

PRESS RELEASE

Top Glove Corporation Bhd (Company No. 199801018294 [474423-X])

For Immediate Release

TOP GLOVE WORKING CLOSELY WITH U.S. CBP TO RESOLVE WRO/FINDING

Shah Alam, Wednesday, 5 May 2021 With reference to reports on Top Glove's one container to Cleveland Port, Ohio, U.S.A, Top Glove wishes to inform that the Company continues to work closely with the U.S. CBP towards the expeditious resolution and revocation/modification of the Withhold Release Order (WRO)/Finding.

The U.S. CBP is currently reviewing our submission on the back of the Company having remediated the 11 International Labour Organization's (ILO) forced labour indicators.

The Company's resolution of the 11 ILO indicators of forced labour had earlier been verified by independent international UK consultant, Impactt Ltd, in its report dated 22 April 2021. *Please refer to Chart 1 below*.

TOP GLOVE TOP GLOVE TOP Glove has achieved all Green on the International Labour Organization (ILO) 11 Forced Labour Indicators						
Forced Labour Indicators vs Impactt assessment	Investigation completed 28/08/2020	CAP verification October 2020	CAP verification January 2021	Accommodation inspection March 2021	CAP verification April 2021	→ 11 A Key:
1. Abuse of vulnerability						A Green = All issues closed
2. Retention of identity documents						B Pale Yellow = Further progress
3. Restriction of movement			*		*	D made
4. Excessive overtime						C Light Yellow = Significant progress made on issues
5. Abusive working and living conditions						Dark Yellow = Critical issues
6. Deception						present but isolated / or in supply chain
7. Isolation						Orange = Critical issues present,
8. Debt bondage						but progress is being made
9. Withholding of wages						F Red = Critical issues requiring immediate action
10. Physical and sexual violence					**	
11. Intimidation		0				Note: The indicator of A to F is added in for easy reference

Chart 1

"It is important to note various mandatory government movement control orders (MCOs) are in place to prevent the spread of COVID-19, and thus, despite all prior issues being closed, restriction of movement remains factually present.

** ILO Forced Labour Guidance on Physical and Sexual Violence' states... 'Forced labourers..may be subjected to actual physical or sexual violence...so as to have greater control over them.' It is Impact's opinion that the instances of physical and sexual violence at TG are not related to the company gaining 'greater control over workers', therefore these instances, although concerning, are not indicative of systemic forced labour. Source: Impactt Report, 22 April 2021, ILO Indicators in Top Glove direct operations