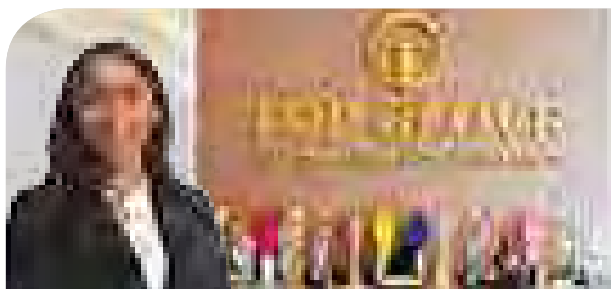
Began her career as Development Officer, Project Division with Urban Development Authority ("UDA") from 1980 to 1983 and joined Bank of Commerce (M) Berhad as Senior Corporate Banker from 1983 to 1986. She joined the CIMB group since year 1993 to 2014 and held various key positions in CIMB Group.

She was the Chief Executive Officer of CIMB Futures Sdn Bhd from 1996 to 2012, the Chief Executive Officer of CIMB Principal Asset Management Berhad from 2005 to 2013 and the founding Chief Executive Officer of CIMB Principal Islamic Asset Management Sdn Bhd from 2008 to 2012. Since 2008, she has successfully established a global platform for the firm to extend its reach to UK, Europe, GCC, Asia, USA and Australia. Datuk Noripah Kamso was a former Advisor of CIMB Islamic from 2013 to 2014.

She is also the Past President of the Malaysian Futures Brokers Association (MFBA). She was formerly a Global Practitioner in Residence in Principal Financial Group Centre for Global Citizenship, USA in 2015. In the academic year 2016/2017 she was a Fellow in Islamic Finance in Oxford Center for Islamic Studies (OCIS), an independent college of the University of Oxford, United Kingdom.

PROFILE OF DIRECTORS

(CONT'D)



SHARMILA SEKARAJASEKARAN
INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 51
Gender : Female
Date of Appointment : 18 March 2015
Length of Service : 4 years 8 months
 (as at 13 November 2019)
Date of Last Re-election : 9 January 2018
Board Committees (as at 13 November 2019) :
 • Chairman of Board Sustainability Committee
 • Member of Board Nomination and Remuneration Committee
 • Member of Board Audit Committee
 • Member of Employees' Share Option Scheme Committee
 • Member of Employees' Share Grant Plan Committee

Board meetings attended : 7/7
in the Financial Year

Qualification(s) :
 • Barrister-At-Law, Middle Temple, United Kingdom
 • Advocate & Solicitor, High Court of Malaya, Malaysia
 • B.A. Law & Economics (Hons.), Keele University, United Kingdom
 • Adjudicator, Kuala Lumpur Regional Centre for Arbitration

Present Directorship(s) :
Listed entity : Nil
Other public company : Nil

Present Appointment(s) :
 • Consultant in the Legal, Operations and Industry Development Departments of the RIM Group
 • Partner of Jerald Gomez & Associates since 2011, areas of practice are Intellectual Property, Banking Litigation, Corporate Advisory and Family & Estate Claims

Past Appointment(s) and Working Experience :
 Began her career as legal assistant in year 1998 with Messrs. Chooi & Co., and joined Messrs. Tay & Partners as Senior Legal Assistant in the Intellectual Property Department in 2000.

She joined the RIM Group in year 2005 and held various positions in the RIM Group.



TAY SEONG CHEE, SIMON
INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Singaporean/ 58
Gender : Male
Date of Appointment : 15 June 2016
Length of Service : 3 Year 5 months
 (as at 13 November 2019)
Date of Last Re-election : 5 January 2017

Board Committees (as at 13 November 2019) :
 • Member of Board Risk Management Committee
 • Member of Board Sustainability Committee

Board meetings attended : 5/7
in the Financial Year

Qualification(s) :
 • Bachelor of Laws, LLB (Honours) from the National University of Singapore
 • Masters in Law, LL.M from Harvard Law School

Present Directorship(s) :
Listed entity : Nil
Other public company : Nil

Present Appointment(s) :
 • Advocate and Solicitor of the Supreme Court of Singapore
 • Chairman, Singapore Institute of International Affairs
 • Associate Professor, Faculty of Law, National University of Singapore
 • Senior Consultant, WongPartnership
 • Independent & Non-Executive Director, LGT Bank (Singapore) Ltd
 • Director & Executive Board of the Retail Business Group, Far East Organization
 • Independent & Non-Executive Director, Hyflux Ltd. (publicly listed on the SGX)
 • Commissioner, PT Oasis Waters International
 • Commissioner of the Financial Sector Commission of the Liechtenstein Initiative, United Nations University, Centre for Policy Research

Past Appointment(s) and Working Experience :

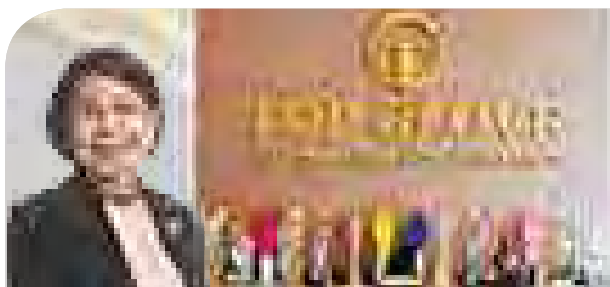
His previous corporate appointments include the Global Advisory Board Member for Mitsubishi USJ Financial Group of Japan (2013 to 2019), Toyota Motor Corporation Global Advisory Board (2010 to 2015), as a Corporate Advisor to Temasek Holdings (2006 to 2009) and Independent Director of Eurex Clearing Asia Pte Ltd (a subsidiary of the Deutsche Bourse). He has spoken at leading business conferences including the World Economic Forum, APEC CEO Summits and SIBOS, and briefed major corporate boards and financial institutions about the politics and economics that matter to businesses.

From 1992 to 2008, he served in a number of public appointments for Singapore. These included serving as Chairman of the National Environment Agency, a major government agency with over 3,000 civil servants, reporting to the Minister (2002 to 2008); an independent Member of Parliament (1997 to 2001); and to coordinate the Singapore Volunteers Overseas, the country's equivalent of the Peace Corps (1990 to 1993).

He was Chair or Co-Chair for a number of public commissions such as Singapore 21, the Singapore Green Plan and the Singapore Concept Plan 2010. In 2006, Prof Tay received a National Day Award. He continues to serve Singapore in a number of roles including as an Expert and Eminent Person in the ASEAN Regional Forum, a member of the government's Climate Change Network and as Vice-Chairman of the Asia Pacific Water Forum.

PROFILE OF DIRECTORS

(CONT'D)



DATUK DR. NORMA MANSOR
INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 62
Gender : Female
Date of Appointment : 12 May 2017
Length of Service : 2 year 6 months
 (as at 13 November 2019)
Date of Last Re-election : 9 January 2018
Board Committees (as at 13 November 2019) :
 • Chairman of Board Nomination and Remuneration Committee
 • Member of Board Risk Management Committee
 • Member of Employees' Share Option Scheme Committee
 • Member of Employees' Share Grant Plan Committee

Board meetings attended : 7/7
in the Financial Year

Qualification(s) :
 • Doctor of Philosophy (Ph.D.) from University of Liverpool
 • Master of Public Administration (MPA) from University of Liverpool
 • Bachelor of Economics (Honours) Degree from University of Malaya

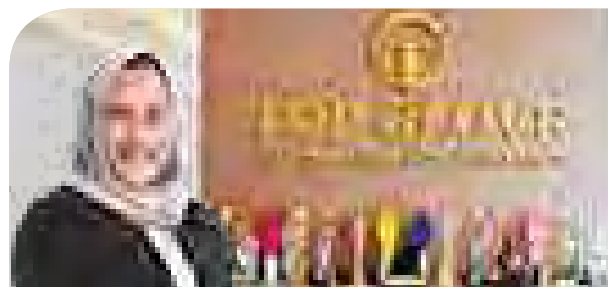
Present Directorship(s) :
Listed entity : Nil
Other public company : Nil

Present Appointment(s) :
 • Director of Social Security Research Centre of University of Malaya
 • President of Malaysian Economic Association

Past Appointment(s) and Working Experience :
 Datuk Norma started her career as a lecturer at the Department of Administrative Studies & Politics at University of Malaya in 1985. She was promoted as Associate Professor in 1992 and as Head of Department & Professor in 2000. She holds the position as an Executive Director of International Institute of Public Policy and Management from 2001 to 2004 and was subsequently appointed as Dean of the Faculty of Economics and Administration from 2004 to 2009.

Her past appointment includes the Ragnar Nurkse Visiting Professor of the School of Innovation and Governance, Tallinn University of Technology, Estonia in 2015; seconded to the Prime Minister's Department as Secretary to the National Economic Advisory Council (NEAC) from 2009 to 2011.

Datuk Norma's main research interests are associated with topics relating to Social Protection, Ageing, Public Policy, Development and Governance. She has published eight books and more than hundred academic journal articles, book chapters and media articles; and she has spoken in more than 80 conferences and events.



AZRINA ARSHAD
INDEPENDENT NON-EXECUTIVE DIRECTOR

Nationality/ Age : Malaysian/ 50
Gender : Female
Date of Appointment : 8 January 2019
Length of Service : 10 months
 (as at 13 November 2019)

Board Committees (as at 13 November 2019) :
 • Member of Board Audit Committee
 • Member of Board Investment Committee
 • Member of Board Sustainability Committee

Board meetings attended : 4/4
in the Financial Year

Qualification(s) :
 • Post Graduate Diploma in Architecture (LAM, PAM, RIBA Part II), Oxford Brookes University, United Kingdom
 • Diploma in Architecture (LAM, PAM, RIBA Part I), Universiti Institut Teknologi MARA, Malaysia

Present Directorship(s) :
Listed entity : Nil
Other public company : Trustee of Yayasan Arshad Ayub

Present Appointment(s) :
 • Project Manager and Director of Zalaraz Sdn Bhd
 • Freelance Project Architect & Manager of Focus Architects, Urban Designers & Planner, Ara Damansara

Past Appointment(s) and Working Experience:
 Azrina Arshad started her career in 1993 as an Assistant Architect in Arca-3 Arkitek, Kuala Lumpur and thereafter worked in various capacities in several architectural firms such as Focus Architects, Urban Designers and Planners in Selangor. She had also been a part time lecturer in Universiti Teknologi Malaysia (UTM) in year 1994.

Azrina Arshad was appointed as a Non-Independent & Non-Executive Director of Sanichi Technology Berhad from January 2010 to August 2011. She is also a Director and Partner of I-Partnership Sdn Bhd (formerly known as Woods Bagot (M) Sdn Bhd) since year 1997, and the Founder and Director of the Teapot Café Sdn Bhd since 1996. She has given talks organised by the American Hardwood Export Council in Guangzhou and Chengdu in 2005.

Note :
 Save as disclosed, all other Directors have no family relationship with any Director(s) and/or Substantial Shareholder(s) of the Company, have no conflict of interest with the Company, have not been convicted of any offence within the past 5 years other than traffic offences, if any, and have no public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

PROFILE OF EXECUTIVE COMMITTEE

The newly formed Executive Committee is headed by the Executive Chairman, Tan Sri Dr Lim Wee Chai and consist of the following key senior management:



Standing (From Left to Right) : Wong Chong Ban, Lim Cheong Guan, Lim Hooi Sin, Ng Yong Lin, Lew Sin Chiang
Seated (From Left to Right) : Tan Sri Dr Lim Wee Chai, Dato' Lee Kim Meow

Please refer to pages 10, 11 and 14 of this Annual Report for profiles of Tan Sri Dr Lim Wee Chai, Dato' Lee Kim Meow, Lim Cheong Guan and Lim Hooi Sin.

WONG CHONG BAN
Chief Operating Officer,
Joint Manufacturing
Committee

Nationality : Malaysian

Age/ Gender : 47/ Male

Qualification(s) :
Bachelor of Science,
Chemistry

Experience :
More than 20 years of
experience in the glove
manufacturing industry.

Date of Appointment:
9 March 1998

NG YONG LIN
Senior General Manager,
Technical Assistant to
Chairman

Nationality : Malaysian

Age/ Gender : 34/ Male

Qualification(s) :
Bachelor of Engineering,
Computer Aided Design/
Manufacturing

Experience :
More than 10 years of
experience in the glove
manufacturing industry.

Date of Appointment:
1 June 2009

LEW SIN CHIANG
Senior General Manager,
Joint Manufacturing
Committee

Nationality : Malaysian

Age/ Gender : 46/ Male

Qualification(s) :
Bachelor of Science,
Industrial Chemistry

Experience :
More than 20 years of
experience in the glove
manufacturing industry.

Date of Appointment:
16 March 1998

Note:
Mr. Lew is the brother-in-law of
both Tan Sri Dr Lim Wee Chai and
Puan Sri Tong Siew Bee.

Notes:

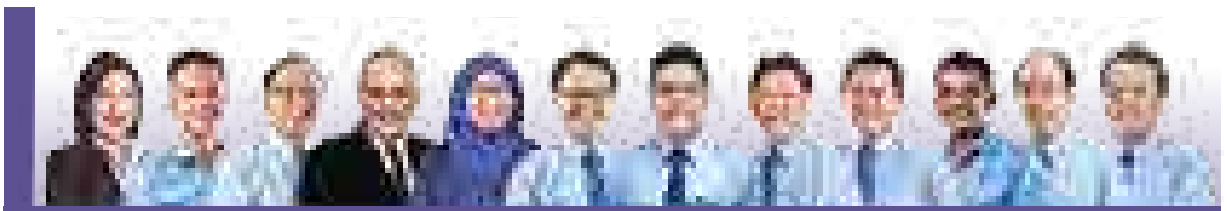
Save as disclosed in the Profile of Directors and above, none of the key senior management has:
(a) any directorship in public companies and listed issuers;
(b) any family relationship with any directors and/or major shareholders of the Company;
(c) any conflict of interest with the Company;
(d) any conviction for offences (other than traffic offences) within the past five (5) years; and
(e) any public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT TEAM

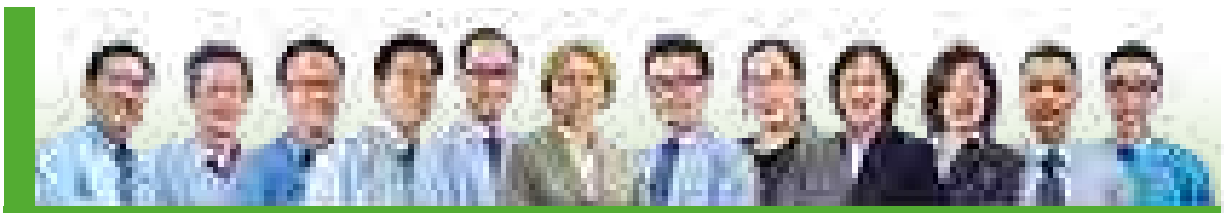


Lim Hooi Sin Puan Sri Tong Siew Bee Tan Sri Dr Lim Wee Chai Dato' Lee Kim Meow Lim Cheong Guan

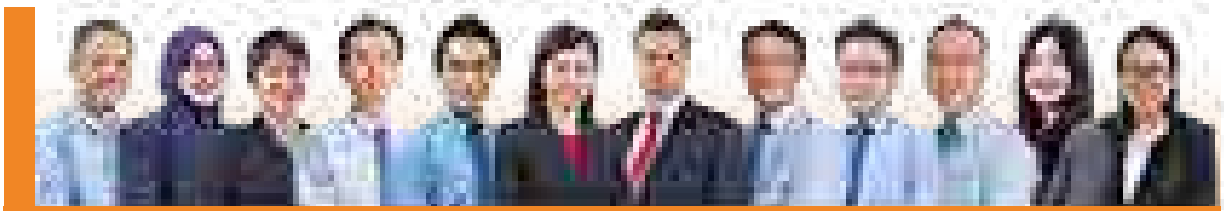
2ND ROW



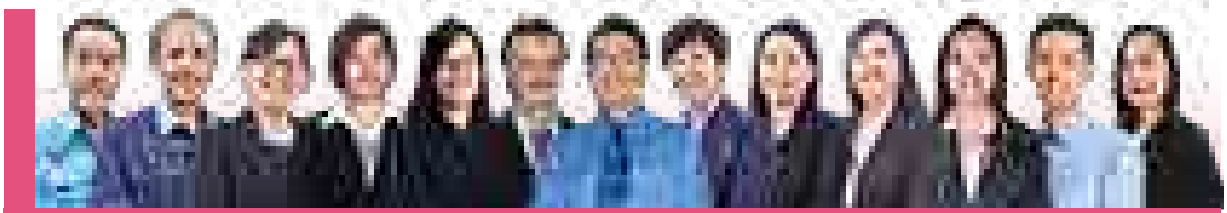
3RD ROW



4TH ROW



5TH ROW



2nd row (left to right)

Melissa Cheoh Hooi Gaik
Wong Chong Ban
Dato' Ir Haji Ahmad Hassan
Thomas Petermoeller
Noraziah Mahmud
Jeremy Liew Say Keong
Lew Sin Chiang
John Wu Kin Yeap
Aaron Lam Yat Hing
Ravi A/L Supramaniam
Chookiad Usaha
Leong Chew Mun

3rd row (left to right)

William Yap Kok Lin
Ong Ah Chye
Lee Shin Hwai
Tan Chee Hoong
Tan Kian Guan
Dorothy Ressel
Lim Hwa Chuan
Apple Lau Wan Peng
Loo Sun Nooi
Michelle Ang Peck Kean
Calvin Ng Soon Ghee
Ng Yong Lin

4th row (left to right)

Puon Tuck Seng
Noor Akilah Saidin
Wilawan Sakulsongboonsiri
Jack Lim Lung Fui
Loke Kean Mun
See Sook Fong
Yorck von Kries
Tan Chin Teong
Chang Chee Keong
Tio Thiam Boon
Tan Lee Sem
Ng Seow Wei

5th row (left to right)

Seah Chong Shew
Mansor Bin Daud
Chen Chew Lan
Aileen Choh Ai Ying
Chan Siew Lan
Thomas Buri
Edwyn Poon Yew Hong
Wendy Yeoh Heng Keow
Siah Ming Lei
Michelle Voon Wei-Ann
Phattaraporn Fueangthong
Lim Jin Feng
Kassy Lim Keat See



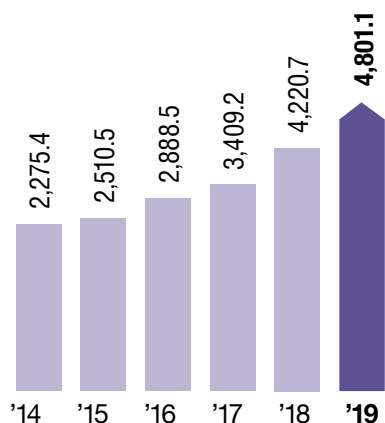
AUTOMATION & DIGITALISATION

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In an increasingly VUCA (volatile, uncertain, complex and ambiguous) business environment, we believe embarking on automation and digitalisation is the way forward to ensure our business continues to flourish, remains competitive and stays relevant.

FINANCIAL HIGHLIGHTS

REVENUE (RM MILLION)



REVENUE

(+13.7%)

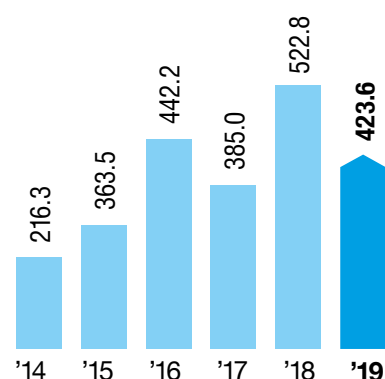
RM4,801
MILLION
(2018 : RM4,221 MILLION)

NET PROFIT

(-15.0%)

RM368
MILLION
(2018 : RM433 MILLION)

PROFIT BEFORE TAX (RM MILLION)



TOTAL ASSETS

(+7.4%)

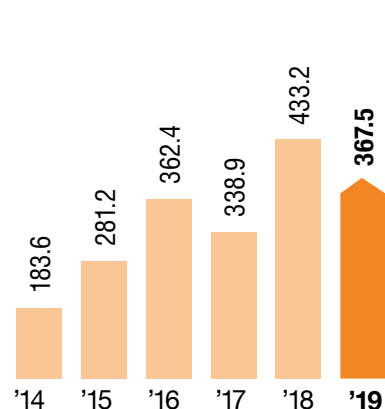
RM5,688
MILLION
(2018 : RM5,297 MILLION)

ROE

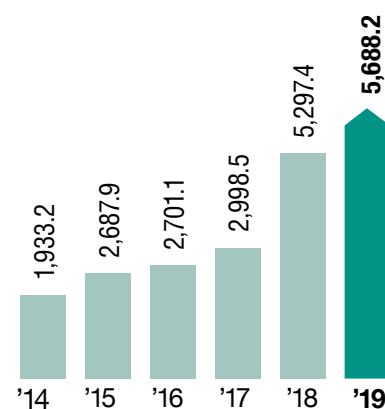
(-20.4%)

14.4%
(2018 : 18.1%)

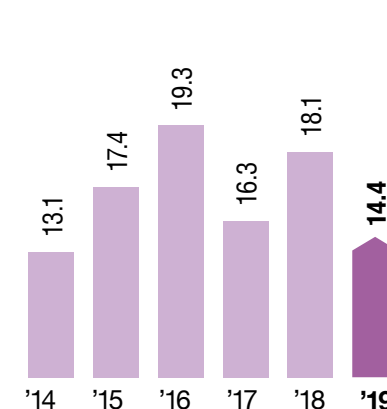
NET PROFIT (RM MILLION)



TOTAL ASSETS (RM MILLION)



RETURN ON EQUITY (%)



EPS

(-15.5%)

14.27
SEN
(2018 : 16.89 SEN)

NET DIVIDEND PER SHARE (-11.8%)

7.50
SEN
(2018 : 8.50 SEN)

6-YEAR FINANCIAL REVIEW

The Group registered Compounded Annual Growth Rates (CAGR) for revenue and net profit attributable to equity of 22% and 19% respectively, since listing in 2001.



Group	31.8.19 (RM'000)	31.8.18** (RM'000)	31.8.17** (RM'000)	31.8.16** (RM'000)	31.8.15 (RM'000)	31.8.14 (RM'000)
Turnover	4,801,139	4,220,742	3,409,176	2,888,515	2,510,510	2,275,366
Earning Before Interest, Depreciation & Taxation	687,493	694,002	489,255	524,682	441,714	301,800
Profit Before Taxation	423,588	522,800	393,402	442,202	363,538	216,310
Taxation	56,042	89,594	54,514	79,763	82,346	32,745
Profit After Tax	367,546	433,206	338,888	362,439	281,192	183,565
Profit Attributable to Owners of the Parent	364,678	428,830	339,023	360,729	279,781	180,523
Net (Borrowings) / Cash	(2,167,627)	(1,854,023)	70,584	303,747	180,106	157,633
Total Equity / Net Assets	2,554,141	2,398,396	2,072,791	1,875,697	1,614,393	1,397,550
Return on Equity (%)	14.4	18.1	16.3	19.3	17.4	13.1
Net Assets Per Share (RM)*#	1.00	0.94	0.83	0.75	0.65	0.57
Basic Earnings Per Share (RM)*#	0.14	0.17	0.14	0.15	0.12	0.08
Net Dividend (sen)*	7.50	8.50	7.25	7.25	5.75	4.00
Number of Shares in Issue ('000)#	2,559,814	1,278,158	1,254,135	1,252,648	620,860	620,664
Share Price (RM)^	4.75	11.14	5.61	4.25	7.72	4.79
Market Capitalisation#	12,159,117	14,238,680	7,035,697	5,323,754	4,793,039	2,972,981

* The comparative net assets per share, basic earnings per share and net dividend have been restated taken into account the effect of bonus issue on the basis of one new ordinary share for every one existing ordinary share held in FY2019.





Based on Company's issued and paid up share capital, excluding treasury shares.

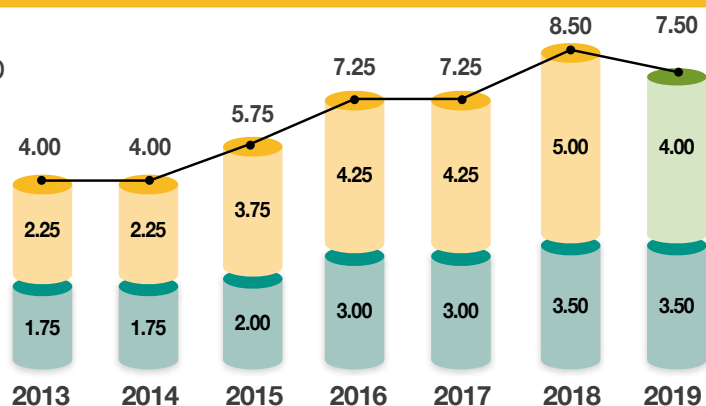
^ As at the last trading day of the financial year.

** Figures have been restated.

DIVIDEND PAYOUT

DIVIDEND POLICY :
50% OF PROFIT AFTER TAX AND
MINORITY INTEREST

-  Final Dividend declared and payable on 23 December 2019
-  Total Dividend (sen)
-  Final Dividend (sen)
-  Interim Dividend (sen)

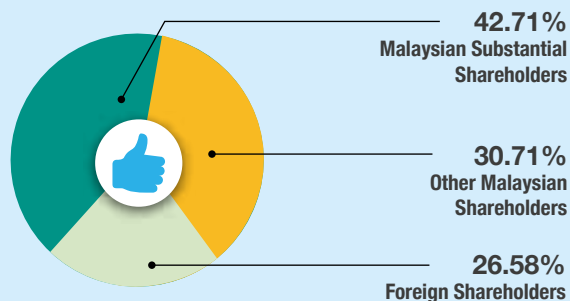


	2013	2014	2015	2016	2017	2018	2019
Total Dividend (RM million)	99.3	99.0	143.1	181.6	181.9	217.3	192.0
Payout Ratio (%)	51	55	51	50	55	51	53

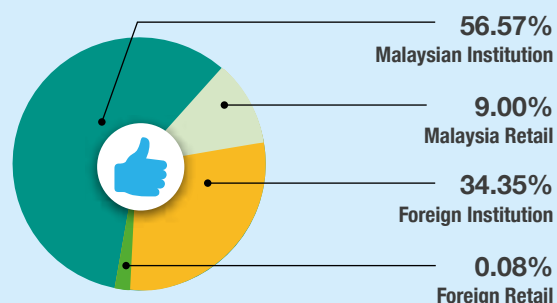
TOTAL DIVIDEND PAYMENT OF RM1.47 BILLION SINCE LISTED IN YEAR 2001.

Note: The dividends have been restated taken into account the effect of bonus issue.

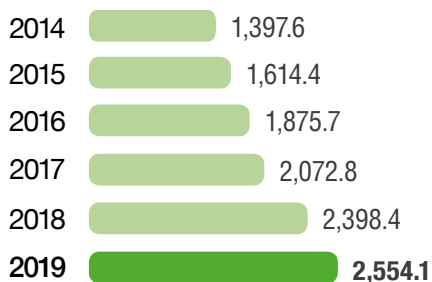
EQUITY HOLDERS STRUCTURE (MALAYSIAN & FOREIGNER) as at 31 August 2019



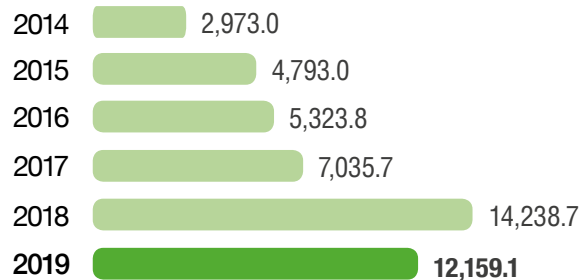
SHAREHOLDER MIX (MALAYSIA VS. FOREIGN) as at 31 August 2019



TOTAL EQUITY (RM million)



MARKET CAPITALISATION (RM million) (as at last trading day of financial year end)



Investor Relations Contact

All investors are welcome to contact the Investor Relations (IR) team directly at invest@topglove.com.my or visit the Investor Relations section on our website at <https://www.topglove.com>