



**TOP GLOVE CORPORATION BHD
(474423-X)**

Board Diversity Policy

Updated as at 18 June 2019

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1. Principle and Objective

- 1.1 Diversity in Board composition is an essential measure of good governance and a driver of Board's effectiveness. It is a critical attribute of a well-functioning board and contributing to the sustainable development of the Company.
- 1.2 Diverse Board enhances decision-making capability and effectiveness in discharging its duties and responsibilities through leverage differences in thought and perspectives.
- 1.3 The objectives of this Policy are to have a Board which:
 - a) is characterized by a broad range of viewpoints rather than just diversity in skills and experience; diversity in viewpoints would exist if there is diversity in gender, nationality, age, cultural and socio-economic backgrounds;
 - b) has sustainable development as its core value, and thus promotes the interests of all our stakeholders, particularly the long term interests of our shareholders, fairly and effectively.

2. Scope

The Board considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and cultural background.

2.1 *Independence*

The Board includes a balanced composition of Executive Directors, Non-Independent Non-Executive Directors and Independent Non-Executive Directors so that there is a strong element of independence in the Board. The Independent Non-Executive Directors shall be of sufficient caliber and standing for their views to carry weight.

2.2 *Skills and Experience*

The Board possesses a balance of skills appropriate for the requirements of the business of the Company. The Directors have a mix of finance, legal, academic, engineering and management backgrounds that taken together provide the Company with considerable experience in a range of activities including varied industries, education, government, banking, investment and the professions.

2.3 Gender

The Board maintains the pursuit of its target of at least 30% women participation on the Board. The Board will take necessary measures to ensure women candidates are sought in its recruitment exercise for Board.

2.4 Ethnicity

To cope with the Top Glove's businesses, we aspire to having a Board with different nationality or ethnic backgrounds who can contribute their knowledge and understanding from diverse perspectives.

2.5 Age

The Board is fully committed to promoting age diversity, valuing the contribution of its members regardless of age, and seek to eliminate age stereotyping and discrimination on age.

3. Measurable objective

- 3.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, ethnicity and age) will be disclosed in the Corporate Governance Overview Statement annually.
- 3.2 The Board acknowledges the importance to promote gender diversity and aims to appoint and maintain 30% women participation on its Board to be in line with the Government's aspiration.
- 3.3 The Board Nomination and Remuneration Committee ("BNRC") is responsible in ensuring that gender diversity objectives are adopted in board recruitment, board performance evaluation and succession planning processes.
- 3.4 The BNRC will consider the balance in board composition in terms of skills, experience, independence as well as diversity in carrying out the annual performance assessment on the effectiveness of Board, Board Committees and individual Directors.
- 3.5 The Company is committed to maintain a suitable working environment of respect for people regardless of their gender in all business dealings and achieving a

workplace environment free of harassment and discrimination on the basis of gender, physical or mental state, ethnicity, nationality, religion, age or family status.

4. Monitoring and reporting

The BNRC will assess and report to the Board on:

- initiatives undertaken by the Board in relation to board Diversity and to achieve the Measurable Objectives;
- progress in achieving the Measurable Objectives; and
- make recommendations to the Board regarding the Measurable Objectives.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board Diversity.

5. Publication and Revision

5.1 This Policy is also available on the Company's website www.topglove.com.

5.2 Any revisions to the Policy as recommended by the BNRC will be submitted to the Board for consideration and approval.

<p>Adopted by Board: 14 October 2014 Updated and Adopted by Board on: 18 June 2019</p>
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