

TOP GLOVE

TOP QUALITY, TOP EFFICIENCY

**SUSTAINABILITY
REPORT
2022**

TOP GLOVE CORPORATION BHD

Incorporated in Malaysia [Registration No.: 199801018294 (474423-X)]

A Public Company Listed on the Main Market of Bursa Malaysia and Main Board of Singapore Exchange

FINANCIAL YEAR ENDED
31 AUGUST 2022



SCAN FOR TG
INTEGRATED ANNUAL
REPORT 2022



SCAN FOR TG
SUSTAINABILITY
REPORT 2022



**A FOCUS ON
CUSTOMER CENTRICITY**

About This Report

SCOPE AND BOUNDARY OF REPORTING

Financial and non-financial reporting

This Report constitutes the Sustainability Report as defined in terms of Malaysian law. It reflects on non-financial performance, opportunities, risks and outcomes attributable to or associated with key stakeholders who have a significant influence on our ability to create value. Our reporting coverage is based on group-level disclosure unless stated otherwise. There is no significant change to our structure, ownership and supply chain during the reporting year. Group reporting standards are continually being developed to make disclosure meaningful and measurable for stakeholders.

THE LEGISLATION AND FRAMEWORKS THAT INFORM OUR REPORTING

This Sustainability Report was prepared against local and global standards, including:

- International Integrated Reporting Council (IIRC) Framework and Sustainability Accounting Standards Board (SASB)
- United Nations Sustainable Development Goals (SDGs)
- Malaysian Code on Corporate Governance
- Global Reporting Initiative (GRI) Standards: Core Option.
- FTSE4Good Bursa Malaysia Index Rating Guide
- Bursa Malaysia Sustainability Reporting Guidelines 3rd Edition
- Bursa Malaysia Corporate Governance Guide 4th Edition
- Dow Jones Sustainability Index (DJSI)
- Morgan Stanley Capital International (MSCI) Global Standard Index
- Sustainability-related indices criteria such as FTSE Russell ESG Ratings, Bloomberg Gender Equality Index and Zoological Society of London SPOTT
- Task Force on Climate-related Financial Disclosures Framework
- Ten Principles of the UN Global Compact
- Greenhouse Gas (GHG) Protocol

MATERIALITY AND MATERIAL MATTERS

We apply the principle of materiality in assessing what information to include in our Sustainability Report. This Report focuses particularly on those issues, opportunities and challenges that impact materially on the Group as well as on its ability to be a sustainable business that delivers value to key stakeholders, including our shareholders.

FORWARD-LOOKING STATEMENTS

This Report contains forward-looking statements concerning our financial condition, results of operations and businesses. These forward-looking statements are subject to a number of risks and uncertainties, many of which are beyond our control and all of which are based on our current beliefs and expectations about future events. Forward-looking statements are typically identified by the use of forward-looking terminology such as “believes”, “expects”, “may”, “will”, “could”, “should”, “intends”, “estimates”, “plans”, “assumes” or “anticipates”, or the negative thereof, or other variations thereon or comparable terminology, or by discussions of strategy that involve risks and uncertainties. These forward-looking statements and other statements contained in this Sustainability Report regarding matters that are not historical facts involve predictions.

No assurance can be given that such future results will be achieved. Actual events or results may differ materially as a result of risks and uncertainties facing us and our subsidiaries. Such risks and uncertainties could cause actual results to vary materially from the future results indicated, expressed or implied in such forward-looking statements.

The forward-looking statements contained in the Sustainability Report speak only as of the date of the Report. We are not under any obligation to (and expressly disclaim any such obligation to) revise or update any forward-looking statements to reflect events or circumstances after the date of the Report or to reflect the occurrence of unanticipated events. We cannot give any assurance that forward-looking statements will prove correct and investors are cautioned not to place undue reliance on any forward-looking statements.

ACCESSIBILITY

This report is only available in a digital version.

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We are very pleased with the Company's inclusion on the Dow Jones Sustainability Indices (DJSI) for the fourth consecutive year as well as scoring among top 3% on DJSI as at 21 October 2022 and top 16% for FTSE Russell ESG Ratings in 2022. This is a testament to our firm commitment to doing well by doing good. Backed by our strong business ethics and governance, we strive to ensure our business practices make a positive impact in the communities we serve and operate, while doing what we can to protect the Earth. As the world is facing multi faceted challenges in the economic, environmental and socio political realms, we affirm our promise to be a force for good, for our current generation and the generations to come.



Lim Cheong Guan, Managing Director

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All content and data in this Creating Sustainable Value section has been verified & assured by external assessor, SIRIM QAS International Sdn Bhd.

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CONTINUING TO DO WELL BY DOING GOOD: INSTILLING SUSTAINABILITY AT THE HEART OF TOP GLOVE

This year marks the beginning of Top Glove marching into the 4th decade of serving the global market with quality and safe products. We continue to remain conscious of the impacts of our business and aspire to transition our business operations towards best sustainability practices. Accordingly, various initiatives have been made to instil sustainability mindfulness in the hearts of our people and call for collective actions to achieve our aspirations.

2022 SUSTAINABILITY HIGHLIGHTS

Resumed exporting and selling gloves to U.S.A. following modification of finding by U.S. Customs and Boarder Protection (CBP) on 10 September 2021

Maintained inclusion on Dow Jones Sustainability Indices (DJSI) for four consecutive years, ranked top 3% (as at 21 October 2022) in the **Healthcare Equipment & Supplies** industry with a score of 67 out 100

The first Malaysian glovemaker to be included in 2022 Bloomberg Gender Equality Index with an above industry average score



Notched another first with inclusion in the S&P Global Sustainability Yearbook 2022 with an Industry Mover distinction

Sustainability Award Industry Mover 2022
S&P Global

Ranked Top 16% amongst the Healthcare Sector on the FTSE Russell ESG Ratings, scored 3.7 out of 5.0, reflecting an increase of about 20%

Became a member of the United Nations Global Compact Network in March 2022 to accelerate the Group's corporate sustainability agenda

Launched ESG World platform on its website for easy public access to Top Glove's comprehensive sustainability information



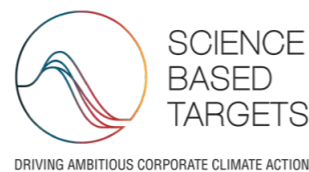
Established Traceability Committee as part of the effort to achieve 70% traceability to natural rubber plantations



Entered into a 20-year Power Purchase Agreement on Earth Day 2022

Launched Top Glove Sustainability Policy and revised the Business Partners' Code of Conduct

Committed to submit to the Science Based Target initiative (SBTi) for Net Zero Carbon in FY2024 and set Net Zero Carbon target year in FY2025



SUSTAINABILITY STRATEGY

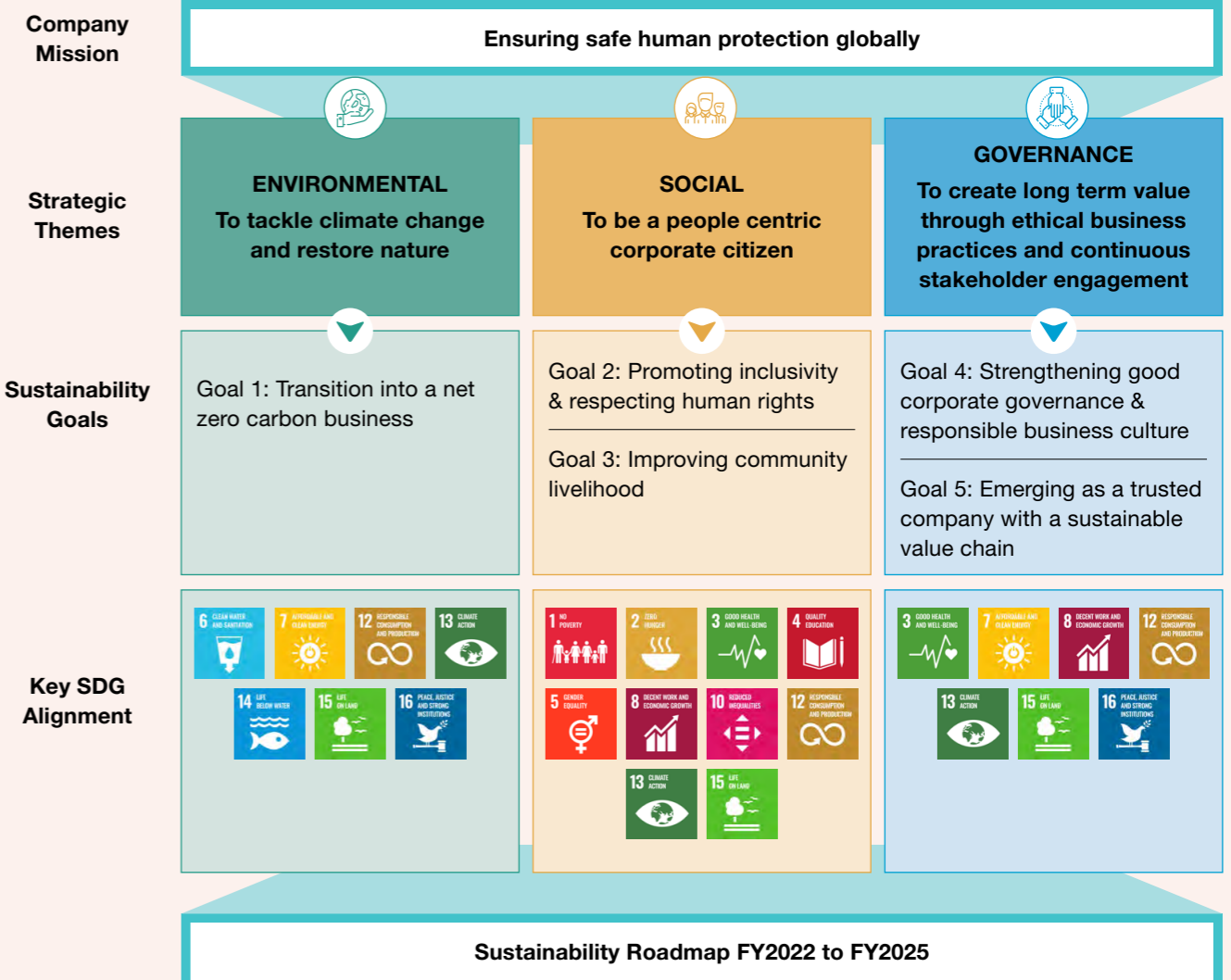
TOP GLOVE FY2025 SUSTAINABILITY BLUEPRINT STRUCTURE

Top Glove strives to advance into a sustainable business. We revamped our sustainability strategy to better deliver on our commitment towards sustainable development. The Top Glove FY2025 Sustainability Blueprint Structure is driven by our Company Mission and focuses on three strategic themes namely Environmental, Social and Governance which are supported by five sustainability goals.

Top Glove's sustainability strategy is sculptured in parallel with the 10 principles of the United Nations Global Compact (UNGC) and we expanded our key United Nations Sustainable Development Goals (SDGs) alignment to 14 out of the 17 goals. Accordingly, the birth of our Sustainability Roadmap FY2022 to FY2025 mapped out measurable medium term ESG targets and set a commitment for the Group to incorporate these important aspects not only in its daily operations but also in its decision making processes.

Top Glove FY2025 Sustainability Blueprint Structure

To set key focus areas and measurable (quantitative & qualitative) ESG targets (key performance indicators) for FY2025



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SUSTAINABILITY ROADMAP FY2022 TO FY2025

Established in FY2022, the Top Glove Sustainability Roadmap FY2022 to FY2025 paths our strategic sustainability goals and ambitious ESG targets to create sustainable value for stakeholders and the environment.

We are committed to making a submission to the Science Based Target initiative (SBTi) for net zero carbon and establish Top Glove's Net Zero Carbon initiative (NZTi) Roadmap in FY2024. Subsequently, we will determine the net zero carbon target year for Top Glove in FY2025.

Measuring Our Performance

We cannot improve what we cannot measure. Hence, we have established Specific, Measurable, Attainable, Relevant and Time-based (S.M.A.R.T.) targets to track the achievement level of each goal. The key FY2025 and interim annual targets are tracked quarterly and reported annually. All target years are financial year end and all reporting data is through FY2022. The targets are built with FY2021 as the baseline, unless specified.

Legend: Progress Tracking to 2025

- ○ ● Progressing well and on track to achieve targets by 2025
- ● ○ Progressing with slight delay, to review current approach
- ○ ○ Progressing but lagging, to review and revise targets (if necessary)

2025 Sustainability Goals	2025 Target	Interim 2022 Annual Target	2022 Performance	
Goal 1: Transition into a net zero carbon business 	1. Reduce carbon emission intensity by 10% to 0.0176 MT/1,000 pcs of gloves <i>*FY2022 as baseline</i>	Restudied the methodology and baseline changed from FY2021 to FY2022	○ ○ ●	
	2. Reduce electricity consumption intensity by 10% to 7.76 kWh/1,000 pcs of gloves <i>*FY2022 as baseline</i>			
	3. Reduce natural gas consumption by 10% to 0.279 MMBtu/1,000 pcs of gloves <i>*FY2022 as baseline</i>			
	4. Reduce municipal water consumption intensity by 34% to 0.151 m ³ /1,000 pcs of gloves <i>*FY2021 as baseline</i>	Reduce 10% to 0.207 m ³ /1,000 pcs of gloves	Reduced 3.6% to 0.222 m ³ /1,000 pcs of gloves	○ ● ○
	5. Reduce scheduled waste intensity by 13% to 0.140 kg/1,000 pcs of gloves <i>*FY2021 as baseline</i>	Reduce 5% to 0.152 kg/1,000 pcs of gloves	Reduced 5.5% to 0.151 kg/1,000 pcs of gloves	○ ○ ●
	6. Divert disposal of scheduled waste from licensed landfill by 74% <i>*FY2021 as baseline</i>	Divert 68%	Diverted 68.4%	○ ○ ●
	7. Reduce solid waste by 20% to 8,248 MT <i>*FY2021 as baseline</i>	Reduce 5% to 9,620 MT	Reduced 26.2% to 7,468 MT	○ ○ ●
	8. Increase the purchase of inner boxes made with 100% recycled material or FSC paper to 95% in terms of quantity <i>*FY2021 as baseline</i>	Increase to 80%	Achieved 82%	○ ○ ●
	9. Reduce a total of 25 types of plastic bag thickness by 0.01 mm <i>*new target</i>	Explore types of plastic bag which have the potential for reduction of thickness by 0.01 mm	Identified 95 types of plastic bags	○ ○ ●
	10. Procure bottles made with 50% recycled plastic materials <i>*FY2021 as baseline</i>	Explore plastic bottles made with 25% recycled plastic materials	Explored bottles made with 25% and 40% recycled materials	○ ○ ●

2025 Sustainability Goals	2025 Target	Interim 2022 Annual Target	2022 Performance
Goal 1: Transition into a net zero carbon business	11. Continue to procure refill packs for liquid detergent by 50% of the quantity of bottles purchased <i>*FY2021 as baseline</i>	Explore to procure refill packs	Sourced refill pack samples ○ ○ ●
	12. Reduce usage of virgin plastic resin in stretch film packing by 40% <i>*new target</i>	Explore alternate materials and method for packing	Explored different material and method of wrapping stretch film and conducted testing to prove the effectiveness ○ ○ ●
	13. Reduce paper usage by 80% to 12,600 kg <i>*FY2021 as baseline</i>	Reduce 20% to 50,400 kg	Reduced 56.9% to 27,907 kg ○ ○ ●
Goal 2: Promoting inclusivity & respecting human rights 	1. Social compliance audit rating BSCI: 100% factories audited achieve 'A' rating SMETA: 100% factories audited achieve not more than 5 NCs/factory <i>*FY2021 as baseline</i>	BSCI: 100% factories audited achieve 'A' rating SMETA: 90% factories audited achieve not more than 10 NCs/factory	BSCI: 75% factories audited achieved 'A' rating ○ ● ○ SMETA: 96% factories audited achieved not more than 10 NCs/factory ○ ○ ●
	2. Create 30,000 job opportunities <i>*FY2021 as baseline</i>	Create 7,300 job opportunities	Created 6,378 job opportunities ○ ● ○
	3. Achieve 50% female leadership in managerial positions (manager and above) <i>*FY2021 as baseline</i>	Achieve 44%	Achieved 50% ○ ○ ●
	4. Reduce occupational accident rate to 2.77 per 1,000 workers <i>*FY2021 as baseline</i>	Reduce to 3.12 per 1,000 workers	Reduced to 2.99 per 1,000 workers ○ ○ ●
	5. 95% of contractors to pass safety evaluation <i>*FY2021 as baseline</i>	Achieve 65%	Achieved 80.2% ○ ○ ●
Goal 3: Improving community livelihood 	Projects championed by Top Glove Foundation: Education Pillar <ul style="list-style-type: none"> TG Scholarship Award: Provide scholarships to degree students EduShare Programme: Provide reconditioned laptops to underprivileged students Environment Pillar <ul style="list-style-type: none"> Mangrove Nursery & Planting Project: Build mangrove nursery and plant mangrove propagules Grow Green Project: Propagate potted plants to create a greener work environment Community Pillar: <ul style="list-style-type: none"> Lend A Hand (LAH) Project: Support underserved families in cash/kind 		

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2025 Sustainability Goals	2025 Target	Interim 2022 Annual Target	2022 Performance
Goal 4: Strengthening good corporate governance & responsible business culture 	1. Achieve ISO 45001 Occupational Health & Safety Management System certification for 100% of our factories (43 out of 43 factories) <i>*FY2021 as baseline</i>	Certify 3 factories or achieve 14% (6 out of 43 factories)	Certified 3 factories or achieved 14% (6 out of 43 factories) ○○●
	2. Maintain ISO 9001 Quality Management System certification for 100% of our factories (43 out of 43 factories) <i>*FY2021 as baseline</i>	Certify 6 factories or achieve 100% (43 out of 43 factories)	Certified 6 factories or achieved 100% (43 out of 43 factories) ○○●
	3. Achieve ISO 14001 Environmental Management System certification for 100% of our factories (43 out of 43 factories) <i>*FY2021 as baseline</i>	Certify 7 factories or achieve 42% (18 out of 43 factories)	Certified 6 factories or achieved 40% (17 out of 43 factories) ○○●
	4. Achieve ISO 50001 Energy Management System certification for 100% of the selected factories (12 out of 12 factories) <i>*12 factories are selected based on factories energy performance and system readiness *FY2021 as baseline</i>	Certify 3 factories or achieve 25% (3 out of 12 factories)	Certified 3 factories or achieved 25% (3 out of 12 factories) ○○●
	5. Achieve ISO 37001 Anti-Bribery Management System certification for 100% entities (15 out of 15 entities) <i>*FY2021 as baseline</i>	Certify 3 entities or achieve 53% (8 out of 15 entities)	Certified 3 entities or achieved 53% (8 out of 15 entities) ○○●
	6. Certify related factories with FSC certification within 6 months of customer request <i>*new target</i>	Certify 1 factory under packaging manufacturer and additional 1 glove factory	Certified 1 factory under packaging manufacturer and additional 1 glove factory ○○●
Goal 5: Emerging as a trusted company with a sustainable value chain 	1. Conduct supplier audit to 100% active critical suppliers (new & existing) on ESG metrics <i>*FY2021 as baseline</i>	Conduct to 70%	Conducted to 93% ○○●
	2. Achieve 70% traceability to plantations of natural rubber sourcing <i>*new target</i>	Map 1 st tier suppliers for our latex concentration plants	Mapped 1 st tier suppliers for our latex concentration plants and developed traceability template for data collation ○○●

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Sustainability Policy

On 15 June 2022, Top Glove reaffirmed the Group's commitment to building a better future for all by launching our inaugural Sustainability Policy which outlines our commitments in the areas of environmental, social, governance and traceability.

This Policy was developed in consultation with a variety of stakeholders, including investors, non governmental organisations and analysts, in addition to aligning with the UN SDGs.

This Policy serves as a guide to ethical and responsible sourcing and procurement activity for all Top Glove subsidiaries and joint ventures, as well as the Company's supply chain.

Business Partners' Code of Conduct

We have also enhanced the Business Partners' Code of Conduct aligning it with the Policy which articulates our steadfast commitment to managing our business in a sustainable manner by improving the natural environment, uplifting employee socioeconomic wellbeing and conducting business ethically and responsibly. The revised Business Partners' Code of Conduct was communicated to our business partners in September 2022.

Sustainability Policy Grievance Handling Protocol

To monitor and promote compliance with the Sustainability Policy and Business Partners' Code of Conduct, the Grievance Handling Protocol was developed for effective grievance management. The protocol consists of a comprehensive process supporting the resolution of grievances by linking business and grievance resolutions and applies after grievances have been assessed and confirmed to violate our policies. Grievances may be raised by stakeholders in relation to Top Glove's operations and our business partners.

Top Glove believes that business partner engagement and stakeholder collaboration are the fundamental elements of creating responsible supply chains and contributing to sustainable landscapes. With the newly launched Sustainability Policy, we aim to engage actively with all our business partners and promote open exchanges to continually improve our respective practices.

Moving Forward in FY2023

We acknowledged that having this Policy is just the beginning of the journey and it is crucial to ensure our employees as well as business partners are aware of and in compliance with this Policy. It is in our planning to conduct a series of trainings to our employees on this Policy and Suppliers Workshops to share on Top Glove's commitments and expectations on sustainability.



Sustainability Policy

Scan the QR code to view our Sustainability Policy

<https://www.topglove.com/storage/sustainability-policies/June2022/Top%20Glove%20Sustainability%20Policy.pdf>



Business Partners' Code of Conduct

Scan the QR code to view our Business Partners' Code of Conduct

<https://www.topglove.com/storage/sustainability-policies/August2022/Business%20Partner%20Code%20of%20Conduct%20Revision%203.pdf>



Grievance Handling Protocol

Scan the QR code to view our Grievance Handling Protocol

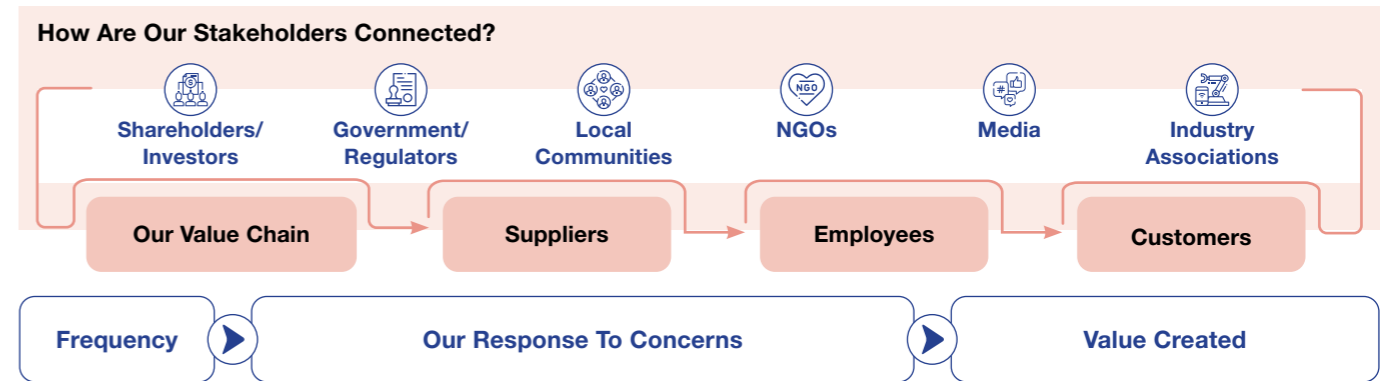
<https://www.topglove.com/storage/sustainability-policies/June2022/Sus%20Policy%20Grievance%20Handling%20Protocol%20final%20version.pdf>

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STAKEHOLDER ENGAGEMENT

Our value creation model is very much designed based on multi stakeholder facets because we are aware that our business strategies would not work if formulated and obtruded from top down. We continually engage with stakeholders via different channels, respond to their concerns and expectations in order to align their key priorities with our business strategy. The outcome of the engagement enables us to identify upcoming market trends, anticipate challenges and align our sustainability strategy and business activities with broader interests of the economy, society and environment.



Stakeholder Group	Why We Engage	Top 5 Material Matters Concerned	How We Engage	Frequency	Our Response To Concerns	Value Created
<p>Employees Employees are the lifeblood of the Group's business. Skilled management is needed to steer the Company and keep the business running to achieve Top Glove's long term goals.</p>	<ol style="list-style-type: none"> Labour Management Relations Product Quality & Safety Environmental Compliance Human Rights Customer Experience 	<ul style="list-style-type: none"> Employee assembly Employee satisfaction survey Performance appraisal review Recreational activities/empowerment and training opportunities Newsletters Corporate events 	<ul style="list-style-type: none"> Weekly Annually Half yearly As needed 	<ol style="list-style-type: none"> Employee engagement survey Improved Grievance Procedure Improved workers' accommodation according to regulations Independent Audits on labour practices Workers' town hall Training on social and environmental aspects Training on product quality & safety Tighten quality control 	<ol style="list-style-type: none"> Strong relationships with employees Stronger motivation to improve productivity Improved awareness on environmental compliance and product quality & safety 	
<p>Customers Our products ensure safe human protection globally. Fulfilling global customers' needs is our responsibility.</p>	<ol style="list-style-type: none"> Environmental Compliance Supply Chain Management Product Quality & Safety Customer Experience Human Rights 	<ul style="list-style-type: none"> Meetings Social compliance audits Customer portal Business trips Tradeshows 	<ul style="list-style-type: none"> As needed Annually 	<ol style="list-style-type: none"> Incorporated environmentally-friendly practices in manufacturing process Initiated traceability study Product inspections prior to delivery to customers Quality testing of random samples from finished products by Quality Assurance Department Customer satisfaction survey SMETA and BSCI social audits initiated by Top Glove and customers 	<ol style="list-style-type: none"> Stronger customer relationships, leading to larger customer base and improved retention Increased brand relevance globally Renewal of product licenses and business permits Customer satisfaction 	
<p>Shareholders/Investors, Analysts & Bankers Shareholders and investors invest in the Group's business and we are compelled to deliver financial performance and strategic decisions for future prospect.</p>	<ol style="list-style-type: none"> Product Quality & Safety Environmental Compliance Labour Management Relations Ethics, Integrity & Governance Supply Chain Management 	<ul style="list-style-type: none"> Analysts' briefings Annual feedback form General meetings Analysts/fund managers/investors meetings Roadshows and conferences Social media platform 	<ul style="list-style-type: none"> Quarterly Annually Annually and as needed As needed 	<ol style="list-style-type: none"> Innovation through R&D Investment in automation and digitalisation Updated corporate website Improvement on environmental best practices Implementation of the ISO 37001 Anti-Bribery Management System Initiated traceability study 	<ol style="list-style-type: none"> Maintained investors' confidence Transparency in corporate governance reporting and practices Wider product range Consistent product quality and lower production cost 	
<p>Suppliers Suppliers provide necessary materials and services for us to produce products and deliver to customers. We work closely and maintain good relationships with them.</p>	<ol style="list-style-type: none"> Environmental Compliance Ethics, Integrity & Governance Product Quality & Safety Labour Management Relations Supply Chain Management 	<ul style="list-style-type: none"> Audits and site visits Meetings Electronic procurement network 	<ul style="list-style-type: none"> Annually As needed 	<ol style="list-style-type: none"> Handle, store, use and dispose materials in environmentally-sound manner Updated Business Partners' Code of Conduct Quality testing of random samples from finished products by Quality Assurance Department Regular meetings and interactions on issues encountered Supplier audits COVID vaccination for employees 	<ol style="list-style-type: none"> Sustainable sourcing process Business reputation and integrity assured Stronger business relationship with suppliers 	

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Stakeholder Group	Why We Engage	Top 5 Material Matters Concerned	How We Engage	Frequency	Our Response To Concerns	Value Created
<p>Government/Regulators Governmental bodies regulate our daily business activities. It is our responsibility to comply with applicable local, national and international laws and regulations.</p>		<ol style="list-style-type: none"> Environmental Compliance Human Rights Labour Management Relations Waste & Effluent Ethics, Integrity & Governance 	Formal meetings include factory/ hostel visits	As needed	<ol style="list-style-type: none"> Adherence to Environmental Quality Act (1974) Factories certification with ISO 14001 Environmental Management System Enhance social compliance and Human Rights & Ethical Conduct by reference to UNGP Business & Human Rights Disposal of scheduled waste and discharge of effluent according to the Department of Environment's (DOE) standards Implementation of the ISO 37001 Anti-Bribery Management System 	<ol style="list-style-type: none"> Renewal of product licenses and business permits Employees' rights assured Business reputation and integrity assured Compliance with governmental regulations
<p>Local Communities We are cognisant that our operations may have an effect to the nearby community. We are dedicated to assuage their concerns and uplift the community.</p>		<ol style="list-style-type: none"> Waste & Effluent Infectious Diseases Environmental Compliance Occupational Health & Safety Human Rights 	Engagements with local councils and Residence Associations Community support programmes	As needed	<ol style="list-style-type: none"> Disposal of scheduled waste and discharge of effluent according to the Department of Environment's (DOE) standards Monitoring of direct and indirect emissions COVID vaccination for employees and local communities Independent audits on social compliance TGGD Clinic is open to local communities 	<ol style="list-style-type: none"> Sustainable relationship with the local communities Safer and cleaner living environment for the local communities Harmonious community
<p>Non-Governmental Organisations (NGOs) NGOs provide beneficial inputs on our social and environmental initiatives. They also bridge the distance between us and other stakeholders.</p>		<ol style="list-style-type: none"> Environmental Compliance Human Rights Labour Management Relations Ethics, Integrity & Governance Waste & Effluent 	Formal/casual meetings Campaigns	As needed	<ol style="list-style-type: none"> Factories certification with ISO 14001 Environmental Management System Independent audits on social compliance Implementation of the ISO 37001 Anti-Bribery Management System Disposal of scheduled waste and discharge of effluent according to the Department of Environment's (DOE) standards 	<ol style="list-style-type: none"> Positive relationship with NGOs Improved company's image among the public
<p>Media The media has great influence over the public perception of the Group. Positive or negative media reporting may respectively boost or damage the Group's reputation.</p>		<ol style="list-style-type: none"> Labour Management Relations Human Rights Environmental Compliance Ethics, Integrity & Governance Physical Impacts on Climate Change 	Quartely financial results' briefings Interviews Media inquiries	Quarterly As needed	<ol style="list-style-type: none"> Independent audits on social compliance Adherence to Environmental Quality Act (1974) Implementation of the ISO 37001 Anti-Bribery Management System Set Scope 1 & 2 emissions reduction target and include Employee Commuting in Scope 3 	<ol style="list-style-type: none"> Increased brand relevance and reputation Transparency in information reporting to all relevant parties
<p>Industry Associations Different associations convey different market insights. Effective engagement and collaboration with them could add value to the Group's long term growth.</p>		<ol style="list-style-type: none"> Human Rights Product Safety & Quality Ethics, Integrity & Governance Labour Management Relations Environmental Compliance 	Formal meetings	As needed	<ol style="list-style-type: none"> Independent audits on social compliance Innovation through R&D Investment in automation and digitalisation Whistleblowing channel Factories certification with ISO 14001 Environmental Management System 	<ol style="list-style-type: none"> Continuous support from industry peers Informational updates about the industry Stronger relationships with our peers Industry peers assured of business integrity and sustainability

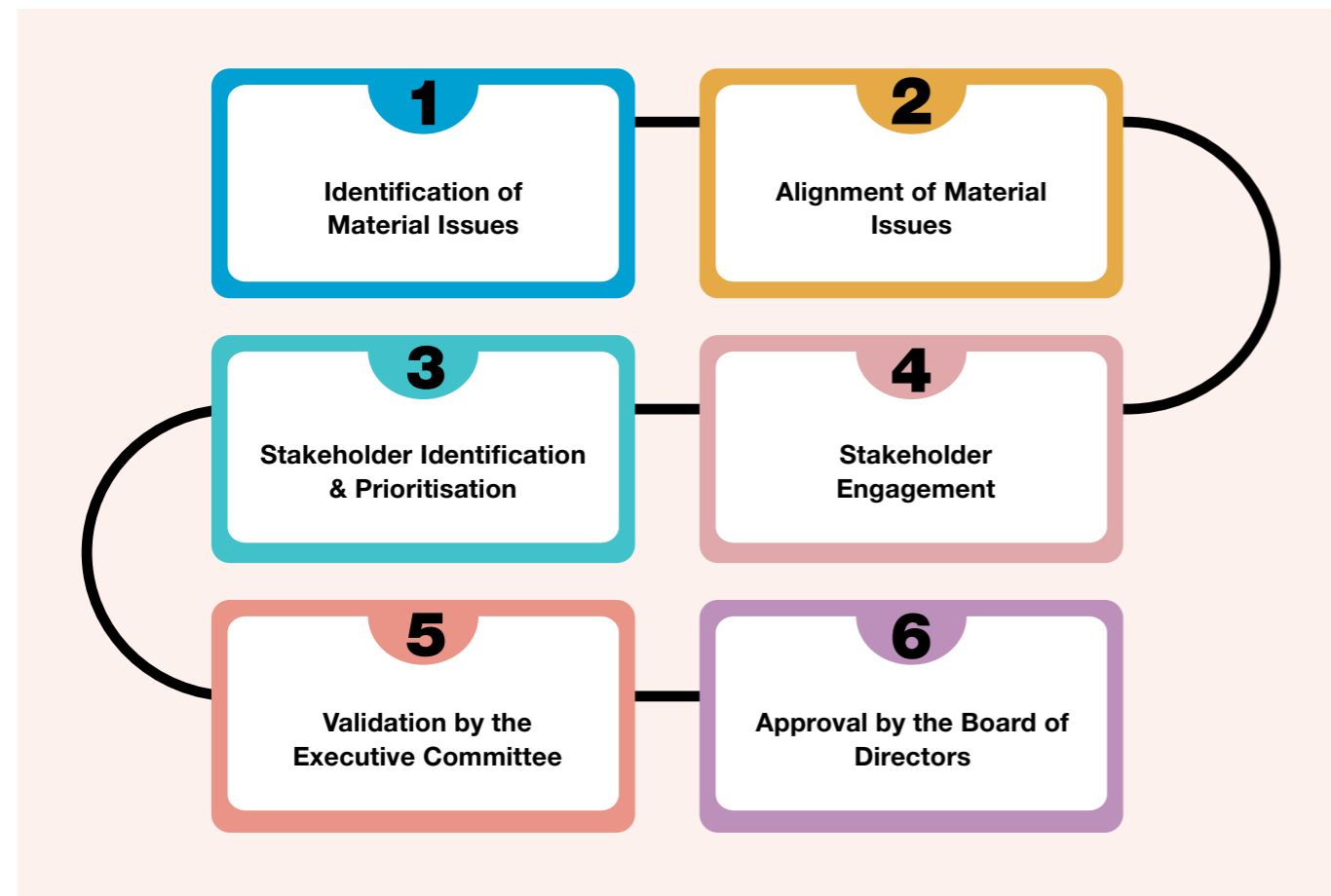
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MATERIALITY ASSESSMENT 2022: A TRANSITION PHASE FOR THE GLOVE INDUSTRY POST PANDEMIC

Material ESG issues have a significant impact on our Company's business performance and they are the drivers of our long term value creation. Top Glove conducts a major material assessment every four years and a minor assessment every two years or when there is a need.

In July 2022, Top Glove conducted a minor materiality assessment after FY2021's formal and comprehensive assessment in view of the transition phase which the glove industry is facing post pandemic. We engaged with stakeholders to ensure the prioritisation of materiality issues were still valid and representative. By understanding our stakeholders' concerns and expectations, we can better identify our material issues and areas which we can provide the most value, drive our strategy, allocate effort and resources, and direct our reporting.

The chart below illustrates our holistic approach to the materiality process.



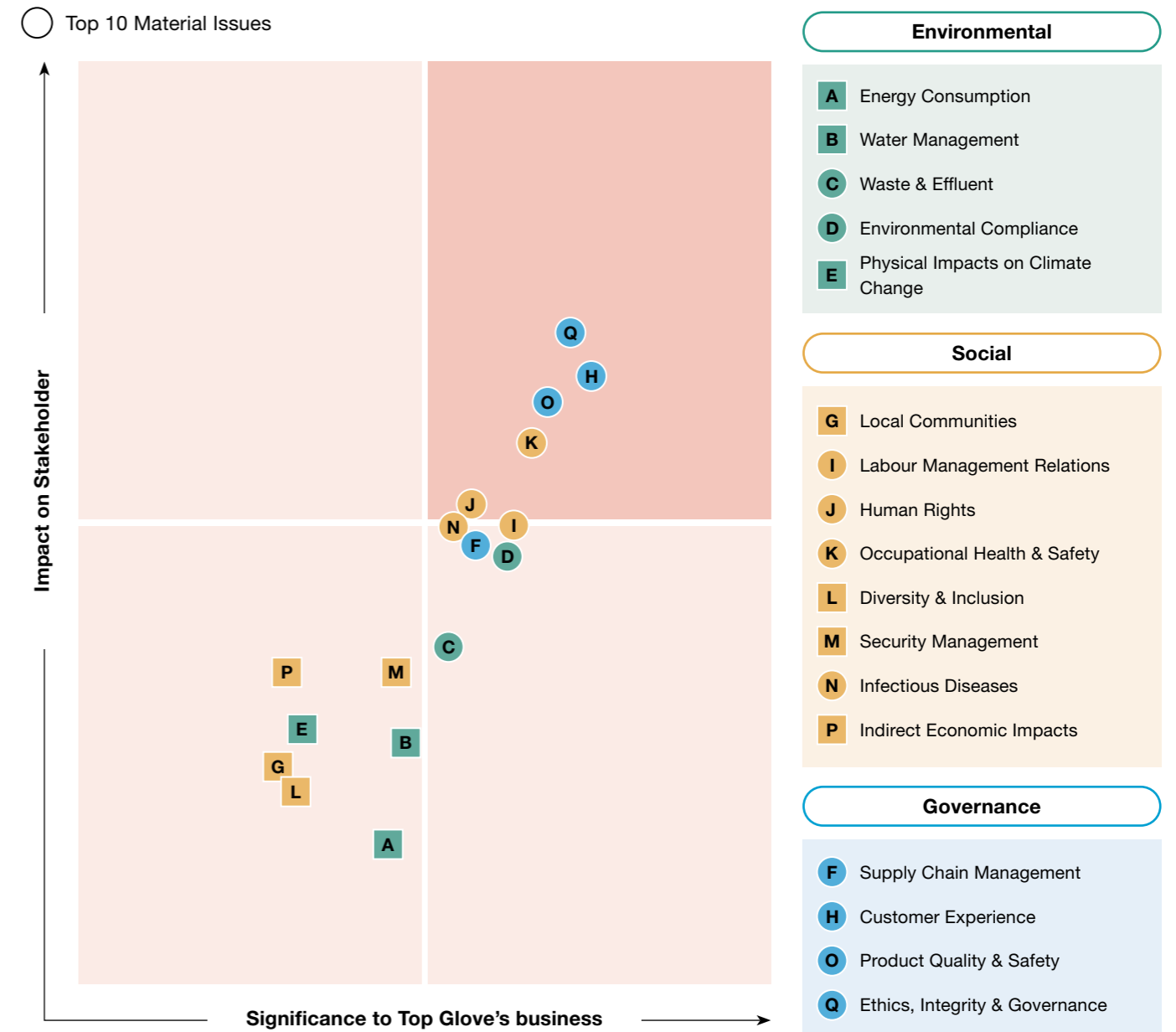
Materiality Assessment Guideline
Scan the QR code to view our Materiality Assessment Guideline
[https://www.topglove.com/storage/sustainability-policies/October2022/Materiality%20Assessment%20Guideline%20\(1\).pdf](https://www.topglove.com/storage/sustainability-policies/October2022/Materiality%20Assessment%20Guideline%20(1).pdf)

Detailed Materiality Process
Scan the QR code to view our detailed Materiality Process
<https://www.topglove.com/materiality-assessment>

Creating Sustainable Value

From the responses, we could see changes of the importance of material issues to stakeholders. Ethics, Integrity & Governance has become the most important material issue in the eyes of stakeholders for FY2022. FY2022 is Top Glove's Year of Customer Centricity, multifarious customer-centric programmes were carried out and had successfully raised awareness on the importance of quality product, value add and excellent customer service which are very important to our business sustainability. Hence, we can see an increase in the importance of Customer Experience. Besides that, Product Quality & Safety, Occupational Health & Safety and Human Rights continue to remain in the Top 5 material issues. We have moved Product Quality & Safety, Supply Chain Management and Customer Experience from social to governance sphere to align with our Sustainability Roadmap.

Material Matrix



Creating Sustainable Value

Creating Sustainable Value

Environmental				
No.	Material Issue	Related UN SDGs	Related GRI Topic	Page Reference
1	Physical Impacts on Climate Change	 	305: Emissions	17 to 28
2	Energy Consumption	 	302: Energy	29 to 31
3	Environmental Compliance		2-27: Compliance with laws and regulations	31 to 32
4	Waste and Effluent	 	306: Waste	32 to 34
5	Water Management	 	303: Water and effluents 2018 306: Waste	35 to 39

Social				
No.	Material Issue	Related UN SDGs	Related GRI Topic	Page Reference
1	Human Rights	 	406: Non-discrimination 407: Freedom of association and collective bargaining 408: Child labour 409: Forced or compulsory labour 2-27: Compliance with laws and regulations	41 to 48
2	Labour Management Relations		402: Labour management relations	41 to 48
3	Occupational Health & Safety	 	403: Occupational health & safety	48 to 54
4	Diversity & Inclusion	 	405: Diversity and equal opportunity 406: Non-discrimination	55 to 61
5	Security Management		410: Security practices	62

Social				
No.	Material Issue	Related UN SDGs	Related GRI Topic	Page Reference
6	Infectious Diseases	 	403: Occupational health & safety	63 to 64
7	Local Communities	 	413: Local communities	65 to 69
8	Indirect Economic Impacts	 	203: Indirect economic impacts	19 & 53 Reported as part of Task Force on Climate-related Financial Disclosure (page 19) and Promoting Wellness (page 53)

Governance				
No.	Material Issue	Related UN SDGs	Related GRI Topic	Page Reference
1	Ethics, Integrity & Governance	 	205: Anti-corruption 418: Customer privacy	71 to 78
2	Product Quality & Safety	 	416: Customer health & safety 2016 417: Marketing & labelling	78 to 79
3	Supply Chain Management	 	204: Procurement practices 308: Supplier environmental assessment 414: Supplier social assessment	80 to 83
4	Customer Experience		417: Marketing & labelling	83 to 84

Membership of Associations

Connecting and partnering with diverse trustworthy and prominent associations shows Top Glove's commitment to learn the best practices from other industry experts and to share knowledge and exchange ideas with peers. We support relevant industry associations through active membership participation which enables us to keep abreast of the latest industry trends towards maintaining our leadership position.



Membership

Scan the QR code to view the list of associations we are members of

<https://www.topglove.com/our-business-partners>

Environmental: Tackling Climate Change and Restoring Nature

Environmental: Physical Impacts on Climate Change

2022 ENVIRONMENTAL HIGHLIGHTS

Refined carbon emissions calculation to align with GHG Protocol

Solar power system implementation at **8 factories** with capacity of **5.34 MWp** as at FY2022

17 factories certified with Environmental Management System ISO 14001 as at FY2022

3 factories certified with ISO 50001 Energy Management System as at FY2022

Approximately **98%** of packaging materials (in terms of quantity) made of recycled or recyclable material

Approximately **1,500 eco bricks** made as at FY2022 under Eco Brick Programme towards reducing plastic waste

Built the first 2 nurseries and harvested a total of **1,300 mangrove propagules**

86,262 trees planted at a 30,773 hectare plantation land in Indonesia as at FY2022 and able to absorb approximately 1,811 MT of CO₂

Nearly **0.4 million** formers reglazed and reused, resulting in cost savings of **RM1.8 million** for reglazing and conversion as well as waste disposal management

Rubber Reclaimed Project estimated to avoid **80 MT of CO_{2eq} emissions** by preventing **27,163 kg of nitrile waste** being incinerated

GOAL 1: TRANSITION INTO A NET ZERO CARBON BUSINESS

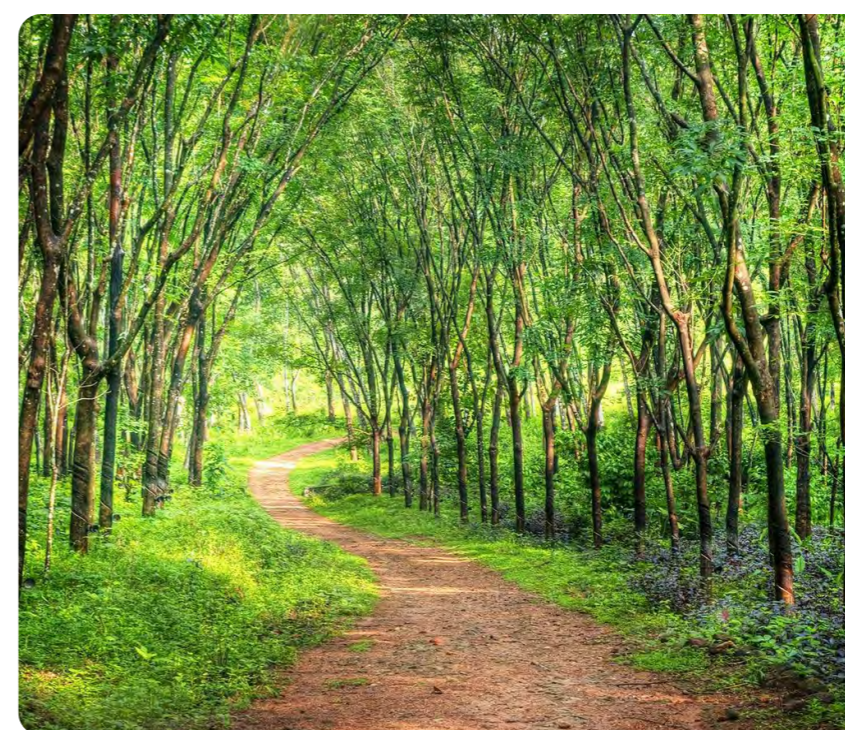


Top Glove is cognisant that our business and operational activities can potentially impact the environment. We are committed to adapt and mitigate climate change by continuously refining our manufacturing processes and practices as we uphold environmental stewardship in our practice. The Group aspires to achieve net zero carbon emissions through leveraging on innovation and technology.

Capital	Material Issues	Initiatives	Value Created
<ul style="list-style-type: none"> Manufactured Intellectual Natural 	<ul style="list-style-type: none"> Physical Impacts on Climate Change Energy Consumption Environmental Compliance Waste & Effluent Water Management 	<ul style="list-style-type: none"> Renewable energy and energy saving projects Innovative product development Waste reduction and recovery practices Water conservation facilities 	<ul style="list-style-type: none"> Optimised resources consumption Impactful landfill mitigation Environmental pollution prevention

PHYSICAL IMPACTS ON CLIMATE CHANGE

Management Approach: We are mindful of the economic, environmental and social issues that may arise due to physical impacts of climate change. Accordingly, we strictly manage our emissions from business operations and are prudent with resource consumption.



Top Glove perceives that climate change poses risks and opportunities across our business and the environment. We invariably ensure our business operations and value chain pose the least negative impact to the environment while continuously innovate on rising opportunities.

We are committed to manage climate risk and integrated it into Top Glove's overall risk management where the process in identifying and assessing climate risks is disclosed in the Enterprise Risk Management Framework. This year, we have achieved our target by fully integrating Task Force on Climate-related Financial Disclosure (TCFD) into our annual report. Climate-related risks, mitigating measures and opportunities to the Company's business strategy and financial planning are shared in the Managing Our Risks and Opportunities section on page 62 to 65 in the Integrated Annual Report 2022.

Environmental: Physical Impacts on Climate Change

Task Force on Climate-related Financial Disclosure (TCFD)

In line with our support of the TCFD, Top Glove aims to better articulate climate related risks that have a financial impact on our business in accordance with the four (4) core elements of recommended climate related financial disclosure as detailed below.

Sustainability Governance

With regard to sustainability governance, the Board is supported by the Board Sustainability Committee (BSC) which was established in March 2019 towards strategically integrate sustainability across key aspects of Top Glove's business. The BSC comprises four independent directors and is chaired by a Senior Independent Director. The BSC provides oversight to Top Glove's sustainability strategy including climate-related risks, opportunities and initiatives that drive climate change mitigation and adaptation strategies, as well as key Environmental, Social and Governance target setting and performance tracking. This Committee is supported by the Sustainability Steering Group (SSG) is chaired by our Managing Director and its members consist of all Heads of Departments across the company. During monthly meetings, the SSG members brainstorm and plan for the execution of climate-related strategies; monitor the ESG performance of our operations against Top Glove's sustainability goals and targets; and track and submit their report to the Sustainability Department quarterly. For more details on the sustainability governance structure, please refer to page 71 in this report.

Strategy



Climate Change Scenario Analysis

Climate change presents a range of risks and opportunities that could impact and benefit Top Glove. These can be categorised into transition risks (which incorporates policy and legal, technology, market and reputation risk) and physical risks. Aligned with the recommendations of TCFD, Intergovernmental Panel on Climate Change (IPCC), and best practices, Top Glove conducted its first climate change scenario analysis in FY2022 across our value chain. Central to the TCFD recommendations in assessing risks and opportunities across future time horizons and climate scenarios, Top Glove's analysis focused on two scenarios. These scenarios are based on the Representative Concentration Pathways (RCPs) set out by the IPCC. These scenarios are also aligned with the IPCC's RCP2.6 and RCP8.5 pathway with the intention to present sharp contrast.

The table below outlines potential significant climate-related risks and opportunities identified through our qualitative assessment. Our analysis of materiality will be refined over time to be aligned with the mechanisms used to quantify risks and opportunities.

Climate Change Scenario	Type	Climate Related Risks	Potential Financial Impacts	Strategies
RCP8.5 Limited climate action leading to global warming of 4 degrees Celsius above preindustrial levels by 2100	Physical Risks [acute and chronic risk]	a. Rising mean temperatures which lead to increased frequency of drought	a. Reduced revenue from decreased production capacity (e.g. transport difficulties, supply chain interruptions) b. Reduced revenue and higher costs from negative impacts on workforce (e.g. health, safety, absenteeism) c. Increased operating costs (e.g. inadequate water supply for hydroelectric plants or to cool nuclear and fossil fuel plants)	a. Installed recycled water at Reverse Osmosis (RO) plant system 30 m ³ /hour. b. Increased water storage tank capacity and rainwater harvesting. c. Service replacement new RO membrane stage 1 and 2 to increase RO capacity. d. Installed new Ultrafiltration (UF) tank 20 m ³ to increase RO system capacity from 280 m ³ per day to 500 m ³ per day. e. Collaborated with Air Selangor in Skim Perpaipan Air Selangor (IWSS) to have new piping system from Lam Bee reservoir for selected factories in Klang to mitigate water stress issue.

Environmental: Physical Impacts on Climate Change

Climate Change Scenario	Type	Climate Related Risks	Potential Financial Impacts	Strategies
RCP8.5 Limited climate action leading to global warming of 4 degrees Celsius above preindustrial levels by 2100		b. Increased severity of extreme weather events such as floods	d. Increased capital costs (e.g. damage to facilities) e. Reduced revenues from lower sales/output f. Increased insurance premiums and potential for reduced availability of insurance on assets in 'high-risk' locations	a. Implementation and installation of Watergate System, Stick gate, Super Pump, Flood retention ponds to prevent flood. b. On-Site Detention Ponds are in place at new factories. c. Regular maintenance [every 3 months] to clear drains and rivers by relevant authorities and companies. d. Desilting work at ponds, upgrading to higher pond bundwalls and installation of Gabion Weir at its outlet to slow down downstream water flow rates. e. Conduct survey to obtain data for the hydraulic modelling simulation to identify bottleneck areas. f. To raise up the lid culvert and install new extension at U-drain to improve water flow. g. Daily, weekly and monthly check and monitoring is scheduled to ensure all prevention systems are in good condition. h. Upgrade old small pipe culvert into bigger dimension where needed for better water flow. i. Constructed drain diversion along Jalan Setia Murni, Shah Alam, Malaysia with controlled floodgates to reduce water load towards the main monsoon drain. j. Assisted nearby local residential area with installation of electrical submersible pump and flood gate.
		In FY2022, we further invested RM690,448 in flood mitigation initiatives.		
		 Flood control & water flow initiatives Scan the QR code to view our flood control & water flow initiatives (under Facilities Investment & Improvement section)		
		 https://www.topglove.com/environment		
	Opportunity [Products]	a. Increased demand for PPE due to the extreme weather and possible outbreak of disease	a. Increased revenue through high demand for PPE	Top Glove is equipped with 812 production lines and a production capacity of 100 billion pieces of gloves per annum.

Environmental:
Physical Impacts on Climate Change

Climate Change Scenario	Type	Climate Related Risks	Potential Financial Impacts	Strategies
RCP2.6 Aligns with the goals of the Paris Agreement and requires steep global annual emissions reductions, sustained for decades, to stay within a 1.5 degrees Celsius carbon budget	Transition Risk [Policy and Legal]	<ul style="list-style-type: none"> a. Increased carbon pricing and carbon tax b. Enhanced emissions reporting obligations c. Mandates on and regulation of existing products and services d. Exposure to litigation 	<ul style="list-style-type: none"> a. Increased operating costs (e.g. higher compliance costs, increased insurance premiums) b. Write-offs, asset impairment, and early retirement of existing assets due to policy changes c. Increased costs and/or reduced demand for products and services resulting from fines and court judgements 	<ul style="list-style-type: none"> a. Involved in discussions with peers and organisations such as UN Global Compact Network Malaysia & Brunei (UNGCMYB) and CEO Action Network (CAN) on the carbon pricing and carbon tax b. Installed solar power in 2020 and renewed the solar power PPA to increase total solar capacity from 5.34 MWp to 15.47 MWp c. As at FY2022, 17 factories certified with ISO 14001 with a target to achieve 100% certification by FY2025 to ensure compliance with the Environmental Management System
	Transition Risk [Technology]	<ul style="list-style-type: none"> a. Substitution of existing products with lower emissions options b. Unsuccessful investment in new technologies c. Costs to transition to lower emissions technology 	<ul style="list-style-type: none"> a. Write-offs and early retirement of existing assets b. Reduced demand for products and services c. Research and development (R&D) expenditures in new and alternative technologies d. Capital investments in technology development e. Costs to adopt/deploy new practices and processes 	<ul style="list-style-type: none"> a. Established a Digitalisation & Automation Department in 2019 to focus on data digitalisation for near real time monitoring b. Automation projects at operations to increase efficiency and reduce energy consumption c. Our Engineering Department performs continuous studies on projects which could reduce the carbon emission such as combined heat and power (CHP) system
	Transition Risk [Market]	<ul style="list-style-type: none"> a. Changing customer behavior b. Uncertainty in market signals c. Increased cost of raw materials d. Increased demand for low carbon products to reduce emissions resulting in loss of competitive advantage if Top Glove fails to act 	<ul style="list-style-type: none"> a. Reduced demand for products due to shift in consumer preferences b. Increased production costs due to changing input prices (e.g. energy, water) and output requirements (e.g. waste treatment) c. Abrupt and unexpected shifts in energy costs d. Change in revenue mix and sources, resulting in decreased revenues e. Re-pricing of assets (e.g. fossil fuel reserves, land valuations, securities valuations) 	<ul style="list-style-type: none"> a. Production of biodegradable gloves since 2019 b. Innovate more green products and adopt circular economy to recover nitrile waste into new product such as rubber gasket, rubber sealant etc. c. Top Glove targets to commission our own nitrile plant by 2023 which is one of the important raw materials d. Top Glove has our own printing company, Eastern Press which is FSC certified for printing of inners and cartons

Environmental:
Physical Impacts on Climate Change

Climate Change Scenario	Type	Climate Related Risks	Potential Financial Impacts	Strategies
RCP2.6 Aligns with the goals of the Paris Agreement and requires steep global annual emissions reductions, sustained for decades, to stay within a 1.5 degrees Celsius carbon budget	Transition Risk [Reputation]	Increased stakeholder concern or negative stakeholder feedback	<ul style="list-style-type: none"> a. Reduced revenue from decreased demand for products b. Reduced revenue from decreased production capacity (e.g. delayed planning approvals, supply chain interruptions) c. Reduced revenue from negative impacts on workforce management and planning (e.g. employee attraction and retention) 	<ul style="list-style-type: none"> a. Regular updates with stakeholders on any initiative implemented by Top Glove b. Sustainability Steering Group chaired by the Managing Director and consists of all Heads of Departments meets monthly to ensure ESG targets are on track c. Assurance audit by a third party for the Sustainability Report to ensure the data credibility
	Opportunity [Resource Efficiency]	<ul style="list-style-type: none"> a. Use of more efficient modes of transport b. Use of more efficient production and distribution processes c. Use of recycling d. Move to more efficient buildings e. Reduced water usage and consumption 	<ul style="list-style-type: none"> a. Reduced operating costs (e.g. through efficiency gains and cost reductions) b. Increased production capacity, resulting in increased revenues c. Increased value of fixed assets (e.g. highly rated energy-efficient buildings) d. Benefits to workforce management and planning (e.g. improved health and safety, employee satisfaction) resulting in lower costs 	<ul style="list-style-type: none"> a. Take business travel into account to ensure the efficient modes of transport are used b. Organise recycling programme such as Fabric Recycling Project where donated fabrics will be upcycled and recycled to produce cleaning cloths and bags. This is aligned with the Circular Economy concept as well. c. Engage with contractors to divert scheduled waste disposal from landfill d. Obtained Green Building Index certification for Top Glove Headquarters in Malaysia e. Conduct yearly awareness training and international events sharing with employees on importance of sustainability including climate change and water saving.
	Opportunity [Products]	<ul style="list-style-type: none"> a. Increase demand for low carbon and environmentally-friendly products b. Ability to diversify business activities c. Shift in consumer preferences d. Development of new products or services through R&D and innovation 	<ul style="list-style-type: none"> a. Increased revenue through demand for lower emission products and services b. Better competitive position in line with shifting consumer preferences, resulting in increased revenues 	<ul style="list-style-type: none"> a. Production of biodegradable glove products since 2019 b. R&D Department consists of approximately 1,000 members to innovate and develop low carbon products
	Opportunity [Markets]	<ul style="list-style-type: none"> a. Access to new markets 	<ul style="list-style-type: none"> a. Increased revenues through access to new and emerging markets (e.g. partnerships with governments, development banks) 	



Environmental: Physical Impacts on Climate Change

Risk Management

The Group emphasises climate change and environmental stewardship, and climate-related risk factors have been incorporated in the Group's Enterprise Risk Management (ERM) Framework under Section 7: Sustainability & ESG Risk. The Risk Management Department implemented contextualisation process and conducted successive rounds of discussion on a regular basis with risk owners from the business units which covers all its operating countries to identify, assess and mitigate climate-related risk as per the methodology set in the ERM Framework. The process entails a continuous cycle from the establishment of scope, context and criteria for both Transition Climate Risk and Physical Climate Risk to ensure proper alignment with the Group's interconnected objectives and towards mitigating the impact of climate change on its business operations in a global context.

Metrics and Targets

In FY2022, Top Glove has developed the Sustainability Blueprint and targets until FY2025. One of the strategic themes outlined in the Blueprint is tackling climate change and restoring nature with the goal of transitioning into a net zero carbon business. Interim annual targets have been in place to monitor our progress including environmental compliance and operational performance metrics, specifically in the areas of water management, energy efficiency and waste management. Monitoring and reporting these metrics help us identify areas with highest climate-related risks for more targeted approaches. To track the progress towards our over-arching goals set under the Sustainability Blueprint, metrics and their corresponding performance are provided for the last three years.

Kindly refer to pages 3 to 6 in this report for an overview on our Sustainability Roadmap Target FY2022 to FY2025.

Carbon Emissions

This year, we have refined the emissions data table to better represent Top Glove's operational carbon emissions following the guidelines in GHG Protocol and subsequently take aggressive actions to reduce it. According to GHG Protocol Chapter 5: Taking Emissions Over Time, recalculation of base year emissions is allowed when there are changes in calculation methodology or improvements in the accuracy of emission factors or activity data that result in a significant impact on the base year emissions data. For this year's carbon emission calculation, we have defined the operational boundary for the calculation to include all glove factories in Malaysia, Thailand and Vietnam. Emission factors used are made with reference from recognised sources such as Intergovernmental Panel on Climate Change (IPCC), and others which are relevant to our operations. With these changes, we recalculated the base year from FY2021 to FY2022 to have a more reflective and representative carbon emissions data and set the carbon emissions intensity reduction target for FY2023 to FY2025, aligned with our target to submit the Net Zero Carbon Emission to Science Based Target Initiative (SBTi) by FY2024 and set Net Zero Carbon target year by FY2025.

Below are the changes made to the emissions data shown in Table 1.0.

- Removed 'Biomass' from the Scope 1 as biomass is considered as carbon neutral resources
- + Added 'Petrol & Diesel' in Scope 1 to represent fuels used in operation
- + Added 'Fleet Vehicles' in Scope 1 to represent fuels used for transportation
- + Included Top Glove Tower, our Headquarters electricity consumption in Scope 2 as it is considered as the Group operation facility
- + Added 'Employee Commuting' in Scope 3 to represent emissions from employee travelling between home and workplace
- ↑ Replaced 'Flight' with 'Business Travels' to include other mode of transportation
- ↑ Replaced 'Scheduled Waste' with 'Waste Generated in Operations' and omit avoided emissions from recycled scheduled waste

Environmental: Physical Impacts on Climate Change

Emissions Data:

Table 1.0

Financial Year		CO _{2eq} Emissions (metric ton)			
		FY2019	FY2020	FY2021	FY2022
Scope 1	Natural Gas	676,291	758,519	770,049	583,896
	Coal	34,853	0	20,538	16,941
	Petrol & Diesel*	N/A	N/A	N/A	3,172
	Fleet Vehicles*	N/A	N/A	N/A	1,862
	Sub Total	711,144	758,519	790,587	605,871
Scope 2	Purchased Electricity	243,790	269,636	286,646	238,147
	Sub Total	243,790	269,636	286,646	238,147
Total (Scope 1 & 2)		954,934	1,028,155	1,077,233	844,018
Intensity (MT/1,000 pcs of gloves)**		0.0179	0.0166	0.0167	0.0195
Scope 3	Business Travels	253	175	0.21	339
	Waste Generated in Operations*	N/A	N/A	N/A	4,594
	Employee Commuting*	N/A	N/A	N/A	14,983
	Sub Total	253	175	0.21	19,916
Grand Total (Scope 1, 2 & 3)		955,187	1,028,330	1,077,233	863,934

* Data tracking commenced in FY2022

** Intensity is calculated based on Scope 1 and Scope 2 emissions

With the refined carbon emission calculation, our focus is to achieve net zero carbon ultimately as a group instead of at specific entity level.

Besides the abovementioned operational Scope 1, 2 & 3 emissions, we are devoted to reducing carbon emissions from our operations originating from material consumption, daily business activities and waste management because we know that every action counts to tackle climate change and create a sustainable future.

Material Consumption

Financial Year	FY2019	FY2020	FY2021	FY2022
Latex consumption (kg/1,000 pcs of gloves)	6.53	6.66	6.48	6.81
Nitrile consumption (kg/1,000 pcs of gloves)	8.13	7.62	6.65	7.89
Amount of paper used (kg)	N/A*	N/A*	64,768	27,907

* Data tracking commenced in FY2021

In support of responsible consumption, this year we started to track the amount of paper and virgin plastic stretch film used. This is one step closer towards our goal of becoming a paperless and no plastic company.

As at FY2022, 50% of our latex suppliers have received the Forest Stewardship Council (FSC) certification. This is an effort to promote ethical and responsible material sourcing as well as traceability.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Paper Usage FY2022 Target

Reduce paper usage by
20% to 50,400kg

Performance: reduced **56.9%**
to 27,907kg

Progress: On track

Virgin Plastic Stretch Film Usage FY2022 Target

Explore alternate materials and method for stretch film packing

Performance: Explored different material and method of wrapping stretch film and conducted testing to prove the effectiveness

Progress: On track

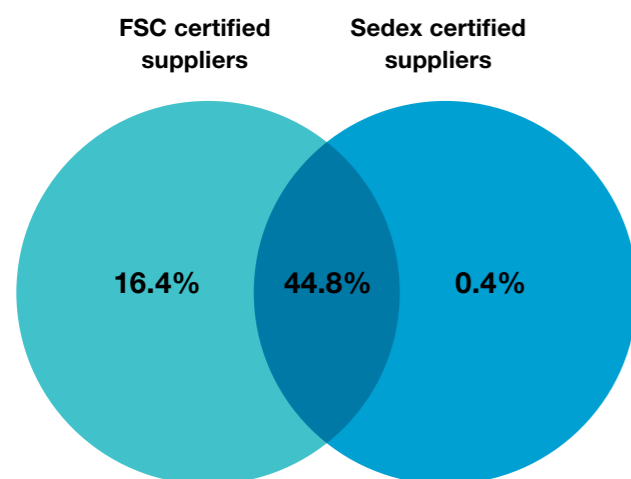
Environmental: Physical Impacts on Climate Change



Healthy vegetarian food packed in paper container at a factory canteen.

Sustainable Packaging Materials

Top Glove advocates ethical and responsible sourcing and procurement activities cognisant that our supply chain impacts the Earth too. In FY2022, we allocated 61.6% of procurement orders to carton and inner suppliers certified with Forest Stewardship Council (FSC) or Supplier Ethical Data Exchange (Sedex), 9.6% higher than FY2021. The breakdown of procurement orders is shown in the diagram below.



Approximately 98% of our packaging materials (in terms of quantity) are made by recycled or recyclable materials. We are actively exploring alternative material or recycled plastic to replace non-recyclable plastic items, and also exploring bottles made from recycled plastic materials and refill packs for liquid detergent to reduce plastic consumption.

In April 2022, we completed FSC certification of our in-house inner and carton printing unit. Our target set in FY2021 to obtain FSC and Sedex certifications for our in-house inner and carton printing unit has now been achieved.

To support Top Glove's Sustainability aspirations, we have taken various key initiatives together with the canteen operators and caterers to eliminate the use of plastic packaging and launched 'TG No Single Use Plastic Campaign' in May 2022 at all Top Glove canteens in Malaysia. With these initiatives, Top Glove aims to eliminate 846,000 plastic containers from ending up in landfills annually. We have also explored alternative materials to replace plastic food containers supplied by our canteen operators. All canteen operators have started to serve main meals in washable and reusable containers for dine-in orders and in paper or sugarcane material containers for takeaway orders. We will continually monitor and evaluate the implementation. Top Glove's employees are encouraged to bring their own food and drinks containers as well.

**SUSTAINABILITY ROADMAP
FY2022 TO FY2025**

Sustainable Packaging FY2022 Target:

To increase the purchase of inner boxes made with **100% recycled material** or **FSC paper to 80%**

Performance: 82%

Progress: On track

Explore types of plastic bag which have the potential for reduction of thickness by **0.01mm**

Performance: Identified 95 types of plastic bags

Progress: On track

Explore plastic bottles made with **25% recycled plastic materials**

Performance: Explored bottles made with 25% and 40% recycled materials

Progress: On track

Explore producing refill packs for **liquid detergent**

Performance: Sourced refill pack samples

Progress: On track

FSC Certification FY2022 Target:

Certify **1 factory** under packaging material manufacturer and additional 1 glove factory

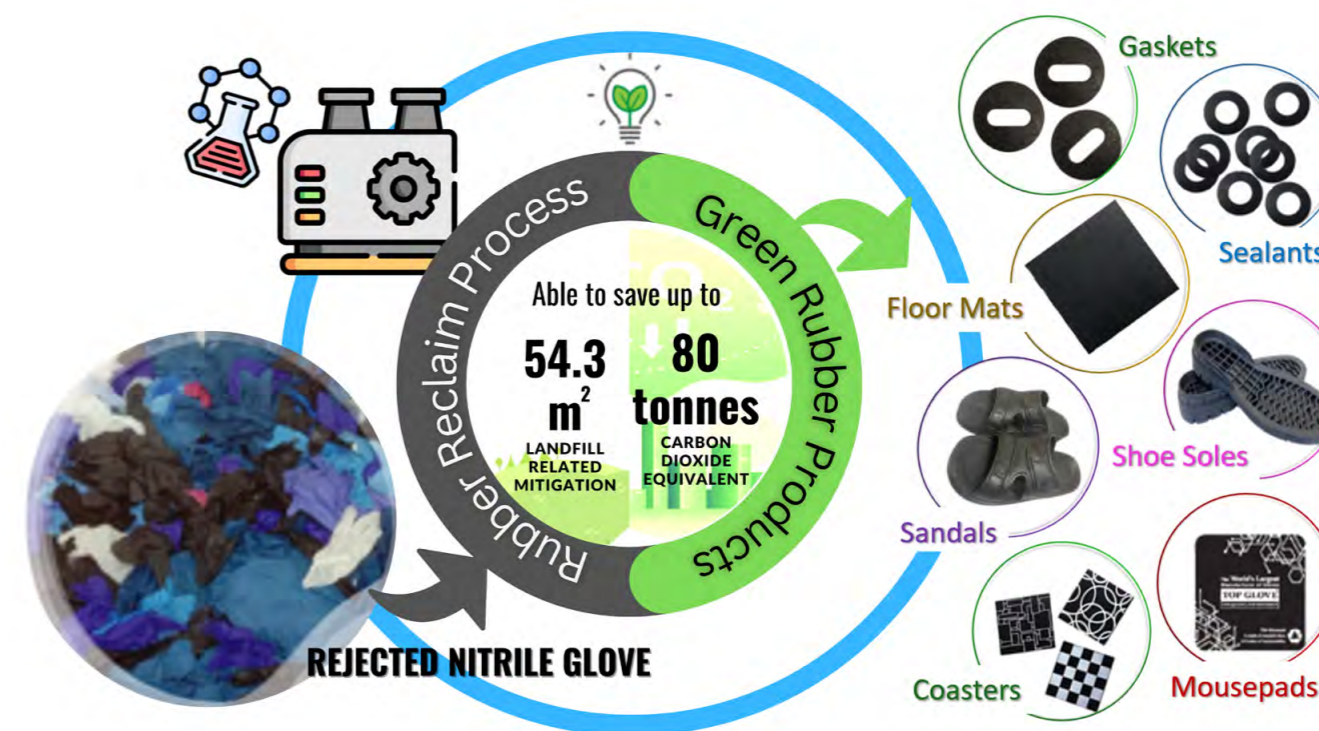
Performance: 1 packaging material factory & 1 glove factory

Progress: On track

Environmental: Physical Impacts on Climate Change

Green Product Innovation

Research & Development (R&D) is at the core of our business sustainability. We continue to invest in innovating more green products and adopt circular economy practices to recover nitrile waste turn it into new products such as rubber gasket, rubber sealant, insulation mat, rubber sandals etc.



In FY2022, we expanded our green product portfolio to include the following:

TOP GLOVE
TOP QUALITY, TOP EFFICIENCY
More Than Just Gloves

Biogreen gloves

Creating a sustainable world for generations to come

1. BIODEGRADABLE NITRILE GLOVE

2. ECO FRIENDLY NITRILE GLOVE

3. CHARCOAL NITRILE GLOVE

4. FSC® CERTIFIED LATEX GLOVE (FSC® - C165505)

5. BIODEGRADABLE TPE & CPE GLOVE

6. PLANT-BASED CPE GLOVE

Environmental: Physical Impacts on Climate Change

In addition to the life cycle assessment (LCA) conducted for our Biogreen™ Biodegradable Nitrile Gloves and partial LCA for Bioplant CPE Gloves, this year we embarked on a journey to conduct LCA for our nitrile glove product. We are proud to have established our very own R&D team to conduct LCA within Top Glove factories, building internal capacity while expediting LCA to better address the environmental impact of our product.

Note: Partial LCA = LCA is conducted during the raw material stage and does not include the glove manufacturing process.

Our ongoing efforts in environmental-driven glove research:

1

Developing biodegradable gloves which can biodegrade faster than current Biogreen™ products

2

Developing low carbon footprint glove products

3

Developing gloves which are made from renewable materials such as biomass

Reusing, Recycling and Upcycling of Waste



Former Waste

- Approximately 425,189 formers were reglazed and reused
- Cost savings from waste disposal: RM31,318 in FY2022
- Cost savings from former reglazing exercise: RM1.8 million in FY2022



Rubber Waste

- Rubber Reclaimed Project estimated to reduce CO_{2eq} emissions by 80 MT, by preventing 27,163 kg of nitrile waste being incinerated
 - 374,570 pcs of rubber sealants
 - 77,976 pcs of rubber gaskets
 - 657 pcs of electrical insulation mats
 - 123 pcs of rubber mat
- Estimated landfill mitigation: 54.3 m³
- Revenue: RM405,571
- Cost savings: RM225,888



Environmental: Physical Impacts on Climate Change

Other Initiatives to Reduce Emissions:



Transportation

In FY2022, 5 units of electric forklifts were used in our centralised warehouse. We continue to encourage our warehouse lorry drivers to use biodiesel as one of the initiatives to reduce carbon emissions.



Tree Planting

Top Glove is committed to helping maintain the health of our biodiversity and tree planting is one of our initiatives to conserve the environment. Top Glove owns a 30,773 hectare piece of land in Bangka Belitung, Indonesia where 41,217 Paulownia trees and 45,045 Acacia trees are planted. The seedlings for plantations are cultivated in our very own tissue culture lab in Bangka which was established in 2019. In FY2022, we also expanded to include the cultivation of other types of plants such as bananas and orchids.

41,217
Paulownia trees

45,045
Acacia trees

With this plantation, we are able to absorb approximately 1,811 MT of carbon dioxide and also create job opportunities for the local communities who assist in planting and maintaining the plantation.

* 1 tree absorbs approximately 21 kg of carbon dioxide annually

In FY2022, we started to provide internship opportunities to high school and university students. The details of employment are shown in the table below:

Num.	Number of Employee	Nationality	Gender
1	28 permanent employees	28 Indonesians	18 males & 10 females
2	35 daily workers	35 Indonesians	10 males & 25 females
3	Total 15 interns 7 senior high school level interns 8 university level interns	7 Indonesians 8 Indonesians	2 males & 5 females 2 males & 6 females

In FY2022, we supported the local communities with an investment of RM12,832 in outreach programmes in Bangka Belitung to improve the condition of mosque, encourage an active lifestyle and provide food aid to villagers in need.



Acacia trees planted in Bangka Belitung



One of the tasks of the workers is to transplant the seedlings from the lab into polybags

Environmental: Physical Impacts on Climate Change



Vegetarian Meal Programme

Top Glove is committed to both human and planetary health, as demonstrated through portrayed through the provision of complimentary and subsidised vegetarian meals to employees during Monday Assembly and daily Subsidised Vegetarian Meals Programme.

The Subsidised Vegetarian Meals Programme concluded in June 2022 having achieved our goals of raising awareness of healthy eating habits and applying this in daily meals. Building on the success of the Subsidised Vegetarian Meals Programme, the Employee Meal Programme was birthed to continue to provide healthy meal options to our employees.

As at FY2022, over RM13 million was invested to promote healthy vegetarian diet.

The impact of carbon dioxide absorption for every 15 vegetarian meals is equivalent to planting 1 tree. Throughout this programme, around 2.8 million vegetarian meals were created which is equivalent to planting 186,666 trees.



Eco Brick Programme

In FY2020, Top Glove Foundation (TGF) and R&D Department spearheaded Eco Brick Programme to raise awareness among Top Glove employees on single and virgin plastic waste management by stuffing and compacting these plastic wastes into plastic bottles to form solid bricks that can be used to rebuild modular structures. This programme helps to reduce plastic wastes being thrown into garbage and ending in landfills. In FY2022, approximately 280 pieces of Eco Bricks were made which gave a total output of more than 1,500 Eco Bricks. Below are the modular structures made which were later donated to external beneficiaries for outdoor use and decorations:

59 tables/chairs
 12 planter boxes
 3 plant fences
 1 clock tower

We have concluded Eco Brick Programme in FY2022 and embarked on a new project for greater environmental cause.



Mangrove Nursery & Plantation Project

Mangroves have amongst the highest carbon densities of any tropical forest. These 'blue carbon' ecosystems can store large amounts of carbon for long periods, and their protection reduces greenhouse gas emissions and supports climate change mitigation.

In FY2022, Top Glove Foundation and the Group Engineering Department collaborated with the communities of Kampung Sijangkang to transform an illegal dumpsite into an educational park, at the same time develop an existing mangrove plantation into a mangrove recreational park. To sustain and ensure the success of preserving this mangrove site, Top Glove Foundation became the first Corporate Partner to support their sustainability program.

Kampung Sijangkang Recreational Park has been identified as a high impacted restoration area in Selangor. It encompasses three objectives: preservation, education and recreation.

Top Glove has built the first 2 nurseries, and to date, we have harvested a total of 1,300 mangrove propagules which can absorb approximately 27 MT of carbon dioxide.

* 1 tree absorbed approximately 21 kg of carbon dioxide annually



Volunteers from Top Glove built 2 mangrove nurseries at Kampung Sijangkang Recreational Park for the mangrove propagules to grow in a protected area away from the harsh environment

Environmental: Energy Consumption

ENERGY CONSUMPTION

Management Approach: As one of the key resources used in our production, we aim to reduce the consumption of non-renewable energy, replacing it with clean or renewable energy.

Electricity

Efficient energy management is essential to combat climate change and conserve resources on the earth. Underscoring our commitment to transition into a net zero carbon business, we stepped forward to certify 3 factories with ISO 50001:2018 Energy Management System (EnMS) in FY2022.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Energy Management System FY2022 Target:

Certify **3 factories** or **25%** of factories (3 out of 12 factories)

Performance: 3 factories or achieved **25%** (3 out of 12 factories)

Progress: On track



List of Policies

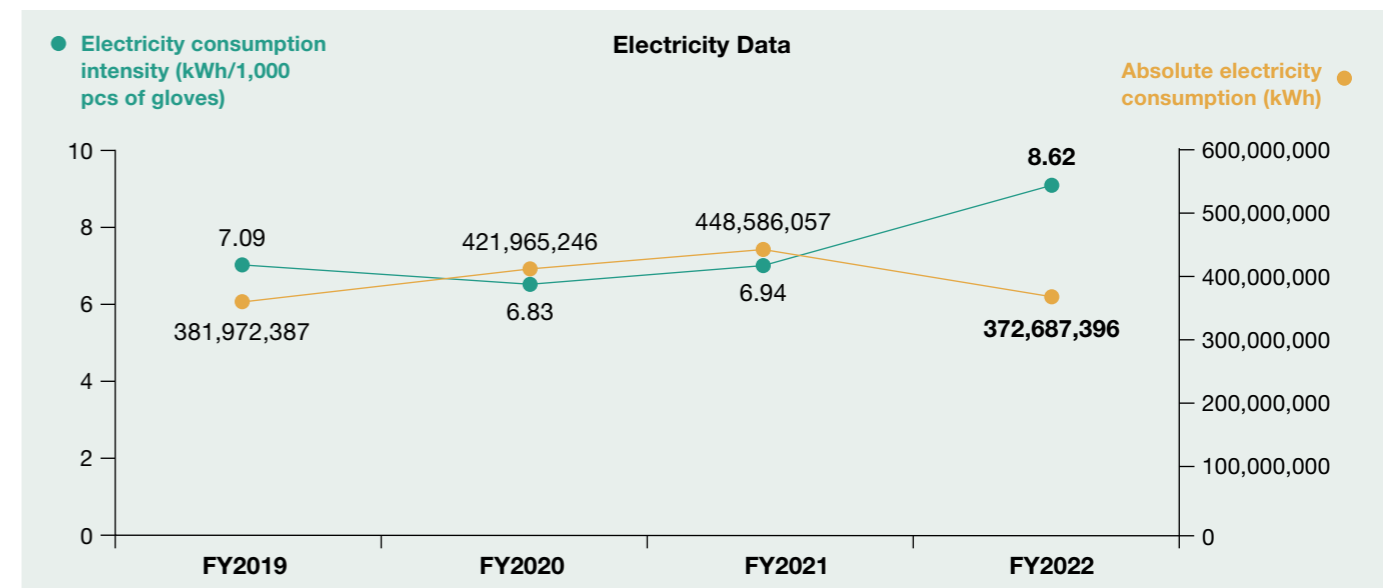
Scan the QR code to view our Energy Policy under Environment section

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

We regularly engage with our suppliers and vendors on our compliance with EnMS ISO 50001 and hold them to the same standards and expect our vendors to furnish us with Energy Star electrical appliances. We assess production equipment/systems, electrical motors/pumps, compressors and suppliers related to Significant Energy Utilities (SEU) based on their energy consumption. Besides that, energy performance (wherever applicable) will be included as an additional criterion for purchased items/vendor selection.

We continue to manage our energy consumption via monitoring electricity consumption intensity and natural gas consumption intensity, while investing in energy efficiency improvement projects and solar energy generation. In total, Top Glove consumed 3,617 GWh of energy from electricity and natural gas in FY2022.

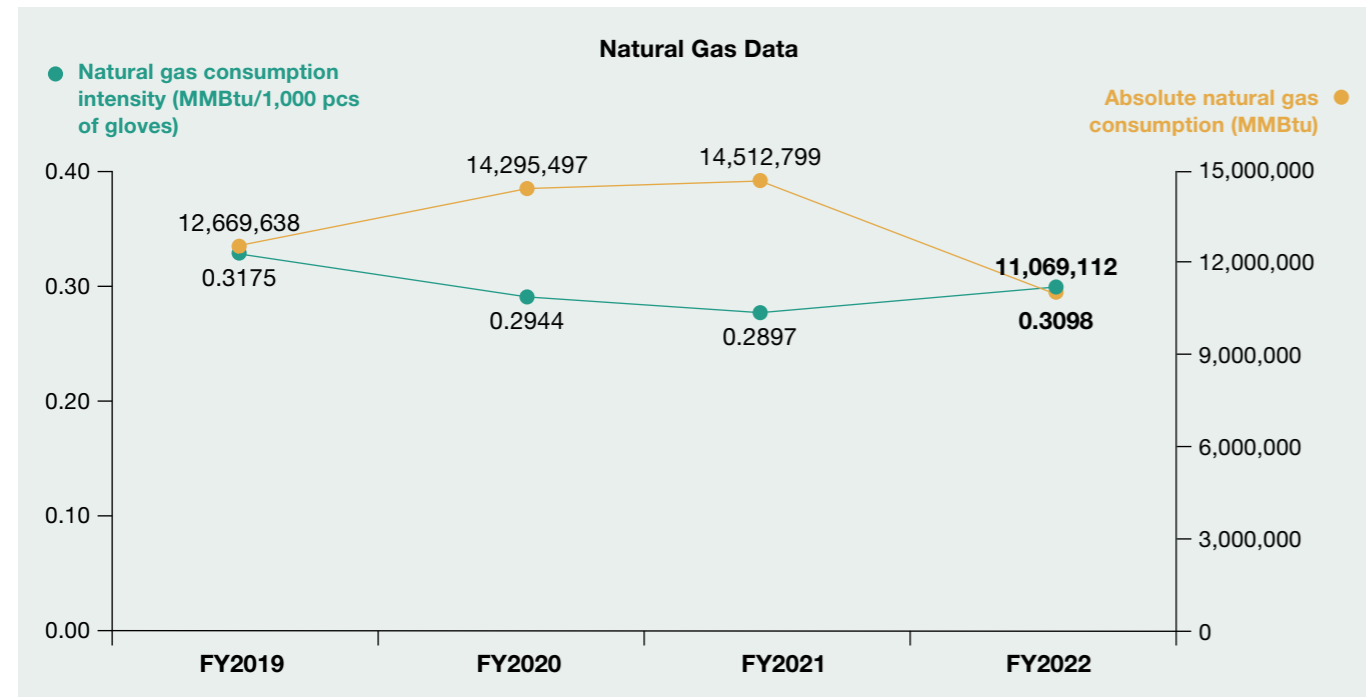
Data disclosed in this section covers all glove factories and Headquarters at Group level. To align with the changes made in our carbon emissions calculation, we have revised the baseline of energy consumption intensity target for FY2023 to FY2025, to be based on FY2022 data.



Progress: Absolute electricity consumption decreased by 17% with the electricity consumption intensity increased by 24% due to reduction in gloves output in view of challenging market sentiment.

Environmental: Energy Consumption

Natural Gas



Progress: Absolute natural gas consumption decreased by 23.7% with the natural gas consumption intensity increased by 6.63% due to reduction in gloves output in view of challenging market sentiment.

Energy Efficiency Initiatives

1 Smart Energy Monitoring System (SEMS) is implemented at the factories to monitor real-time energy usage, identify wastage and rectify abnormal energy consumption in the shortest time.

2 Improvements in equipment efficiency:

- Replace inefficient burners with advanced technology equipment
- Use of energy saving former
- Improve oven design

3 Heat recovery system via 3Rs water system.

4 Solar power system project.

Environmental: Energy Consumption Environmental Compliance

Solar Power System Investment

1 On-going and completed solar power projects

Pilot project in FY2020

- Factory 18
- Capacity of 1.14 MWp
- Green energy utilised for glove manufacturing: 1.26 GWh
- Able to offset 874.44 metric ton of CO₂
- RM479,000 worth of electricity saved

As at FY2021

- 8 factories in Selangor, Malaysia
- Capacity of 5.34 MWp
- Green energy utilised for glove manufacturing: 1.66 GWh
- Able to offset 1,058.98 metric ton of CO₂
- RM597,768 worth of electricity saved

As at FY2022

- 8 factories in Selangor, Malaysia
- Capacity of 5.34 MWp
- Green energy utilised for glove manufacturing: 5.75 GWh
- Able to offset 3,672.54 metric ton of CO₂
- RM2.19 million worth of electricity saved

2 Partnership between Top Glove and Shizen Malaysia

Top Glove Corporation Bhd entered into a 20-year Power Purchase Agreement (PPA) with Shizen Malaysia Sdn Bhd. which will increase Top Glove's total solar capacity from 5.34MWp to 15.47MWp, saving about 13,000 MT of CO₂ emissions annually. This is equivalent to planting approximately 400,000 trees.

This partnership builds on previous collaborations with Shizen dating back to November 2021, which enabled Top Glove to generate clean and cost-competitive renewable energy for its factories, lowering carbon footprint while reducing average electricity cost.

ENVIRONMENTAL COMPLIANCE

Management Approach: Guided by the Company's Sustainability Policy, Environmental Policy and Environmental Management System standards, we manage environmental compliance at Group level through board governance and compliance with best regulatory practices.

As a responsible corporate citizen, Top Glove is committed to ensuring compliance with applicable local, national and international laws on the environment and climate. We are determined to integrate sustainable environmental practices into our business operations to minimise harmful environmental impacts.

Our Group's Environmental Policy is governed by the Board of Directors with the Group Industrial Effluent Treatment System (IETS) Department and Regulatory Affairs System & Conformance (RA S&C) take charge of the execution, monitoring, evaluating and compliance of the policy. We have a total of 17 factories certified with ISO 14001 Environmental Management System as at FY2022.

In FY2022, we have received 2 cases of non-compliance with fines. We have taken immediate action to rectify the mistakes.

Odour is a common environmental health concern in the glove manufacturing industry. At Top Glove, we have several initiatives in place to reduce the impacts of odour on our employees and ensure compliance to Environmental Quality (Clean Air) Regulations 2014, which include:

1. Installing air pollution control system for chlorine gases that come from operations to prevent chlorine gas leakage
2. Engaging with external laboratory to ensure emissions from chimneys are always within the limit set by the regulators
3. Raising awareness of safety and proper operation standards among our employees through trainings and chlorine drills

Environmental: Environmental Compliance

Environmental: Waste & Effluent

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Environmental Management System FY2022 Target:

Certify **7 factories** or achieved **42%** of factories (18 out of 43 factories)

Performance: Certified **6 factories** or **40%** of factories (17 out of 43 factories)

Progress: Slight delay, audit has been conducted but pending the issuance of certificate by Certification Body



List of Policies

Scan the QR code to view our Environmental Policy under Environment section

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

The responsibility towards environmental conformance extends to our supply chain. The key criteria in supplier audits place focus on the environment in line with the newly launched Top Glove Sustainability Policy. This initiative has created a platform for Top Glove and its suppliers to move forward for continual improvement in Environmental Policy, energy management, waste management, environmental impact etc. Kindly refer to Supply Chain Management from pages 80 to 83 in this report to view our supplier assessment data and engagement with suppliers on sustainability matters.

WASTE & EFFLUENT

Management Approach: We do not subscribe to the attitude of “harm today, balm tomorrow”. We manage our waste and effluent in compliance with laws and regulations and are also committed to reduce waste generation through operational eco-efficiency.

Top Glove subscribes to the waste management hierarchy and we are committed to prevent wastages in daily operations, reduce waste generation from business, reuse waste to maximise its value, recycle waste to give it a second life, recover waste into energy resources and dispose waste in a responsible manner.

Top Glove engaged with Department of Environment (DOE) licensed collectors to handle scheduled waste generated from our own operations which is later sent to landfills, incinerated or recycled. We report and disclose our scheduled waste generation on the governmental portal and no waste has either been imported or exported in FY2022.

We continuously explore potential methods to divert disposal of scheduled waste from licensed landfills. To date, we have engaged with contractors to recycle scrubber waste from chlorination process into sodium hypochlorite and also educate our employees to reclaim rubber waste and reuse formers.

Scheduled Waste Management Initiatives

1. Site audit of licensed scheduled waste collectors

We conduct annual audits at the licensed collectors' site to ensure the waste is handled in accordance with Environmental Quality (Scheduled Wastes) Regulations 2005 and relevant guidelines.

2. Research and Development (R&D)

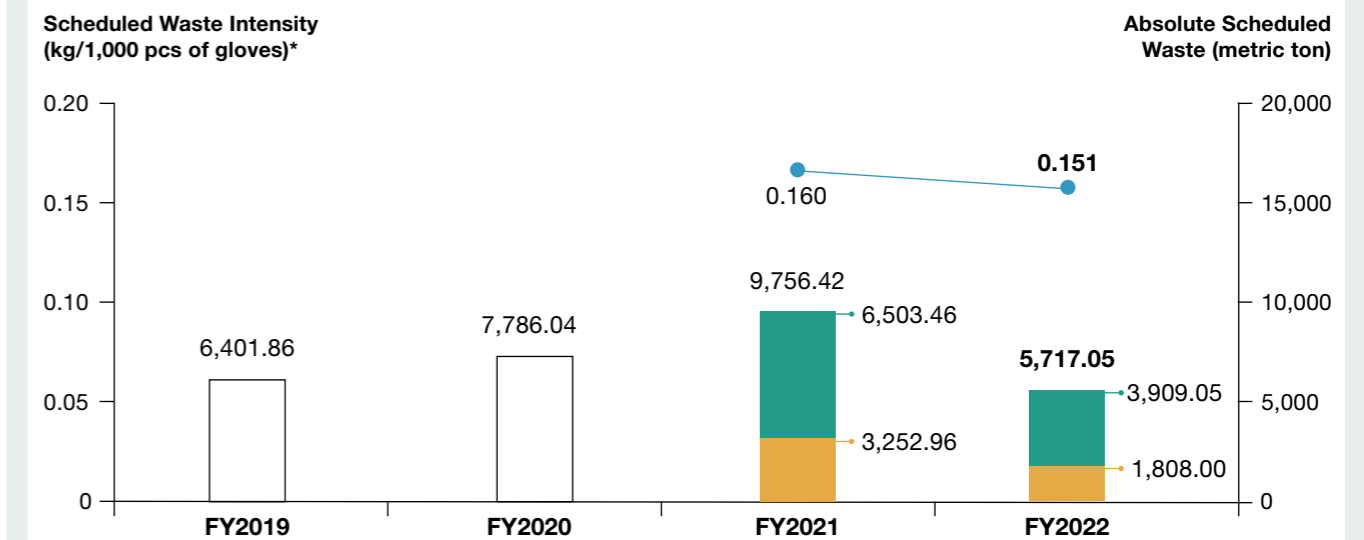
We invest in in-house R&D to render waste harmless, reclaim rubber waste and other improvement projects.

3. Training

We send our employees to attend competency training conducted by environmental institutes which are acknowledged by DOE on proper waste management skills and knowledge. The Competent Person then conducts internal awareness training to transfer knowledge of proper scheduled waste management and pollution prevention.

Data disclosed in this section covers all glove factories at Group level.

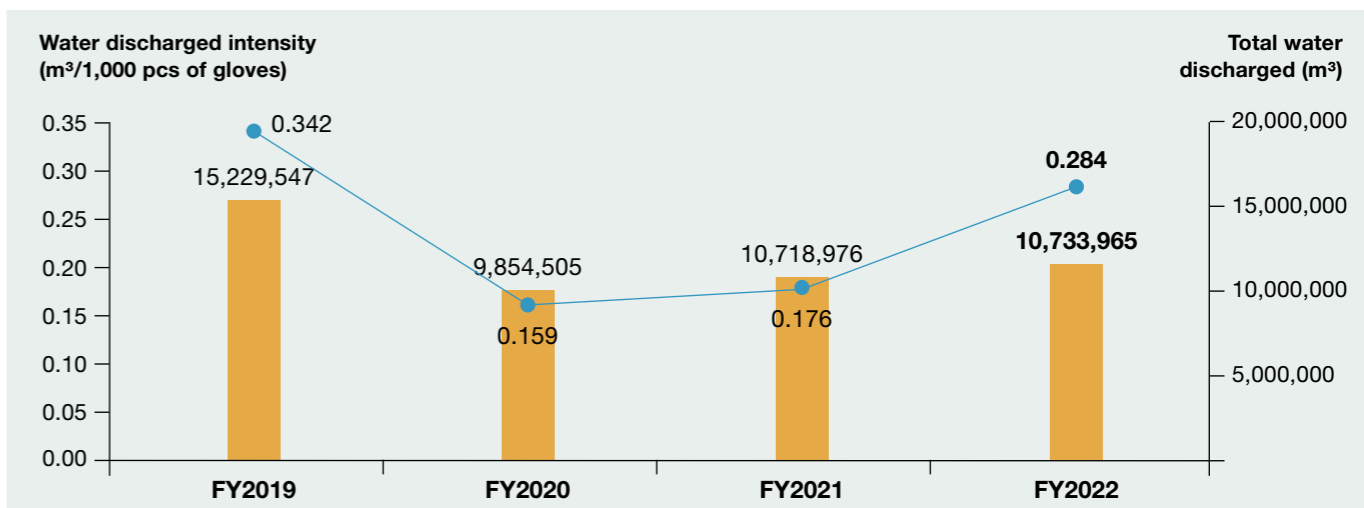
Scheduled Waste Data



■ Absolute scheduled waste reused/ recycled/ other recovery process (metric ton)*
 ■ Absolute scheduled waste disposal through incineration (with or without energy recovery), landfilling, other disposal operations (metric ton)*
 ■ Scheduled waste intensity (kg/1,000 pcs of gloves)*

* Data tracking commenced in FY2021

Effluent Data



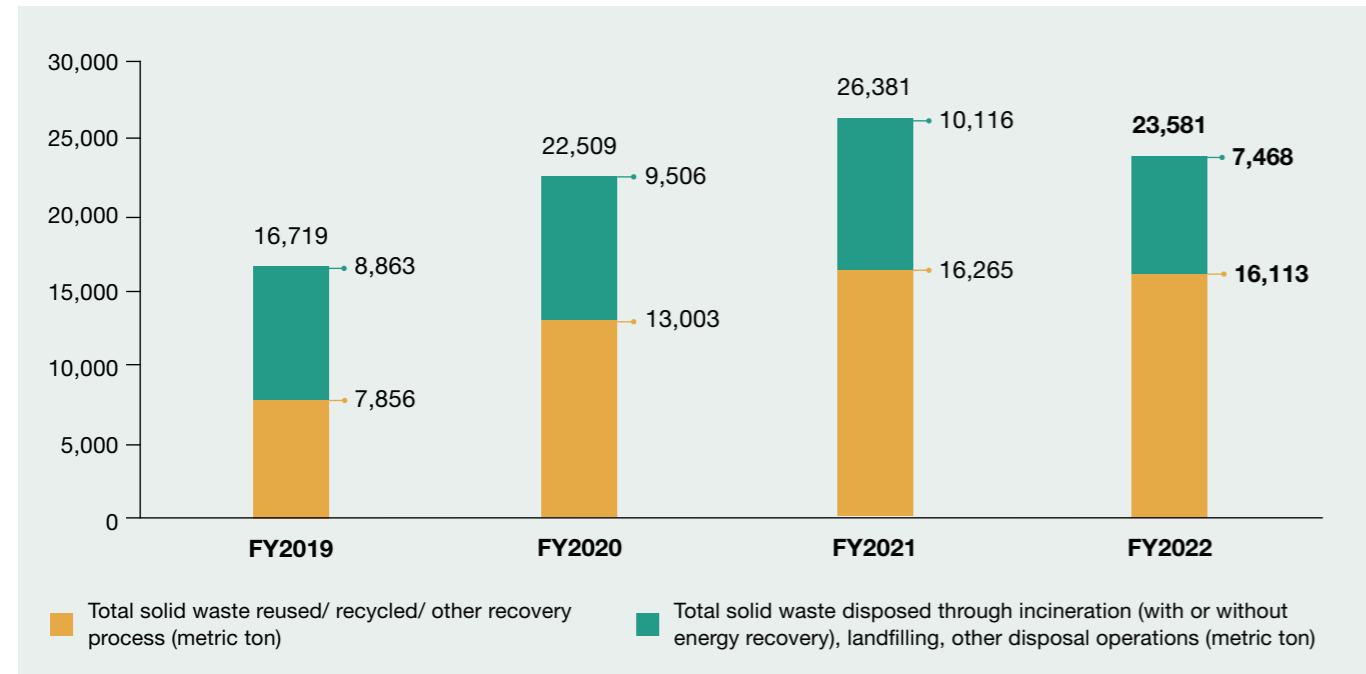
Progress: Water discharge intensity in FY2022 has increased by 61% compared to FY2021 due to tightened quality control which requires more frequent water change as well as lower production output.

It is our responsibility to ensure any discharge from our own operations does not harm the environment and the local communities. Our in-house Industrial Effluent Treatment System (IETS) is equipped with physical, chemical and biological treatment technology to treat the discharge effectively and meet Environmental Quality (Industrial Effluent) Regulations 2009, Standard A (Factory 33) and Standard B. For our Klang operations, the effluent is discharged to the drain which flows to Pintu Sungai Kapar Kecil. There were also no legal cases involving non-compliance of discharges in the same reporting year.

Environmental: Waste & Effluent

Treated water discharged from IETS is recycled for housekeeping purpose to reduce municipal water consumption. At Top Glove, all wastewater is treated on-site and in compliance with the national requirement of biological oxygen demand (BOD) and chemical oxygen demand (COD) effluent treatment parameters.

Solid Waste Data



Progress: Total solid waste generated decreased by 11% due to reduced production output in FY2022 compared with FY2021. The proportion of solid waste recovered rather than disposed has increased from 61.6% in FY2021 to 68.3% in FY2022 as a result of continuous efforts to promote waste segregation at source.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Waste Management FY2022 Target:

Reduce scheduled waste intensity by 5% to 0.151 kg/1,000 pcs gloves	Divert disposal of scheduled waste from licensed landfill by 68%	Reduce solid waste disposed by 5% to 9,620 MT
Performance: Reduced 5.5% to 0.151 kg/1,000 pcs of gloves	Performance: Diverted 68.4%	Performance: Reduced 26.2% to 7,468 MT
Progress: On track	Progress: On track	Progress: On track

Environmental: Water Management

WATER MANAGEMENT

Management Approach: We address water scarcity as a global concern. We are committed and we manage our water resources with a holistic water management approach to track and analyse data which is critical for effective initiatives and project planning.

We are committed to lessen our reliance on municipal water supply, upgrade our water treatment plants and rainwater harvesting system, improve in-house water recycling facilities as well as monitor our water consumption to avoid water wastage. Our water management plan underscores Top Glove's determination to safeguard freshwater accessibility for well-being of humanity. Data disclosed in this section covers all glove factories at Group level.

Water Management Initiatives

Water Treatment Plant (Reverse Osmosis, Ultrafiltration, Wastewater Reclamation)



Beneficiary factories:

19 factories (versus 15 factories in FY2021)

In line with our target to reduce municipal water consumption, we are operating two in-house water treatment plants to treat surface water into clean water which will be supplied for production use. Our water treatment plant is capable of treating water at 800 m³/hour to benefit 19 factories. In FY2022, we have further invested RM8.1 million to upgrade the water treatment plant capacity to ensure continuous water supply to factories and alleviate flooding at Meru, Klang by diverting drain and pond water.

Water hyacinth is planted as a phytoremediation plant to reduce iron concentration in the water

Rainwater Harvesting

Beneficiary factories:

All factories

We have improved the rainwater harvesting system in our factories which resulted in a 5.5% increase in water sourced from rainwater. The rainwater harvested is utilised for housekeeping and operational purposes. We ensure rainwater harvesting system in our factories are well-maintained to reduce reliance on municipal water, resulting in cost saving of about RM692,000.



Environmental: Water Management

On Site Detention (OSD) Tanks

OSD tanks are concrete structures designed to drain and retain storm water for a limited period of time. Flooding occurs during heavy rain and drain water overflows to surrounding land. Therefore, recycling of surface water by installing OSD tanks can help to reduce the volume of drain water during heavy rain, increase water security and diversify water sources for factories. Currently, the OSD water treatment system is implemented at Factory 4AW and Factory 14AW. Water collected in OSD tanks will be treated and channeled to factories and stored in rainwater tanks. Factories use the treated OSD water for production and housekeeping purposes, resulting in cost savings of near to RM18,000 in FY2022.



Installation of Filters at Pre Leaching Tank



Filters are installed in pre leaching tanks to manage the sludge accumulation, so as to reduce the water changing frequency and associated downtime to clean the tanks. As a result, the water consumption and tank water reheating time can be reduced. It also conserves water and natural gas resources and achieves cost savings.

As at FY2022, there are total 232 filters installed at pre leaching tanks among factories which contributed to approximately RM3.1 million cost savings in FY2022.

In-house Water Recycling Facilities

Factories are equipped with a water recycling system where the treated effluent is reused for housekeeping purposes.

All the initiatives mentioned above have contributed to 2,889,093 m³ of water being recycled and reused, which is equivalent to 18% of total water consumed, and resulted in approximately RM7.1 million in cost savings. Top Glove is committed to uphold water stewardship and conserve water resources whenever possible.

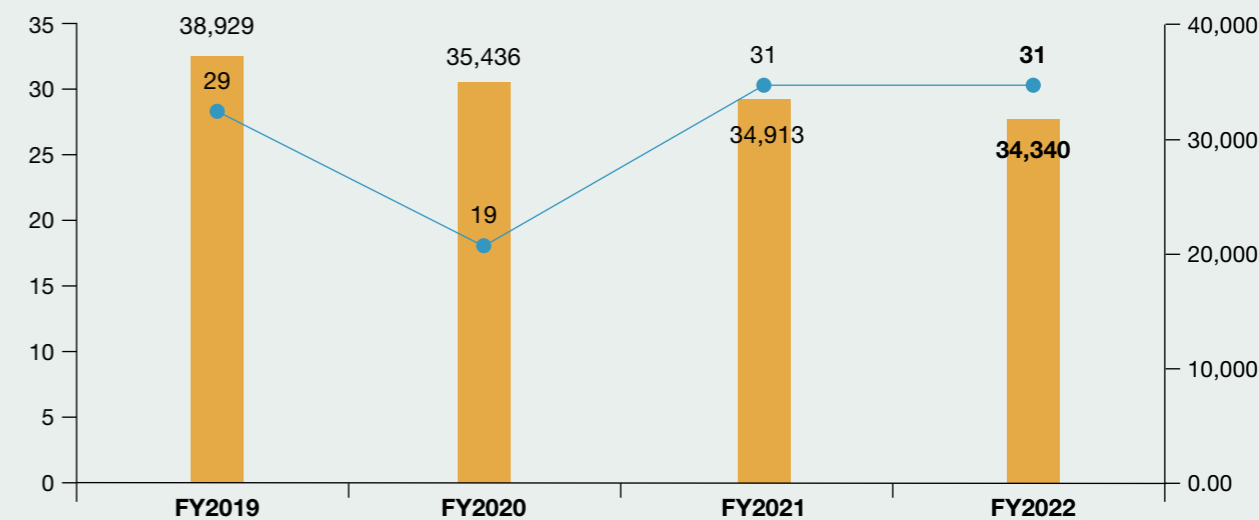
Environmental: Water Management

Water Data

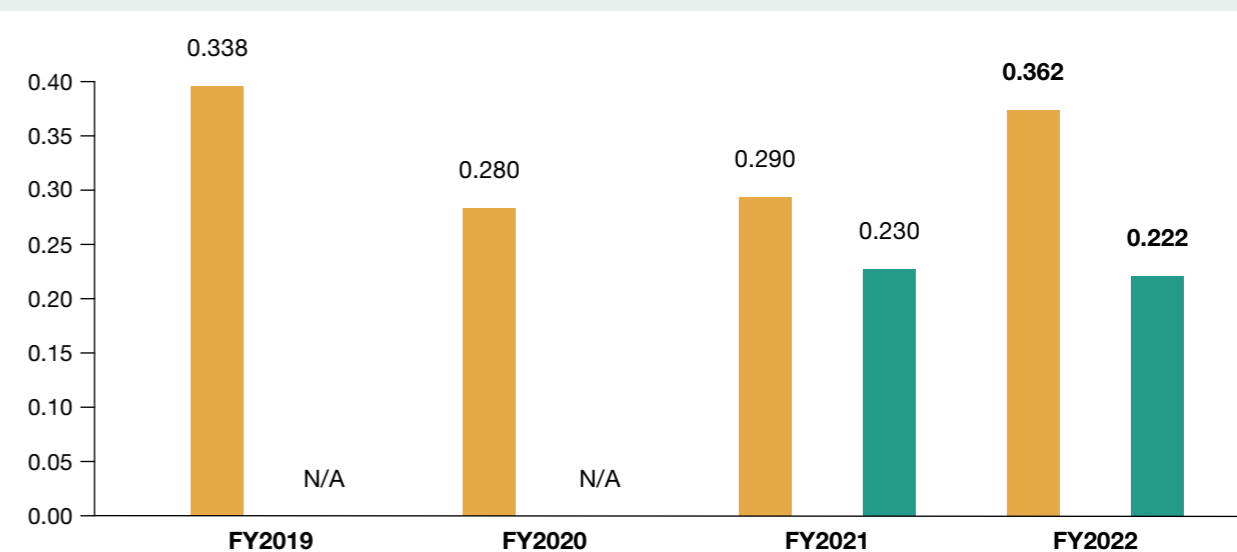
Water consumption at Headquarters

Water consumption intensity at Headquarters, Top Glove Tower (m³/occupant)

Absolute water consumption at Headquarters, Top Glove Tower (m³)



Water consumption intensity at glove factories (m³/1,000 pcs of gloves)

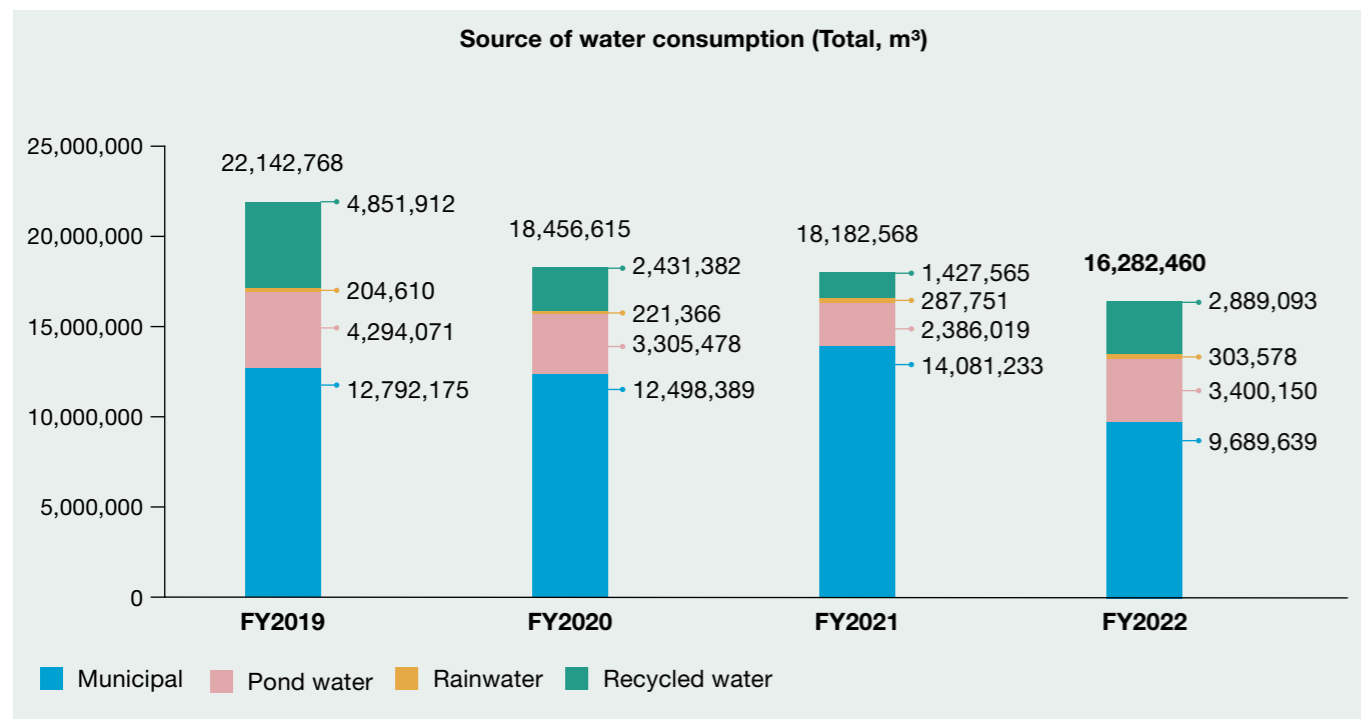
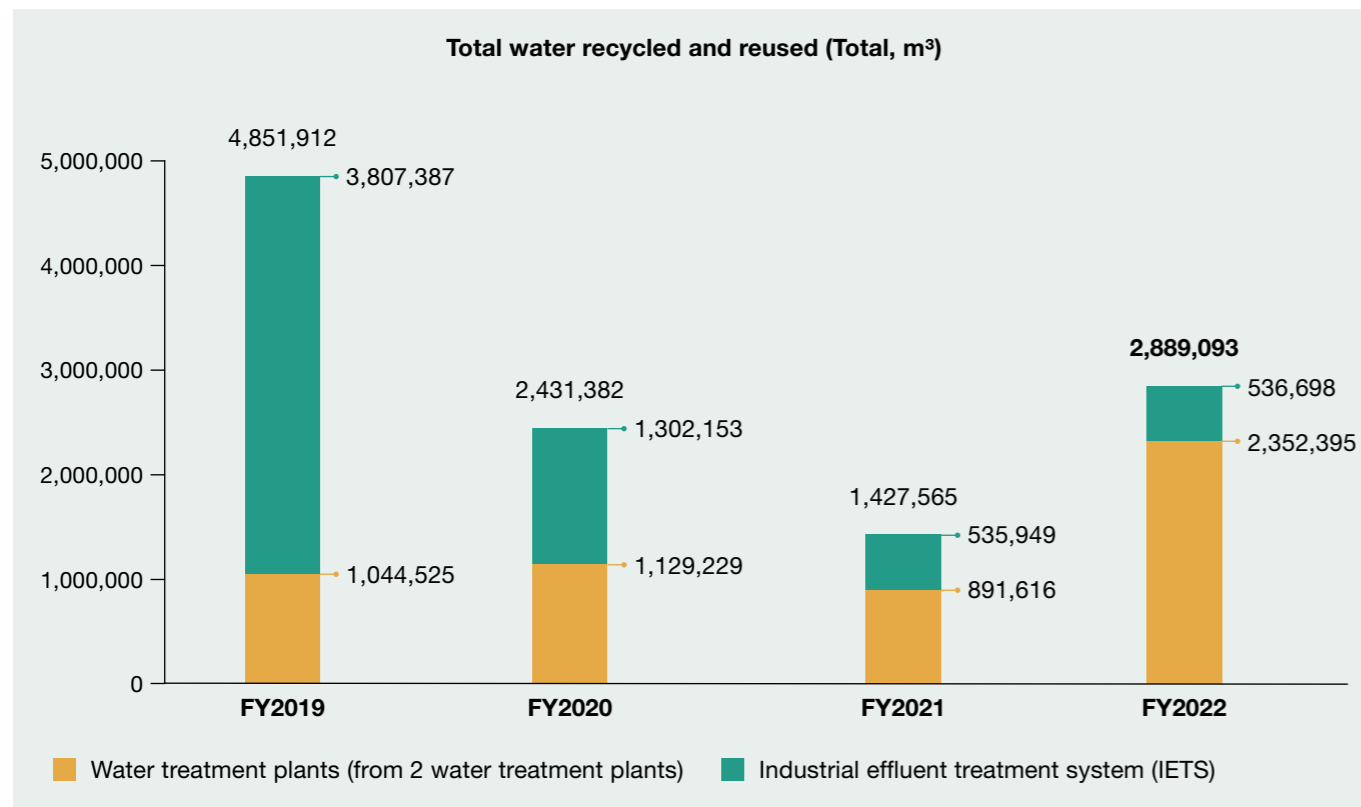


■ Water consumption intensity (m³/1,000 pcs of gloves)
■ Municipal water consumption intensity (m³/1,000 pcs of gloves)*

* Data tracking commenced in FY2021

**Environmental:
Water Management**

**Environmental:
Water Management**



SUSTAINABILITY ROADMAP FY2022 TO FY2025

Water Consumption FY2022 Target:

Reduce municipal water consumption intensity by
10% to 0.207m³/1,000 pcs of gloves

Performance: Reduced **3.6% to 0.222 m³/1,000 pcs of gloves**

Progress: Slight delay, Group Engineering Department will focus on high impact water conservation projects to reduce municipal water consumption.



TG ENVIRONMENT DAY

World Environment Day has been widely celebrated annually since 5th June 1973 led by United Nations Environment Programme (UNEP). In supporting the cause, Top Glove held its annual TG Environment Day celebration on the 22 June 2022 to promote awareness and environmental protection with the theme 'Go Green, Keep Earth Clean'. Prior to the event, our Executive Chairman who was joined by members of Senior Management, led a tree planting exercise at one of the company's hostels on 19 June 2022.

During TG Environment Day itself, a forum titled 'Only One Earth' was held which involved speakers from the Department of Environment Selangor, Shah Alam City Council, National University of Malaysia and the Free Tree Society. Each speaker spoke at length on a topic related to their field of expertise, contributing to the forum's objective of advocating greater awareness of the detrimental effects of climate change and pollution on the planet and our wellbeing. The session also highlighted the urgent need for everyone to actively involve themselves in efforts to build a healthier environment and more sustainable lifestyle, a point that was also emphasised by the Executive Chairman during his opening speech earlier in the event.



Social: To Be a People Centric Corporate Citizen

Social: Human Rights & Labour Management Relations

2022 SOCIAL HIGHLIGHTS

Estimate to invest
RM232 million
to improve accommodation for approximately
11,404 employees

Revamped existing performance
management system to inculcate a
performance driven culture

Contributed
RM56.5 million
in income tax towards nation building and
to promote sustainable economic growth

99.9%
of our global workforce were
fully vaccinated against COVID
as at 31 August 2022

Country by country breakdown:

- Malaysia: RM43.3 million
- Thailand: RM13.7 million
- U.S.A.: RM5.3 million
- Singapore: RM2,033
- China: (RM1.7 million)
- Brazil: (RM2.0 million)
- Germany: (RM2.1 million)

Awarded
14 scholarships
worth a total of over
RM500,000 in FY2022

Strong representation of women in our workforce:

36% at board level
50% at managerial level
(manager and above)

Provided **6,378**
job opportunities globally,
where **93%** of the employees hired in
Malaysia are locals

Invested
RM845,000
in employee training,
achieving a total of **698,918**
training hours

GOAL 2: PROMOTING INCLUSIVITY & RESPECTING HUMAN RIGHTS



Top Glove acknowledges that employees are their most valuable asset. We respect and protect human rights, while promoting diversity and inclusivity in our workforce to nurture a healthy working environment conducive to optimal growth. We believe that the greatest innovation comes from a group of passionate employees from heterogenous cultural background.

Capital	Material Issues	Initiatives	Value Created
<ul style="list-style-type: none"> Human Social & Relationship 	<ul style="list-style-type: none"> Human Rights Labor Management Relations Occupational Health & Safety Diversity & Inclusion 	<ul style="list-style-type: none"> Compliance with local laws & regulations and international labour standard Work-life integration policies Safety and wellness programmes Employee learning and development programmes Women empowerment 	<ul style="list-style-type: none"> Productive and innovative workforce Diverse workforce Safe and healthy working environment

HUMAN RIGHTS & LABOUR MANAGEMENT RELATIONS

Management Approach: As a business with a large global footprint and employees from diverse backgrounds including vulnerable groups such as our foreign workers, we are committed to eradicating forced labour and creating an inclusive and respectful ecosystem, where fundamental rights are respected, and every employee is treated equally, leaving no one behind.

We have faced allegations related to human rights and labour management in the past. In order to create positive change and reaffirm our commitment to safeguarding human rights, we have since actively worked with key stakeholders, including authorities, experts, and our employees, to identify areas for improvement.

In demonstration of our respect for human rights, we also pledged to the UN Global Compact Ten Principles, the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. Additionally, in compliance with International Labour Organisation (ILO), Amfori Business Social Compliance Initiatives (BSCI) Code of Conducts and Sedex Member Ethical Trade Audit (SMETA) guidelines or best practices, we evaluate and address our human rights risks and human rights impact assessments.



On 10 September 2021, U.S. CBP modified the Finding (lifted the ban) on Top Glove and we are allowed to resume exporting our products to U.S.

Social: Human Rights & Labour Management Relations

Social: Human Rights & Labour Management Relations

OUR POLICY ON HUMAN RIGHTS PRACTICES

We respect the rights of our employees, especially migrant workers, and uphold the following, which are guided by Top Glove Human Rights & Ethical Conduct and several international human rights instruments:

1

Eradicating all forms of forced labour, bonded labour, modern slavery, and child labour. We strictly enforce the rule that we do not hire workers who are younger than 18 and have a verification process in place to identify underage candidates. We also practice zero tolerance for discrimination, physical and sexual violence.

2

Prioritise worker health and safety, creating decent living conditions and safe workplaces

3

Respecting workers' rights in relation to the following:

- Access to multi and independent-managed grievance and whistleblowing channels
- Full custody of identity documents
- Freedom of movement
- Freedom of association and rights to collective bargaining
- Fair working hours and rest days, and no excessive overtime
- Zero debt bondage
- No withholding of wages

UPHOLDING BEST PRACTICES IN SOCIAL COMPLIANCE

Top Glove views human rights concerns seriously and has been taking aggressive steps to implement multiple initiatives towards improving social compliance practices according to international best practices.

Our key initiatives in levelling up social compliance:

Ethical Foreign Worker Recruitment

- Enhanced due diligence throughout the recruitment process. We have revamped our recruitment and due diligence policy in January 2021. We run open tender for foreign worker recruitments and conducted thorough due diligence in the selection of ethical recruitment agencies.
- Grievance helpline. We have extended the third-party and in-house grievance helpline to our foreign workers, enabling them to report any unethical recruitment practices throughout the recruitment process.

Human Rights Risk Assessment/ Due Diligence & Audits

In FY2022, we conducted 59 social compliance audits on SMETA, BSCI and Customer Code of Conduct to demonstrate our unchanging commitment to safeguard the human rights of our employees.

Total number of announced audits	58
Total number of semi-announced audits	1
Total number of audits initiated and paid by customers	32
Total number of audits initiated and paid by Top Glove	27

Human Rights Risk Assessment/ Due Diligence & Audits (Con't)

Social Compliance Audits	Description	Number of Audits Conducted
	Sedex Member Ethical Trade Audit (SMETA) Top Glove is a member of Sedex, a membership organisation that provides one of the world's leading online platforms for companies to manage and improve working conditions in global supply chains.	23
	Amfori Business Social Compliance Initiatives (BSCI) Code of Conducts As a member of Amfori, Top Glove is in compliance with the Code of Conduct of BSCI, an industry-driven movement that aims to monitor and assess workplace standards across the global supply chain.	4
Customer Code of Conduct	Other social compliance audits conducted upon customer request	32

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Social Compliance Audit Rating FY2022 Target:

BSCI: 100% factories audited achieve 'A' rating

Performance: 75% factories audited achieve 'A' rating

Progress: Slight delay, HR Social Compliance Department and factory personnel are working to close the identified gaps

SMETA: **90% factories** audited achieve not more than **10 NCs/factory**

Performance: 96% factories audited achieved not more than **10 NCs/factory**

Progress: On track

Enhancement of Policies & Procedures

- We have introduced a new policy, namely the Top Glove Sustainability Policy.

Kindly refer to page 7 in this report for details

- Additionally, we have enhanced existing policies including:
 - Business Partners' Code of Conduct
 - Prevention of Sexual Harassment Policy
 - Grievance Procedure



List of Policies

Scan the QR code to view our list of policies

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



List of Policies

Scan the QR code to view our Human Rights & Ethical Conduct under Social section

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

Social: Human Rights & Labour Management Relations

Continuous Improvement in Workers Engagement

- a. We have various engagement sessions to encourage two-way communication with workers and enable them to raise workplace and accommodation concerns.
 - i. Monthly Workers Welfare Meeting between worker representatives and Head of Department representatives.
 - ii. Half Yearly Workers Virtual Mega Town Hall Session which involves all workers with Independent Directors, HR Department representatives and management representatives.
- b. Guided by the Group's policy on Human Rights and Ethical Conduct, workers have the right to freedom of association and collective bargaining. Our subsidiary, Eastern Press Sdn Bhd is covered by collective bargaining agreements, with the notice period for consultation and negotiation specified in collective agreements.
- c. In operations where formal unions do not exist, all workers are covered under the Workers Welfare Committee, for which workers in every factory have the right to elect their worker representatives from each nationality and gender.
- d. We have launched the annual workers' engagement survey from 20th June 2022 to 5th August 2022 and the result showed score of 88% in FY2022, consistent with FY2021.
- e. We also conducted an annual hostel accommodation satisfaction survey and the score has maintained at 93% in FY2022.
- f. When there are any significant operational changes that could substantially affect our employees, sufficient notice will be given to them prior to the implementation and their feedback will be taken into consideration.

Effective Grievance Channels

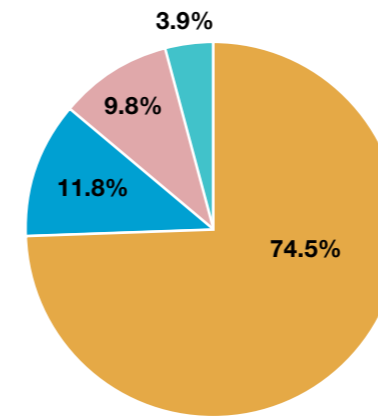
- a. Our multiple grievance channels provide opportunities for our employees to raise grievances anonymously.
 - i. Whistleblowing channel. For our whistleblowing data disclosure, please refer to Whistleblowing section in page 77 in this report.
 - ii. TG Counselling Lines for workers to report harassment and bullying incidents
 - iii. Centralised workers' helpline
 - iv. Email
 - v. WhatsApp
 - vi. Worker representatives
 - vii. Human Resources personnel
 - viii. HR Connect: We have digitalised the grievance channel by incorporating grievance feature into the employee mobile app.

Internal Helpline managed by HR Department

Category	Percentage of grievances lodged	Status
Other issues (request to transfer hostel and factory, feedback on hostel facilities, enquiry on wages, passport and visa renewal)	74.5%	Concluded. Action has been taken to rectify and address all issues.
Workplace bullying	11.8%	Concluded. We have investigated all cases and action has been taken against those found guilty upon investigation.
Sexual & physical harassment	9.8%	Concluded. We have investigated into the cases and actions were taken against the harassers who were found guilty upon investigation.
Emergency due to family matters and health issues	3.9%	Concluded. We provided emergency assistance to arrange for workers to be sent back to their home countries.

Social: Human Rights & Labour Management Relations

Effective Grievance Channels (Cont'd)

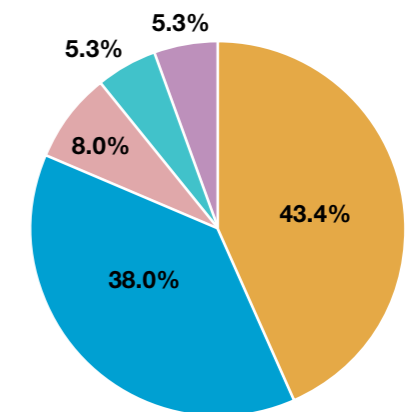


- Other issues (request to transfer hostel and factory, feedback on hostel facilities, enquiry on wages, passport and visa renewal)
- Workplace bullying
- Sexual & physical harassment
- Emergency due to family matters and health issues

- b. We work with Impactt Limited which managed for Top Gloves, an independent grievance helpline available in multiple workers' language. In FY2022, a total 113 calls received with 95% of the cases resolved and closed with remaining 5% pending Impactt's verification on the action taken by the Company. In FY2022, the Impactt Helpline received calls in the following areas:

External Helpline Managed by Impactt Limited

Category	Percentage of grievances lodged	Status
Recruitment (general inquiries and queries on recruitment fee reimbursement)	43.4%	Concluded. The workers failed to apply for the recruitment fee reimbursement or remediation within the given timeline. It has been verified by Impactt.
Info Inquiry (repatriation, other general queries)	38.0%	Concluded. Provided adequate information to Impactt and workers on repatriation and other general queries. The workers may approach respective factory HR personnel for further clarification and assistance.



- Recruitment (general inquiries and queries on recruitment fee reimbursement)
- Info Inquiry (repatriation, other general queries)
- Bonus and Overtime
- Medical (information and assistance request)
- Others (wages, passport/permit renewal, and home leave)

Category	Percentage of grievances numbers	Status
Bonus and Overtime	8.0%	Concluded. Workers are not entitled to bonus due to performance which is not up to mark. Besides, due to current business condition, we rationalised some of the production facilities. Subsequently, the total overtime hours have reduced and overtime only offered based on necessity.
Medical (information and assistance request)	5.3%	Concluded. Provided adequate information on general queries related to medical assistance and benefits to Impactt and workers. The workers may approach respective factory HR personnel for further clarification and assistance.
Others (wages, passport/permit renewal, and home leave)	5.3%	Concluded. Worker observed to have been absent without prior approval from superior and with valid reason. Passport renewal delay at the Bangladesh High Commission due to nationwide pandemic and new renewal system.

Social: Human Rights & Labour Management Relations

Continuous Improvement in Workers Living Conditions

- a. Regular hostel inspection to ensure 100% compliance with regulations. Regular inspection is conducted twice a month and any non-compliance is immediately rectified.
- b. We estimate to invest RM232 million to improve accommodation for 11,404 employees, which two of the planned hostels (item 1 and item 8) are expected to be ready by the end of 2022.

Location	Estimated CAPEX, RM' mil	Target Capacity, pax	Target Completion
A. Constructed by Top Glove			
Banting: Lot 213 and Lot 214			
1) Phase 1, Block 1 & 2	16	484	End of 2022
2) Phase 2, Block 3 & 4	16	484	Planning stage
Aman Perdana, Klang: Lot 6495			
3) Block 1	17	1,152	Planning stage
4) Block 2	17	1,152	Planning stage
Meru, Klang			
5) Lot 5135, Block 1 & 2	25	2,176	Planning stage
6) Lot 5117, Block 1 & 2	23	1,800	Planning stage
7) Lot 5116, Block 3 & 4	23	1,862	Planning stage
B. Purchased from developer			
8) Kenangan Meru Apartment	95	2,232	End of 2022
Grand Total	RM232 million	11,404	

- c. The construction of workers' accommodation will be carried out in stages in view of the workers' recruitment has slowed down.
- d. Various amenities such as a laundromat, canteen, mini market and recreational facilities are available within the accommodation to cater to our workers' daily needs.

The Kenangan Meru Apartment which has a capacity of 2,232 pax will be completed by end of 2022.



Social: Human Rights & Labour Management Relations

Raise Social Compliance Awareness Among Employees

- a. Internal experts facilitated several in-house training sessions on Business Social Compliance Initiative (BSCI), Sedex Members Ethical Trade Audit (SMETA), 11 International Labour Organisation (ILO) indicators of forced labour and Levelling Up Top Glove's Human Rights Practices to International Standards, which have garnered close to 661 participants including Head of Departments and Human Resources Business Partners.
- b. Educated over 5,000 workers on the ILO/ BSCI social compliance principles with modules including management systems, forced & bonded labour, discrimination, harassment & abuse, safety & health, wages, working hours, freedom of association and grievance through physical, virtual and eLearning platforms.
- c. Organised joint training sessions with workers, supervisors and the management on prevention of sexual harassment and bullying at workplace policy.
- d. Educated workers to raise grievances on various internal and external grievance channels, including our third-party independent grievance helpline.
- e. In FY2022, a total of 1,426 training hours on human rights policies or procedures concerning aspects of human rights that are relevant to operations were conducted. Number of staffs trained has increased 8.6% from 215 staffs in FY2021 to 599 staffs in FY2022.
- f. Labour standard posters such as BSCI, ETI Base Code, ILO Forced Labour Indicators in workers' native languages are displayed on notice boards at workers' hostels and factories.



Social:
Human Rights & Labour Management Relations
Occupational Health & Safety

Communicating with Supply Chain via Webinar Sessions

- a. By signing the Top Glove Business Partners' Code of Conduct, our business partners reaffirm their dedication to ethical and sustainable business operations.
- b. We continuously engage with our business partners to remind them of their commitment to carry out activities ethically and responsibly and in accordance with our newly launched Sustainability Policy.
- c. We deliver on our values on ethical labour practices via webinar sessions followed by audits to assess the implementation and awareness level among the suppliers.

OCCUPATIONAL HEALTH & SAFETY

Management Approach: Investment in employee health and safety is the best prevention towards any unwanted incidents at the workplace. At Top Glove, we recognise our responsibility to provide a safe and healthy workplace for our employees by enhancing the safety element in work process within our operations, providing information, education and training in occupational safety and health. We promote "Good Health and Safety First" via our company tagline.

OCCUPATIONAL HEALTH & SAFETY

Aligned with the Group's Occupational Safety & Health (OSH) Policy, we have a total of 1,118 members from the Safety & Health Committee which constitutes to 6% of our global workforce. Our Safety & Health Committee consists of representatives from the management and employees from various departments, to lead the safety management initiatives and strategies of the Group.

Workers' participation in the OSH management system is equally important in the Group. At quarterly Safety and Health Committee meetings, which provide a forum for discussion about OSH matters at workplace, worker representatives have the right to raise their ideas and discuss for resolutions such as near-miss accident, unsafe act and unsafe condition and OSH training activities.

We continue to uphold OSH best practices by maintaining ISO 45001: 2018 Occupational Health & Safety Management System certification at our operations. Initiated in FY2021, a total of 6 factories were certified with the ISO 45001:2018 as at FY2022 and we are working towards extending the ISO 45001:2018 certification to other factories by FY2025.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Occupational Health & Safety Management System Certification FY2022 Target:

Certify **3 factories** or achieve **14%**
(6 out of 43 factories)

Performance: Certified **3 factories** or achieved **14%** (6 out of 43 factories)

Progress: On track

Social:

Occupational Health & Safety

The assessment monitoring systems which were carried out all over our factories include but not limited to the following:

- a **Chemical Health Risk Assessment (CHRA)**
- b **Chemical Exposure Monitoring (CEM)**
- c **Medical Surveillance**
- d **Local Exhaust Ventilation (LEV)**
- e **Noise Risk Assessment (NRA)**
- f **Personal Audiometric Test**
- g **Medical Examination**
- h **Control of Industrial Major Accident Hazards (CIMAH) Assessment**

Work-related hazards and risks are assessed via:

- a. Hazard Identification, Risk Assessment and Risk Control (HIRARC) measures which are performed by respective process owners by observing and interviewing the employees and lastly Safety Department reviews the risk control.
- b. Implementation of unsafe condition (UC) and unsafe act (UA) monitoring and reporting through TG Good Safe online reporting.
- c. Workplace inspection by Safety and Health Committee together with process owner.
- d. Implementation of monthly Corrective Action and Preventive Action (CAPA), through Safety and Health Committee meeting with the participation of employees.

Engagement with Local Authority

Top Glove works closely with the local authority in various aspects such as DOSH assessment and workshop to ensure safety, health and welfare elements are in place. This is important to minimise the risk of an accidents or injuries at workplace as well as protecting the community around our factories which are declared as Major Hazard Installation.



Safety Training

We continuously conduct training to improve and enhance employees' safety awareness on specific work-related hazards. Furthermore, we have designed training materials in workers' native language to help them to better understand the contents and continue to practice safety culture at workplace. In FY2022, the number of employees trained on health and safety standards is 19,222 where 94% of them are non-Safety & Health committee and non-Safety Officers whereas 6% of them are Safety & Health Committee and Safety Officers, indicating a large proportion of employees from non-safety background are now equipped and updated with safety & health knowledge too.

The topics of the training are including but not limited to:

- a **Work Instruction**
- b **Hazard Identification, Risk Assessment and Risk Control (HIRARC)**
- c **Personal Protective Equipment**
- d **Chemical Spillage**
- e **Machinery Handling**
- f **Emergency Response Plan**
- g **Working at Height**

Social:
Occupational Health & Safety

Besides providing training, various awareness campaigns are launched to drive continuous safety mindset and behaviour:

- a. Publication of Safety Bulletin and Safety Alert
- b. Organise Safety Talks, covering topics such as chemical safety, machinery safety, noise management, accident prevention, etc.
- c. Celebrate World Day for Safety and Health at Work to increase safety awareness

TG SAFETY DAY

In conjunction with World Day for Safety & Health at Work which was celebrated by the International Labour Organisation annually, Top Glove has organised its very own TG Safety Day on 28th April 2022.

The purpose of this event was to promote safety, health and decent work conditions, especially among employees and contractors working at Top Glove, with the theme 'Let's Act Together to Build a Positive Safety and Healthy Culture'.

During the event, the Safety & Health Department introduced the Life Saving Rules which consists of safety rules to ensure the safety and health of TopGlove employees while at home and at work. Two guest speakers were invited from Department of Safety and Health (DOSH) and Top Glove Global Doctors (TGGD) to give talks on 'Employer and Employee Responsibilities Toward Accident Prevention at Workplace'. The event was concluded successfully and



Top Glove accorded deep appreciation to the local authority, DOSH for their knowledge sharing to Top Glove Group of Companies.

To further instill the commitment on safety and health, led by the Safety and Health Department; the Top Glove Management Team, Joint Manufacturing Council representative, and all Heads of Department, TGGD doctors pledge on the implementation and enforcement of safety and health in Top Glove.

Safety Performance Data

We continue our mitigation efforts to keep both our employees and contractors safe through implementation of engineering control at operation process, regular safety training/ briefing to employees and contractors, and enforcement of wearing proper PPEs among employees and contractors. We also continuously build organisational capability and operational controls that will act as a barrier to accidents being escalated to life changing or fatal outcome. Reflecting on our effort, over the past three consecutive years, we have recorded a progressively lower LTIFR on our employees. Furthermore, in FY2022, we recorded zero case of contractor fatality as a result of improved in our Permit to Work system and implementation of Contractor Safety Evaluation programme.

wEmployee Safety Data				
Financial Year	FY2019	FY2020	FY2021	FY2022
Employee fatalities rate (percentage)	0	0	0.01	0
Number of employee fatality case	0	0	1	0
Percentage of employees covered for LTIFR (%)	100	100	100	100
Lost-Time Injury Frequency Rate (LTIFR) (number/a million hours worked)	0.9	1.1	0.92	0.86
Number and rate of high consequence work-related injuries (including fatalities)	N/A*	N/A*	Number: 71 Rate: 3.24	Number: 57 Rate: 2.99

* Data tracking commenced in FY2021

Social:
Occupational Health & Safety

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Occupational Safety & Health FY2022 Target:

Reduce occupational accident rate to **3.12 per 1,000 workers**

Performance: Reduced to **2.99 per 1,000 workers**

Progress: On track

65% of contractors to pass safety evaluation with the minimum scoring of 60 points

Performance: Achieved **80.2%**

Progress: On track

PROMOTING WELLNESS

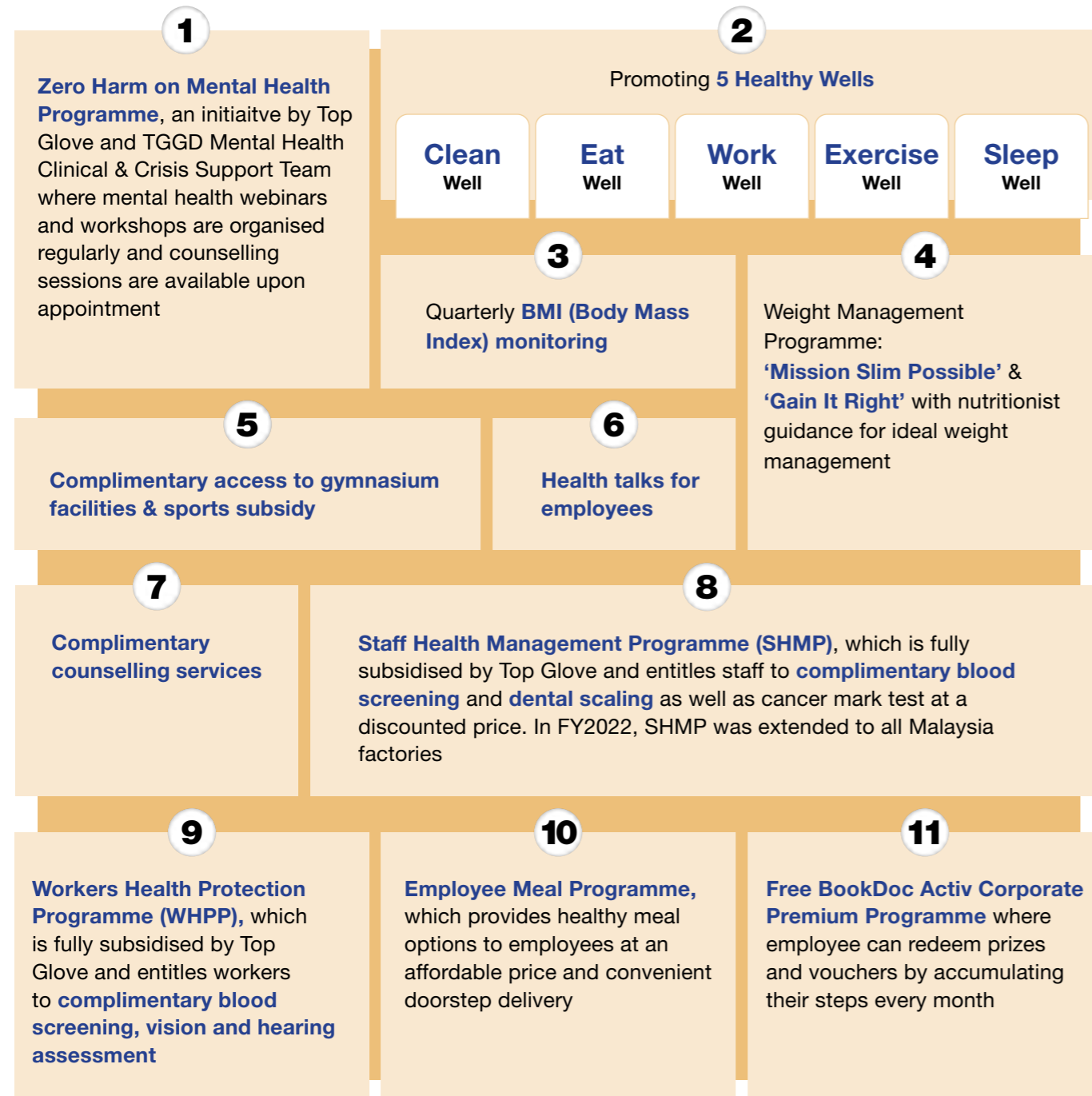
Towards looking after the mental and physical health of our employees, Top Glove provides comprehensive healthcare facilities and has multiple initiatives in place in the form of holistic wellness programmes. As at 29 July 2022, Top Glove also had a 38 strong team of wellness professionals dedicated for this purpose.

<p>26 Medical Professionals</p> <ul style="list-style-type: none"> 8 Medical Doctors 1 Dentist 1 Mental Health Counselor 1 Assistant Pharmacist 5 Medical Assistants 	<p>2 Ambulances</p> <ul style="list-style-type: none"> 3 Nurses 4 Clinic Admins 2 Paramedics 1 Radiographer 	<p>12 Wellness Professionals</p> <ul style="list-style-type: none"> 8 Nutritionists 1 Naturopathy Wellness Consultant 1 Dietitian 1 Food Service and Catering 1 Health Admin Executive 	<p>3 Fitness Professionals</p> <ul style="list-style-type: none"> 1 Fitness Trainer 2 Fitness Assistants
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The medical team is managed by Top Glove Global Doctors Medical and Dental Clinic (TGGD) at Top Glove Tower as our occupational health provider in Meru, Klang. TGGD attends to our Klang workforces' health and safety needs, and also those of the communities nearby. In FY2022, TGGD also extended on-site medical service to new Centralized Hostel, Westlite PKNS, on top of the existing Factory 2 in house clinic and Factory 18 in house clinic.

Social:
Occupational Health & Safety

Our key initiatives in promoting good physical and mental health:



As Malaysia has begun transitioning to the endemic phase in April 2022, we started to organise physical wellness activities, coupled with ongoing monthly webinars and weekly dissemination of e-health info.

Some key physical events in FY2022:

- 1 **5 Healthy Wells Campaign**
- 2 **11 sessions of Hello Body Health Fiesta**
- 3 **4 sessions of Funtastic Health Booth**

Social:
Occupational Health & Safety

Top Healthy Fitness Gymnasium

Located at the 10th floor of Top Glove Tower, Top Healthy Fitness (THF) is one of the largest gymnasiums in Setia Alam, providing a range of various equipment for exercising, weight training and also offering group classes. Membership at THF is not only to Top Glove employees but also to the community nearby, attendance on an average of 6,700 people in FY2022.

Equipment, facilities & services offered by THF include:



Employees' Health Data

In FY2022, we recorded an average of 2.81 days of sick leave per employee (man days lost 0.90%). Average hospitalisation leave per employee during the same reporting year was recorded at 1 day with man days loss of 0.30%. Both sick leave and hospitalisation leave were due to COVID positive cases under quarantine, and those with symptoms were given Medical Leave until fully recovered.

We started to monitor work-related ill health data among our employees in FY2022. The major type of work-related illnesses affecting our employees was occupational hearing loss. To take care of our employees better, we continue to seek ways to reduce noise, eliminating noise whenever possible, through engineering and administrative controls and provision of personal protective equipment (PPE).

Social:
Occupational Health & Safety

Social:
Diversity & Inclusion

WORK-LIFE INTEGRATION

To support employees in achieving work-life integration for maximal well-being, Top Glove has implemented a series of initiatives since FY2021:

Family-Friendly Policies

1 Female employees shall be entitled to fully paid maternity leave for a period of not less than 67 consecutive days in respect of each confinement.

2 Upon completing maternity leave, female employees may request for additional 23 consecutive days of work from home (WFH) arrangement. (subject to job nature and company's approval)

3 The Company shall grant employees paternity leave of 3 working days.

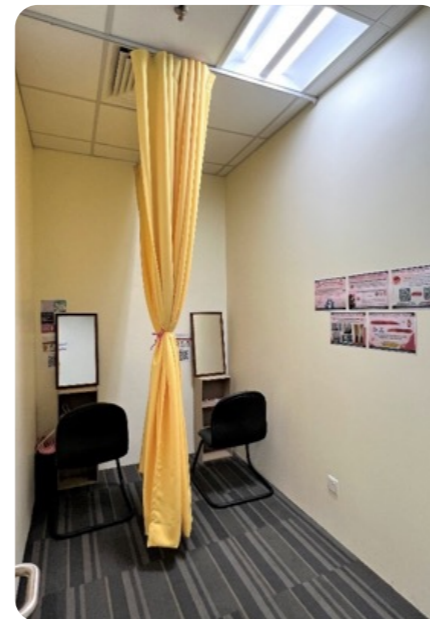
4 Upon completing paternity leave, employees may request for additional 14 consecutive days of WFH arrangement upon the birth of the first 5 surviving children of the first legal wife. (subject to job nature and company's approval)

5 A local worker may request to change work shift to fulfil paternity obligations. (subject to operations schedule and company approval)

6 Employees are entitled to 6 days of family care leave in a calendar year, with a maximum limit of 3 days for each occasion. Primarily for employees who need to care for immediate family members diagnosed with terminal illness, people with differing abilities (including OKU and special needs), or requiring emergency treatment.

Work From Home (WFH) Policies

1. Flexible WFH Arrangements for Childcare Support for Working Parents & Pregnant Mothers
 - a. Working parents with children under the age of 12 years old; or
 - b. Pregnant mothers
2. Flexible WFH Arrangements for Caregiver Support
 - a. Staff are entitled to an aggregate 10 days of flexible WFH arrangements in a calendar year as a form of caregiver support for staff who need to care for immediate family members diagnosed with terminal illness, people with differing abilities (including OKU and special needs), or requiring emergency treatment.
 - b. Local workers may request to change shift (subject to operations scheduling and prior approval from superior)



Nursing Room

- Top Glove had 17 well equipped and secure nursing rooms strategically located in our offices and factories since December 2019.

Parental Leave Data:

Scope	Gender	FY2021 (number)	FY2022 (number)
Total no. of employees that were entitled to parental leave	Female	4,478	3,684
	Male	5,698	4,503
Total no. of employees that took parental leave	Female	195	234
	Male	165	256
Total no. of employees that returned to work in the reporting period after the end of parental leave	Female	195	230
	Male	165	255

DIVERSITY & INCLUSION

Management Approach: At Top Glove, we embrace diversity and inclusivity as we believe a diverse and respectful culture is the key to boosting employees' morale, retaining talent and improving productivity. We are committed to providing equal opportunities in recruitment and career growth, and have zero tolerance for discrimination whether based on gender, ethnicity, nationality, cultural background, marital status, disabilities, political inclination, union membership, religion, sexual orientation or age.

Our Diverse Global Workforce (in numbers):

Group	Category	FY2019	FY2020	FY2021	FY2022
Total no. of employees		17,539	20,835	22,741	19,006
By Country (Nationality)	Malaysia	4,380	7,590	10,176	8,715
	Thailand	953	409	1,333	1,149
	China	256	290	234	95
	Vietnam	95	164	294	167
	Myanmar	472	1,218	827	661
	Indonesia	542	939	834	661
	Nepal	4,779	4,555	3,698	2,971
	Bangladesh	5,677	5,447	5,171	4,501
	Others	385	223	174	86
	By employment type	Permanent	5,588	19,750	21,532
Contract		11,951	333	391	430
Interns		1,029	752	818	570
By category	Lower management	13,340	15,441	15,915	13,161
	Junior management	1,497	2,047	2,617	2,079
	Middle management	2,190	2,775	3,523	3,059
	Upper management	453	506	603	631
	Senior management	53	52	69	69
	Executive management	6	14	14	7
By age group	Below 30	10,523	13,559	14,812	11,949
	30 - 50	6,665	6,888	7,525	6,728
	Above 50	351	388	404	329

Malaysia Workforce (in numbers):

Group	Category	FY2019	FY2020	FY2021	FY2022
Nationality	Malaysian	4,374	7,577	10,176	8,704
	Non-Malaysian	12,472	11,459	10,183	8,473
By ethnicity (Malaysian only)	Malay	2,741	4,837	6,720	5,929
	Chinese	958	1,569	1,765	1,607
	Indian	619	1,051	1,263	1,053
	Others	56	120	428	115

Social: Diversity & Inclusion

Gender Diversity:

Financial Year	FY2019	FY2020	FY2021	FY2022
Employee breakdown by gender (in numbers)				
Female	4,386	6,052	7,030	5,940
Percentage	25%	29%	31%	31%
Male	13,153	14,783	15,711	13,066
Percentage	75%	71%	69%	69%
Leadership positions (managers & above) held (in numbers)				
Female	282	306	229	211
Percentage	55%	53%	52%	50%
Male	230	266	212	210
Percentage	45%	47%	48%	50%
Board of Directors' gender diversity (in numbers)				
Female	5	5	5	5
Percentage	42%	42%	42%	36%
Male	7	7	7	9
Percentage	58%	58%	58%	64%

1 Number of employees with differing abilities recruited: **11 persons**

2 Percentage of global employees with a disability: **0.1%**

3 Percentage of **female employees in top management** positions (executive management & senior management): **37%**

4 Percentage of **female employees** in a management position in the **Marketing Department: 72%**

5 **Basic salary ratio of men to women on the entry level and minimum wage is 1:1**

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Female Leadership in Management Positions FY2022 Target:

To achieve **44% female leadership** in managerial positions (manager and above).

Performance: 50%

Progress: On track

Women Empowerment Programmes

In conjunction with International Women's Day, we launched Top Glove Women Empowerment Month in March 2022 with the aim of boosting women's confidence at workplace, encouraging self-care and raising awareness of sexual harassment as well as gender equality. A series of virtual trainings and eLearning modules were introduced which garnered the participation of 5,497 employees both female and male.



Social: Diversity & Inclusion

Prevention of Harassment & Bullying

In FY2022, there were 17 harassment incidents reported and resolved. Throughout the investigation process, we respect and protect the affected employees at all times, including obscuring their identity, to prevent retaliation. Professional counselling services were also made available to provide the support they needed. If the perpetrators are proven guilty upon investigation, stern disciplinary actions which include dismissal, will be taken. The decrease of harassment incidents reported were also due to initiatives taken by the Human Resources Department which included an eLearning module posted in the TG Workers' Learning App to create awareness of our zero tolerance for sexual harassment and bullying at workplace for all employees.

Our strategies in effectively preventing harassment also include:

1

Enhancement of our policies, which include:

a. Prevention of Sexual Harassment

In line with the Employment (Amendment) Act 2022, we have reviewed the definition of sexual harassment and added the categories of sexual harassment as well as general guidelines to prevent sexual harassment and to raise awareness among employees.

b. Grievance Procedures

We have incorporated the role of worker representatives in resolving grievances.

2

Periodically reviewing our policies

3

Training and awareness among employees

Social: Diversity & Inclusion

Social: Diversity & Inclusion

Recruitment:

Scope	FY2019	FY2020	FY2021	FY2022
Total new recruits (number)	4,570	6,264	9,720	6,378
Breakdown by age group (percentage, %)				
Below 30	78	87	88	87
30 to 50	21	12	11	12
Above 50	1	1	1	1
Breakdown by gender (percentage, %)				
Female	33	40	38	41
Male	67	60	62	59
Breakdown by nationality (based in Malaysia, percentage, %)				
Malaysian	44	81	85	93
Non-Malaysian	56	19	15	7
TVET recruitment (number)				
TVET (Technical and Vocational Education and Training) students recruited	N/A*	641	2,962	2,179

* Data tracking commenced in FY2020

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Job Creation FY2022 Target:

Provide **7,300 job opportunities**

Performance: **6,378 job opportunities created**

Progress: Slight delay, as manpower requirements have reduced as the glove industry transitions to normality.

Employee Turnover:

Staff Turnover				
Scope	FY2019	FY2020	FY2021	FY2022
Turnover rate	16.30%	18.60%	18.50%	31.21%*
Manufacturing industry turnover rate (based on calendar year)	16.68% (year 2018)	15.78% (year 2019)	15.5% (year 2020)	12% (year 2021)
Breakdown by age group (percentage, %)				
Below 30	74.51%	78.80%	80.50%	79.60%
30 to 50	20.78%	17.70%	18.50%	18.90%
Above 50	4.71%	3.40%	0.90%	1.50%
Breakdown by nationality (based in Malaysia, percentage, %)				
Malaysian	86.53%	89.78%	90.30%	99.9%
Non-Malaysian	13.47%	10.22%	9.70%	0.1%

* While hiring strategies have been adjusted in line with the current economic climate, talent retention remains a priority, to which end we continue to invest in the well being and development of our human capital

Worker Turnover*

Scope	FY2020	FY2021	FY2022
Turnover rate	21.37%	26.47%	46.02%
Manufacturing industry turnover rate (based on calendar year)	20.52% (year 2019)	24.36% (year 2020)	12.96% (year 2021)
Breakdown by age group (percentage, %)			
Below 30	71.65%	77.13%	71.73%
30 to 50	27.49%	22.30%	27.61%
Above 50	0.86%	0.57%	0.67%
Breakdown by nationality (based in Malaysia, percentage, %)			
Malaysian	53.54%	70.01%	59.62%
Non-Malaysian	46.46%	29.99%	40.38%

* Tracking of worker turnover rate commenced in FY2020

TALENT DEVELOPMENT

At Top Glove, we emphasise continuous improvement and believe knowledge is key to preventing mistakes. Through continuous learning and development, we take great pride in the professionalism and talent of our people who consistently elevate our brand name. Upholding the principle of equality and inclusivity, we provide access to trainings and wellness programmes to all employees, leaving no one behind.

Workers in Malaysia are able to perform mobile-based learning through the Top Glove Workers' Learning App (TGWLA) since 2019. This mobile app caters a wide range of multilingual videos, articles and assessments to enhance and support learning ranging from technical, safety, soft skills and mental health topics.

Top Glove Annual Leadership Summit (TGALS)

Top Glove held its 2nd Annual Leadership Summit with the theme of 'Customer Centricity: A Coherent Force in Business Growth'. It was a 2-day event attended by Top Glove Youth and Leaders. This summit served as a platform for the youth and leaders to highlight the company issues with relevant topics and to brainstorm solutions and improvements.

The event featured an incredible line-up of internal and external speakers including Chairman & Licensee Partner of FranklinCovey, Mr Pandian VS along with our Independent Non-Executive Director, Mr Martin Giles Manen and Dr. Ngo Get Ping. Our newly appointed Senior Leadership also brought us through a session titled 'Weathering the Perfect Storm' to allow all Top Glove employees to work together for a sustainable future.

Joined by our Executive Chairman, Tan Sri Dr. Lim Wee Chai, the summit was attended by over 600 Top Glove employees across all levels. It was definitely an unforgettable experience. Focusing on our theme on Customer Centricity, this summit created opportunity for our employees to enhance their knowledge of customer centricity. As we continue to venture into the new financial year, we will continue to Make It Right, Make It Happen and Make It Fast.



Social: Diversity & Inclusion

Leadership Development Programme

Top Glove is always on the look out to groom our leaders and unleash their potential. The Power Up Programme, our flagship Leadership Development Programme covers the entire spectrum of leadership skills from Leading Self to Leading People, Leading the Organisation and Leading for Results.

Recognising that different levels of leaders require different development needs, we have customized and specially curated our programmes to suit each level of leaders. Thus, our Power Up Programme consists of 4 levels, starting with Power Up Elevate (for Assistant Managers), Power Up Engage (for Managers and Senior Managers), Power Up Energize (for Deputy General Managers up to Senior General Managers) and Power Up Envision (for Executive Management), covering over 250 leaders across 38 sessions with a total of 102.5 training hours. These programmes were designed in collaboration with notable external consultants and incorporates widely validated leadership frameworks such as FranklinCovey's 'The 7 Habits of Highly Effective People', to create a journey that is in line with Top Glove's business strategy and culture.

Stepping into the shoes of a leader requires quantum change. This 1-year programme allows current and future leaders to grow continuously as we integrate development, coaching and assessment in our programmes. In Top Glove, we strive to ensure our people are performing now and are ready to perform in the future and we believe the Power Up series provides just that for our leaders.



1 Total training investment in FY2022: RM 845,000	2 A total of 698,918 training hours achieved	3 Categories of training: 70% technical and functional 30% soft skills
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Management System, Regulatory & Technical/Functional Training

Management system and regulatory trainings are to ensure conformity between operations and the standards set by ISO as well as other applicable certifications such as ISO 9001, ISO 13485, MDR, FSC, HALAL, etc.

Technical/Functional Training is intended to teach job specific skills that Top Glove's employees need to perform their daily tasks according to the company's standard.

These trainings were also incorporated into individual Key Performance Index assessment to improve employees' competency and awareness and to encourage greater participation. This is important to ensure effective implementation of management systems and regulatory conformance of our business operations.



Training Hours Data:

Total Training Hours		
Management category	FY2021	FY2022
Lower	507,652.08	430,780.36
Junior	102,317.18	76,216.12
Middle	209,942.05	150,184.94
Upper	39,985.35	38,146.74
Senior	3,114.65	3,405.15
Executive	389.87	185.02

Total Training Hours		
Training Details Per Employee	FY2021	FY2022
Average training hours	63.15 hours	55.49 hours
Average days of training	9.02 days	7.93 days
Average training hours (female employee)	71.34 hours	63.10 hours
Average training hours (male employee)	55.51 hours	48.34 hours
Effectiveness of training (percentage of training has met its objective)	89%	94%

Revamping Our Performance Management System

In consideration of the concerns raised in the staff engagement survey in FY2021, the Human Resources (HR) Department initiated a revamp of the existing performance management system with a view to inculcating a performance driven culture for human capital development.

A series of trainings modules targeted to help our People Managers and employees better understand the processes was rolled out by the HR Department and achieved a participation rate of 93% out of the total 31 training sessions conducted.

Approaching the mid-year and end-year review, the HR Department facilitated a total of 7 sessions of Performance Coaching to train our People Managers on how to conduct performance appraisal dialogues and communicate compensation decisions effectively.

Staff Engagement Survey

Happy employees create happy customers to which end we continue to enhance employee engagement. In FY2022, we conducted an anonymous staff engagement survey in-house in an effort to improve internal processes and promote inclusivity. The survey yielded a response rate of 73% and the staff satisfaction scores (with Above Average Satisfaction) increased by 24%, from 49% in FY2021 to 73% FY2022.

Based on the survey results which identified room for improvement in rewards and recognition, senior leadership, work-life balance and internal brand, the implemented strategic intents were consistently reviewed by Human Resources Department to ensure the sustainability of these strategic intents such as streamlining the pipeline for key and mission critical positions, conducting impactful leadership programs and revamping the Performance Management System.

Staff Engagement Survey Results:

Scope	FY2019	FY2020	FY2021	FY2022
Percentage of total staffs covered	90%	90%	79%	73%
Survey results with Above Average Satisfaction	70.83%	75.23%	49%	73%

Worker Engagement Survey

We also rolled out a worker engagement survey in FY2022, the results of which showed an improvement compared with the previous year. Generally, workers are satisfied with the internal brand of the Company and the training sessions provided such as the Company's Grievance Mechanism and Prevention of Sexual Harassment and Bullying. The Company is in progress to conduct a feasibility study on improving recreational facilities and recognition initiatives.

Worker Engagement Survey Results:

Scope	FY2020	FY2021	FY2022
Percentage of total workers covered	70%	85%	70%
Survey results with Above Average Satisfaction	84%	88%	88%

Social: Security Management

GOAL 3: IMPROVING COMMUNITY LIVELIHOOD



Top Glove is a firm advocator of corporate social responsibility and we understand that people and community are the essence of our society. We ensure safe human protection globally not only through our products, but also through various educational, environmental and community projects. We are committed to uplift underprivileged communities through Top Glove's philanthropic arm, Top Glove Foundation.

Capital	Material Issues	Initiatives	Value Created
<ul style="list-style-type: none"> Financial Social & Relationship 	<ul style="list-style-type: none"> Security Management Infectious Diseases Local Communities 	<ul style="list-style-type: none"> Auxiliary police team COVID preventive measures Post pandemic business strategies Employee volunteerism Community projects 	<ul style="list-style-type: none"> Uplifted communities National economic growth Kindness mindset

SECURITY MANAGEMENT

Management Approach: The safety of our employees, premises including hostels and assets is very important to the Company. Top Glove is one of few Malaysian companies with its own pool of auxiliary police towards guarding the safety and security of our employees and premises.

In FY2022, a total of 135 auxiliary police were assigned to safeguard Top Glove premises including Top Glove Tower (our headquarters), hostels, Klang & Malaysia factories located outside Klang areas. Leveraging on digitalisation, our security mobile application ResQ enabled employees to report any safety/security incidents at ease. Since FY2021, we also expanded the ISO 18788 Security Operation Management System certification scope to cover factories located outside Klang areas.

Security Management Initiatives in FY2022:

1. Digitalisation of Security Checklist

- Multi-purpose vehicle (MPV) and *Unit Rondaan Bermotosikal* (URB) checklist was rolled out to enable auxiliary police on duty to send weekly report to superiors through Microsoft PowerApps. This improvement enables better monitoring and tracking of security reports.

2. Introduction of Internal Protocol (IP) for Walkie Talkie

- This new initiative allows security guard and auxiliary police to communicate with each other nationwide. The implementation of walkie talkie can monitor the movement and location of security personnel and track the reports submitted by them to the Centralised Monitoring Centre (CMC).

3. Enhancement of Visitor Management System (VMS)

- VMS is updated with MyKad reader version 3 with the addition of new information such as vehicle height. Every login into VMS requires direct control by security guard or auxiliary police.

Social: Infectious Diseases

INFECTIOUS DISEASES

Management Approach: Our response to the COVID pandemic underscores our commitment towards being a people centric corporate citizen while ensuring business sustainability. We prioritise the safety of our employees and stakeholders, whilst continuing to produce high quality medical gloves, adapting to the new norm in the global business environment while supporting the community and front liners.

Although we have entered into the post pandemic phase of COVID, we remain vigilant and continue to implement preventive measures. While there is a temporary drop in global glove demand as a result of oversupply during the pandemic, we continue to stay connected with our business partners and evaluate our business model in order to stay competitive in the market.

The 4 key ways in which we have responded to protect our people, support the community and business partners while ensuring business sustainability are as follows:

1. Prioritising health and safety of our workforce

- All Top Glove employees' accommodation are in compliance with Act 446 requirements. A smaller number of occupants per room/ hostel helps to minimise the risk of mass infection while employees enjoy a more comfortable and spacious living area now.
- Designated isolation room for employees in need of quarantine e.g. COVID Positive Case (CPC) and close contacts, chicken pox etc.
- Email notification system for infectious diseases has been in place for years to alert relevant HR, Hostel and Safety personnel when there is infectious disease detected at the panel clinics, for example chicken pox, herpes, candidiasis, Sexually-Transmitted Disease (STD) etc. Relevant PIC shall arrange isolation of the affected employee immediately.
- Consistent provision of Personal Protective Equipment (PPE) such as face mask and hand sanitisers at all workplaces.
- Frequent sanitization of all workplaces, and thorough disinfection whenever any COVID Positive Case is detected.
- Continuous encouragement to employees to receive COVID vaccination and booster dose. Top Glove has also commenced onsite COVID Booster Dose Vaccination Programme on 21 February 2022. In FY2022, 99.9% of Top Glove employees are fully vaccinated with 1st and 2nd dose vaccine while 85% of employees have received booster dose.



COVID Preventive Measures


Scan the QR code to view our COVID preventive measures

<https://www.topglove.com/social-Covid-Measures>

Social:
Infectious Diseases

2. Supporting humanitarian and emergency relief efforts

- a. Through our philanthropic arm, Top Glove Foundation, we rolled out and supported various community during this challenging time, such as Lend A Hand (LAH) Project, Staple Food/ Grocery Bundle Donation, Healthy Ageing Programme.

 Please refer to pages 65 to 69 in this report for more information.

- b. Outreach programme in Bangka Belitung, Indonesia.


3. Staying connected with our business partners

- a. We continuously reviewed our operational strategies to support our customers and improve our production efficiency on an ongoing basis, towards maintaining a competitive edge.
- b. We implemented digitalisation project to track and analyse data more effectively.
- c. We continuously sourced and onboarded new reputable vendors to sustain our business.
- d. We worked with a minimum of 3 vendors for each item procured to ensure no shortage of any material.
- e. We continue our communication with our suppliers via online platforms and resume to physical communication whenever possible to reconnect with them.

4. Enhancing customer experience and diversify customer base

- a. We have resumed participation in physical tradeshows starting November 2021, as restrictions were lifted and preventive measures and policies were introduced globally towards a safe transition to endemicity.
- b. With this, we commenced afresh the development of marketing tools, highlighting our commitment to stakeholder value creation. This was well aligned with the post pandemic purchasing mindset, which saw a preference for vendors whose businesses positively impacted the environment and community.
- c. In addition, we pivoted from a business that focuses solely on selling product features, to one which enjoys a stronger emotional connection with our customers, in line with Top Glove's Year of Customer Centricity in 2022.
- d. Moreover, the shift in mindset also paved the way for us to showcase our latest R&D innovations, through demonstrations during physical tradeshows and campaigns.
- e. The in-person engagement at physical events enabled us to jointly embark on more technology-driven improvement initiatives with our customers. It also afforded our team a better understanding of market needs, ultimately enabling us to better cater to our customers.
- f. The way forward now is digitalisation and in the pipeline are initiatives leveraging the latest technology, aimed at helping our customers better connect with us and enhancing their experience.
- g. An amplified online presence also makes it easier for customers to reach out to us, providing additional opportunities to grow our business.



 Top Glove participated in the 10th International Rubber Glove Conference & Exhibition (IRGCE 2022) from 6th to 8th September 2022

Social:
Local Communities

LOCAL COMMUNITIES

Management Approach: We are committed to creating positive and long term community impacts for a sustainable future, especially for the generations to come. Top Glove Foundation (TGF) is the Company's main philanthropic arm for community support and outreach initiatives, which focuses on community development, education support and environmental conservation.

- In FY2022, a total investment of **RM872,097** has been made to support various causes initiated by TGF.
- As at FY2022, a total of **RM31.5 million** in various contributions was made by TGF.
- Total volunteer hours contributed by employees in FY2022 was **22,219 hours**. Out of these volunteer hours, **11,380 hours** were related to supporting COVID pandemic related initiatives such as **glove packing for donation purposes, PPV Outreach vaccination programme and delivery of PPE donations.**



TG Foundation
Scan the QR code to view TG Foundation's community engagement initiatives

<https://www.topglove.com/social-top-glove-foundation>

Community Development:


We support the communities in need through various philanthropic projects such as food/ groceries contribution, financial aid for tertiary education, medical support for Hernia surgery and etc. In FY2022, we contributed RM 3.5 million in donations to more than 1,500 needy families, schools and charity organisations, out of which RM865,125 was contributed to boost the COVID pandemic recoveries.




TGF Charity Concert

The first TGF Charity Concert held on 23 July 2022 successfully raised funds of more than RM200,000 which were channeled to 4 Mental Health Centres in Klang Valley:

- Persatuan Kebajikan Kanak-Kanak Terencat Akal Malaysia
- Persatuan Kebajikan Amal Da Ai Malaysia
- Persatuan Penjagaan Kanak-Kanak Terencat Akal Selangor
- Pusat Jagaan Kanak-Kanak Down Syndrome & Hyper Active

 **68** employees involved

 **502** volunteer hours contributed

Social:
Local Communities

Social:
Local Communities



Flood Relief Support at Meru, Kapar & Sri Muda

Distributed over RM160,000 worth of food supplies, face masks, gloves and other essentials to flood victims



6 employees involved



110 volunteer hours contributed



Majlis Pengurusan Komuniti Kampung Meru (MPKK) Merdeka's Staple Food/ Grocery Bundle Donation

Supported 50 underprivileged families with staple food/grocery bundles at Dewan Serbaguna MPK, Pekan Meru, Klang



5 employees involved



28 volunteer hours contributed



Contribution of 1,000 Deepavali Grocery Hampers to Underserved Families in Malaysia

TGF partnered with Persatuan Kebajikan Thirumular Malaysia in the annual Deepavali Charity Grocery Distribution which benefited 1,000 underserved families in Malaysia



117 employees involved



475 volunteer hours contributed



Healthy Ageing Programme with Klinik Kesihatan Pandamaran

Engaged with Klinik Kesihatan Pandamaran to run Program Kesihatan Warga Emas which covers

- Various health talks/ webinar with topics focusing on senior citizens
- Exercise sessions such as aerobics, chairaerobics, taichi, yoga etc.
- Health screening of elderly individuals



44 employees involved



206 volunteer hours contributed

Education Support:

14 scholarships awarded with total value of approximately RM 0.5 million in FY2022

As at FY2022, a total of 130 scholarships were offered, with monetary investment value of **RM4.1 million**

Total number of internship placements: **1,379**



EduShare Programme

A collaboration between IT and TGF since 2021 to donate reconditioned but still usable laptops/ PCs to registered welfare homes, community centres, tuition centres for the poor etc.

- Donated **8** reconditioned laptops and **6** foldable banquet tables to Sri Balathandayuthapani Temple, Kapar
- Donated **4** reconditioned laptops to SJKC Sungai Way, Petaling Jaya
- Donated **10** reconditioned laptops to Padmasambhava Children Home, Klang
- Donated **3** reconditioned laptops to local council after the flood disaster in December 2021



Donation in cash/ kind to support upgrading of educational facilities

- Sponsorship of 30 books of the *Sejarah Interaksi Budaya China-Malaysia* to universities and colleges in Malaysia, as well as secondary schools and independent high schools
- Donation to SJK(C) Tshing Nian for upgrading and improvement of library facilities
- Donation to Allied Coordinating Committee of Islamic NGO Malaysia to help indigenous children improve their learning skills
- Donation to Star Media Group Berhad for 2022 Sponsorship of Kuntum, an educational magazine that helps children ages 6-12 years old to expand their knowledge

Social:
Local Communities

Environmental Conservation:



Mangrove Nursery & Planting Project

A collaborative effort by TGF and Sijangkang Mangrove Recreational Park (SMRP) committee to support the conservation and protection of mangrove trees at SMRP



171 employees involved



902 volunteer hours contributed



Grow Green Project

To build an in house nursery and encourage Top Glove staffs to place a potted plant at their respective workstation to create a greener work environment



60 employees involved



273 volunteer hours contributed



Public Gotong Royong with the Local Communities

Weekly Gotong Royong activities carried out by Top Glove employees together with the local communities



614 employees involved



3,326 volunteer hours contributed

Social:
Local Communities

Fabric Recycling Project



An initiative to collect unwanted and unused textile/ fabric from Top Glove employees to be upcycled, downcycled and recycled to give second life usage and to conserve the environment



41 employees involved



150 volunteer hours contributed

Sports Support:



Top Glove encourages healthy living by supporting Malaysian professional athletes representing in the international arena specifically in golf, badminton and football

Top Glove Foundation's Vision & Mission



Vision:

To do well by doing good through sustainable outreach efforts.



Mission:

To provide aid to the underserved and marginalised communities and to support the protection of our natural environment through our 3 philanthropic pillars: Community, Education and Environment.



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

Governance: Ethics, Integrity & Governance

2022 GOVERNANCE HIGHLIGHTS

Adoption of **Directors Fit and Proper Policy and Shareholders Communication Policy and Procedure**

Engagements between Independent Directors and Executive Management as well as Independent Directors and worker representatives

Annual Board effectiveness evaluation conducted internally, facilitated by the Company Secretary via online questionnaires

Diverse gender and skills across Board of Directors, with
36% of female directors

Consistent measure,
40% of KPI
linked to **ESG metrics**

Implementation of Balanced Scorecard to align KPIs with business strategy at all levels

Mapped 1st tier suppliers for our latex concentration plants and developed traceability template for data collation

GOAL 4: STRENGTHENING GOOD CORPORATE & RESPONSIBLE BUSINESS CULTURE



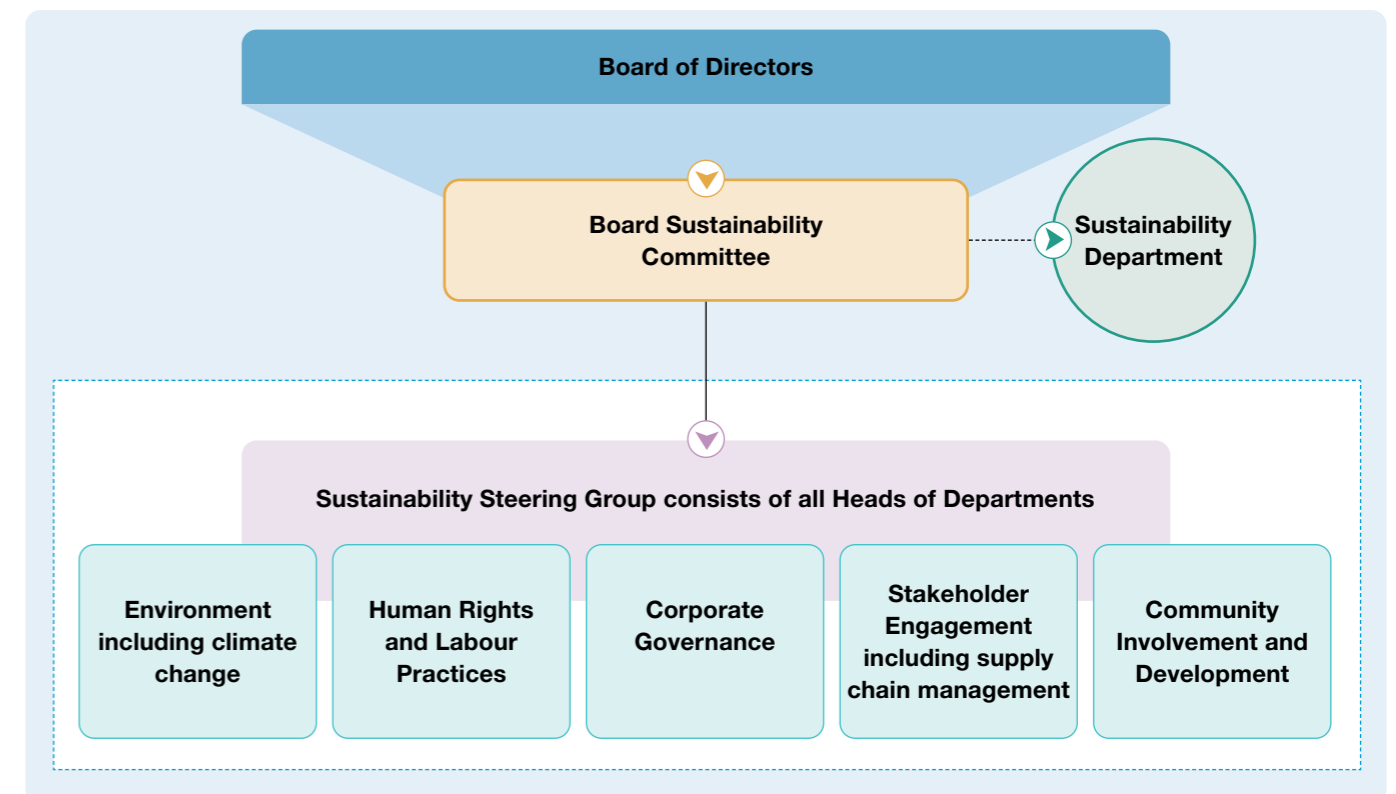
Top Glove's unwavering reputation is grounded in its Business Ethics: Honesty, Integrity & Transparency. We promote our core values to all employees from their first day at work as earning the trust of stakeholders is of utmost importance for the future of our business. We are committed to upholding good ethics and compliance to ensure good corporate governance within the Group.

Capital	Material Issues	Initiatives	Value Created
<ul style="list-style-type: none"> Intellectual Social & Relationship 	<ul style="list-style-type: none"> Ethics, Integrity & Governance 	<ul style="list-style-type: none"> Assimilation of business culture 	<ul style="list-style-type: none"> Peace and justice working culture

ETHICS, INTEGRITY & GOVERNANCE

Management Approach: Top Glove demonstrates the highest standards of corporate governance, which is essential in building a foundation of credibility and integrity. We strive to implement comprehensive risk management, demonstrate good boardroom practices, instil a culture of anti-bribery, anti-corruption and good ethics & conduct.

Sustainability Governance Structure



The Board recognises the importance of adopting a sound business model which incorporates sustainability considerations. The Board Sustainability Committee (BSC) was formed in March 2019 to provide advice and assistance to the Board in integrating long term thinking into day-to-day business decisions and to shape sustainability strategy into a competitive advantage for the business to create long term value for our stakeholders. The BSC comprises four independent directors and is chaired by a Senior Independent Director. On behalf of the Board, the BSC provides oversight to Top Glove's sustainability strategy including climate-related risks, opportunities and initiatives that drive climate mitigation and adaptation strategies, environmental, social and governance (ESG) framework, as well as key ESG targets and performance. Apart from meeting bimonthly to review and advise on strategic sustainability issues such as climate-related and low-carbon strategy and initiatives, the Chief Sustainability Officer (CSO) updates the BSC through the monthly Sustainability Progress Report.

In supporting the BSC, the Sustainability Steering Group (SSG) which consists of all Heads of Departments, holds the strategic and operational responsibility of assessing and managing sustainability issues including climate related issues and our low carbon strategy and initiatives. The progress against our climate-related goals and ESG targets as well as the KPI linked to ESG metrics is tracked regularly. The Sustainability Steering Group chaired by our Managing Director is supported by all Heads of Departments across the company. Meeting on a monthly basis, the Committee members brainstorm and execute the strategies, monitor the ESG performance of our operations in meeting Top Glove's sustainability goals and targets and track and submit their performance quarterly to the Sustainability Department.

Governance:
Ethics, Integrity & Governance

Governance:
Ethics, Integrity & Governance

CORPORATE GOVERNANCE

Corporate governance in the Company guides us on any formal decision and policy making exercises. Highest standards of governance mechanism enable the Board of Directors to perform a pivotal role for sound strategic planning and risk management of the Group's sustainable business operations.

Please find the details of our corporate governance practices in the Corporate Governance Overview Statement from pages 78 to 104 in the Integrated Annual Report 2022.

In FY2021, we introduced 40% of management incentives or remuneration pay linked to ESG metrics, starting from FY2022 performance, to ensure the management is accountable for the achievement of the Company's goals. To ensure there is a balance between the financial and non-financial measures, the Group implemented Balanced Scorecard for the organisation in FY2022. Balanced Scorecard is a strategic performance management tool that aligns the organisation's mission, vision, and strategies. It helps the organisation to set its strategic goals, define its strategic objectives, and develop KPIs/measurements that will help to monitor the delivery of the strategic objectives through well-defined initiatives and targets.

40% of management incentives linked to ESG metrics:

Key performance area	Performance indicator	FY2022 Target	FY2022 Performance
1 Product Quality and Safety	Customer satisfaction index	Achieve 78% customer satisfaction rate	● ○ ○
2 Occupational Health & Safety	Occupational accident rate	Reduce Top Glove's operation accident rate to 3.12 per 1,000 workers	○ ○ ●
3 Human Rights and Labour Practices	a. BSCI audits 'A' rating achievement rate	Achieve 100% of the BSCI audits with 'A' rating	● ○ ○
	b. Achievement rate of factories being audited against SMETA standard having not more than 10 non compliances per audit	Achieve 90% of SMETA audits with not more than 10 non compliance per audit	○ ○ ●
4 Reduce Carbon Emission	Scope 1 & 2 emission intensity reduction	The Group refined the carbon emission calculation to be aligned with GHG Protocol as reported under Physical Impacts on Climate Change section in page 23 in this report. However, the Group still considered this indicator in the Balanced Scorecard for FY2022.	
5 Talent Retention	a. Annual employee engagement survey	Achieve 75% employees involved in engagement survey	● ○ ○
	b. Succession pool cover ratio	Achieve 3 succession pool cover ratio	○ ○ ●

Legend: Performance Tracking

- ○ ● Ahead of target
- ● ○ Meet target
- ○ ○ Improvement required to achieve the target

As part of the commitment, the Sustainability Steering Group, which is chaired by our Managing Director and consists of all Heads of Departments, will review the progress quarterly to ensure strategies are being developed in a timely manner.

Engagement Between Independent Directors and Executive Management

The Independent Directors' Committee (IDC) had their first meeting for FY2022 on 30 September 2021. The IDC shared their roles, functions and duties as Independent Directors (IDs) and on the progress of each Board Committee function that they chair respectively. The IDC brainstormed and deliberated the topics that were material to the Group such as shareholders' expectations during the Annual General Meeting, crisis management, outcome from Board Effectiveness Evaluation and succession planning for Board and Senior Management matters. Follow up meetings with Management will follow through to enable the IDC to provide insights and recommendations in the best interests of the Group.

The Board Committee Chairs had a meeting with TGGD Medical & Dental Clinic (TGGD), a partnership between Top Glove and Global Doctors, on 24 November 2021 to understand the support, initiatives and roles that TGGD rendered to the Group. Recommendations for a more integrated synergy between TGGD and the Group was brought up on handling and managing the safety and health issues as well as crafting a detailed Groupwide Health Policy.

On 29 July 2022, IDC had their second meeting during FY2022. In this meeting, the Group's current business challenges, human resources matter, business sustainability, role of the Board and the Project Management Office establishment were deliberated. Recommendations from the IDC were shared to the Board during the Board of Directors' Meeting held on 18 August 2022.

Engagement Between Independent Directors and Worker Representatives

As part of our IDs' continuous engagement with workers, the IDs joined the Workers Virtual Mega Town Hall Session held on 7 and 8 April 2022. This platform provides workers the opportunity to share their grievances on which IDs would recommend to the Management further action for the welfare and well-being of workers. The IDs reminded workers to channel their grievances, opinions and suggestions to the right channel within the Company's platform instead of external parties. Workers were also advised to take good care of their own health while serving the Company so that they are fit and healthy for their family and friends at home.

The IDs also noted on the water shortages issue that occurred at the workers' hostels and recommended that the Management have standard practices such as ordering a water truck to be stationed at affected areas to ensure no water shortages for workers' convenience. The IDs also recommended for a crisis standard operating procedure for any emergency situation such as a flood or fire to ensure workers' safety and comfort are taken care of, in addition to the continuous improvements in workers' hostels and working conditions.



Governance:
Ethics, Integrity & Governance

Governance:
Ethics, Integrity & Governance

Risk Management

The risk management system in the Company is set up in accordance with ISO 31000:2018 - Risk Management Guideline. The Top Glove Enterprise Risk Management Framework is to provide Top Glove with the capability to align risk management with corporate strategies, business direction and sustainable development.

Guided by the Company’s Enterprise Risk Management Framework, which is reviewed on frequent basis, we strive to maintain a sustainable balance between our risk appetite and business potential to achieve a competitive advantage. Please refer to the Statement On Risk Management And Internal Control from pages 105 to 108 in the Integrated Annual Report 2022 for more disclosure on our risk management practices.

Towards effectively providing insights into plans and strategies for sustainable business growth, we have conducted 4 sessions of Scenario Planning Workshop for Board & Management since FY2021. In the workshop, scenarios were developed based on global trends, impacts to business were identified and strategies developed to ensure alignment to impacts and the trends.

Cyber Security & Data Privacy

In view of the trend towards digitalisation and access to network, IT systems and data are important to remain relevant to the market. Information security and cybersecurity is a continuous effort from all Top Glove employees. Identified issues were assessed based on the methodology provided by the Risk Management Department and escalated for onward action to solve and improve these issues.

In FY2021, we have formed an Internal Monitoring Centre (IMC) in which the designated team monitors dashboards and alerts the necessary team such as the Security Team, Network Team, or the Server Team for immediate action to be taken. This is done based on the existing thresholds.

Our Progress in Cyber Security:

1. Since FY2021, 100% of our IT infrastructure and information security management system have been certified with ISO 27001:2013 Information Security Management System
2. Multiple training activities
 - Monthly: send awareness email based on latest news and security related must know to all Top Glove staff
 - Quarterly: phishing simulations
 - Yearly: internal and external trainings for our employees
3. Invested RM2.1 million in FY2022 to enhance cyber security
4. Deployment of Privilege Access Management (PAM) Tool and Google Cloud Platform
5. Over the past 5 financial years, we achieved zero case in the following areas:
 - Information security breaches or other cybersecurity incidents
 - Information security breaches involving customers’ personally identifiable information
 - Number of complaints related to breaches of customer privacy and loss of customer data
 - Fines/ penalties paid in relation to information security breaches or other cybersecurity incidents
 - Customers affected by Company’s data breach

Corporate Integrity

The Central Integrity Function was established in response to ISO 37001:2016 Anti Bribery Management System (ABMS) requirements and consists of the President of Top Glove Prevention and Anti-Corruption Committee (TGPAC) / Managing Director, Harmonized Integrated Management Representative (HIMR), Central Anti-Bribery Management Representative (Central ABMR) and Corporate Integrity. The Group, which is responsible for anti-corruption and anti-bribery related matters, is under the purview of Top Management and the Board Audit Committee.

In FY2020, we extended and expanded the Anti Bribery Management System (ABMS) scope and implementation to all our subsidiaries, following the ISO 37001:2016 certification at Factory 9 in Meru, the first manufacturing facility in Malaysia to be certified with the ABMS.

External and independent audits on the ISO 37001 ethical standards are performed annually in response to Section 17A (“Corporate Liability Provision”) and Guidelines on Adequate Procedures pursuant to Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018 (MACC Act). In FY2022, Top Glove’s commitment towards ethical standards remained firm as the Group certified 3 additional entities under its wing of ISO 37001:2016.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

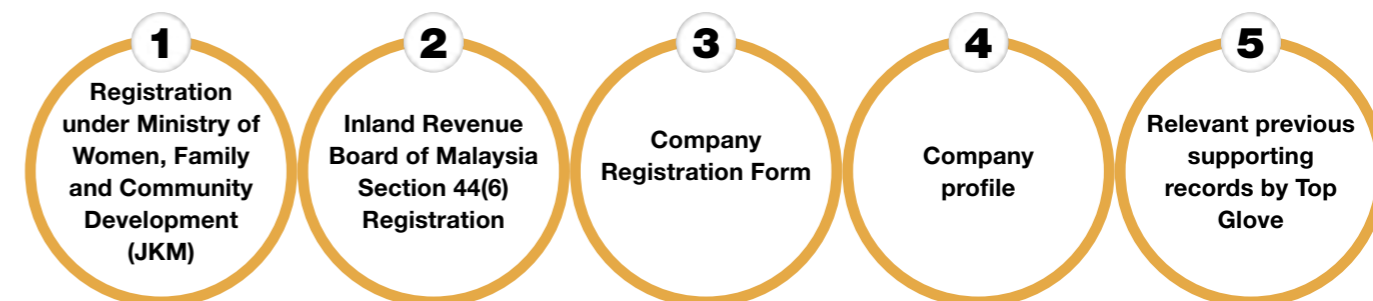
Anti-Bribery Management System Certification Target:

- Certify **3** entities or achieve **53%** (8 out of 15 entities)
- Performance:** Certified **3** entities or achieved **53%** (8 out of 15 entities)
- Progress: On track**

Since FY2021, 100% of Top Glove Corporation Bhd, covering 28 departments located in Malaysia were assessed for risks related to corruption. In FY2022, we started to extend the corruption risk assessment to factories in Malaysia and Thailand to progressively reduce, mitigate and prevent potential risk.

We require our stakeholders to abide and affirm their commitment to integrity towards sound and sustainable business practices, in order to demonstrate the highest standards of corporate integrity. We also enhanced the Anti-Bribery & Anti-Corruption (ABAC) e-Handbook to cover additional topics such as Facilitation Payment, Money Laundering, Political Donations & Involvement and Antitrust.

When making charitable donations or sponsorships, we ensure either 1 or more of the documents below are checked to prevent the donation or sponsorship from being used as a disguised form of bribery:



Our stakeholders are required to undertake the following commitments. Anti-corruption is one of the audit criteria we cover during supplier assessments and this requirement is communicated to our suppliers via our Sustainability Webinar.

Stakeholders	Anti-bribery & anti-corruption & ethics commitment
Suppliers & business associates who have financial dealings with Top Glove	• To sign the Letter of Enforcement of Corporate Culture (LECC) on a half yearly basis
Customers	• To sign the Letter of Enforcement of Corporate Culture and Business Ethics on The Issue of Bribery and Corruption (LECCBC)
All external parties	• To adhere the Letter of Enforcement of No Gifts Policy
Employees	• To sign the Employee Code of Conduct • To sign the Letter of Enforcement of Corporate Culture (LECC) on a half yearly basis
Board of Directors	• To adhere to the Directors’ Code of Conduct & Ethics

Governance: Ethics, Integrity & Governance

Number of staffs who have received training on anti-corruption by job grade

Job Category	FY2021	FY2022
Executive Management	6	6
Senior Management	14	24
Upper Management	152	416
Middle Management	639	2,417
Junior Management	356	1,330

Anti-Corruption and Anti-Bribery Data:

Financial Year	FY2019	FY2020	FY2021	FY2022
No. of corruption and bribery cases	1	0	0	0
Political contributions made	0	0	0	0
Facilitation payments made	0	0	0	0
Fines imposed in relation to corruption, bribery & anti-competitive business practices	0	0	0	0



Top Glove's anti-corruption and anti-bribery commitment

Scan the QR code to view Top Glove's anti-corruption and anti-bribery commitment

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

W.H.I.T.E Integrity Culture

In FY2022, we continue our advocacy on the W.H.I.T.E. (5 **H**ealthy **W**ells, **H**onesty, **I**ntegrity, **T**ransparency and **E**ducate) Integrity Culture among our workforce and value chain as part of our commitment to comply with the Corporate Liability Provision S17A that was enforced on 1 June 2020. In FY2022, we maintained our effort to inculcate W.H.I.T.E. Integrity Culture within the Group through:

- a W.H.I.T.E. Integrity Culture slide
- b W.H.I.T.E. Integrity training
- c Electronic Corruption Free Pledge/ *Ikrar Bebas Rasuah* (eIBR)
- d Top Glove Integrity Alert
- e Top Glove Sustainability Webinar FY2022 for Suppliers & Contractors



Governance: Ethics, Integrity & Governance

Whistleblowing

Top Glove has established its Whistleblowing Policy & Procedures (WBPP) to address whistleblowing cases. Investigations into the reported cases are conducted by the Whistleblowing Committee and all investigated cases are reported to the Board Audit Committee (BAC). The identity of the whistleblower is protected by using an external independent whistleblowing provider, which removes any identifying information from the report; ensuring that the Whistleblowing Committee only receives details of the complaint. The outcome of the investigation into the case is communicated via a channel provided by the external independent whistleblowing provider which also updates the whistleblower.

Top Glove's whistleblowing mechanism provides official channels through which our stakeholders may report or disclose genuine concerns about potential or actual incidents of bribery & corruption, fraud, grievances, unethical behaviour, malpractice, illegal acts, policies & procedures malfunction or failure to comply with local & foreign bribery laws on the part of the company. All information provided by the whistleblower will be treated with utmost importance and confidentiality in accordance with the law under the Whistleblower Protection Act 2010.

In the event of suspected corruption or bribery, the Whistleblowing Committee chaired by the Whistleblowing Committee Chairman will process the case, conduct investigations, respond and report to the Board accordingly. Whistleblowing cases are investigated by the Managing Director, Head of Internal Audit & Chairman, Board Audit Committee, who function as case receivers. Case Receivers and Case Masters are included in the system to uphold business ethics: honesty, integrity and transparency and reduce the possibility of conflicts of interest arising during any investigation.

The Case Receiver's role is to receive and communicate with any whistleblower via the external independent whistleblowing provider while the Case Master's function is to review the details of the case and approve the investigation made by the committee. All cases are treated with the utmost confidentiality and only the cases are investigated, not the whistleblower. All whistleblowing cases are reported quarterly during the Board Audit Committee Meeting.

In FY2022, a total of 5 whistleblowing incidents were reported and resolved. The cases were determined to have been handled professionally and with the required action being taken.

Category	Number of cases
Bribery / Corruption	0
Fraud	0
Grievances / misconduct	4
Others (on policy & procedures)	1



Whistleblowing

Scan the QR code to view our Whistleblowing page

<https://www.topglove.com/whistle-blowing>



Top Glove's Directors, senior management and corporate consultant at the Company's Board Away Day held in May 2022.

Governance:
Ethics, Integrity & Governance
Product Quality & Safety

Ethics & Conduct

Upon joining the Company, all employees are required to acknowledge the Employee Code of Conduct and adhere to the do's & don'ts in the Conduct.

In FY2022, 31 cases of breaching the Employee Code of Conduct were reported. The misconduct involved cheating on attendance, overtime claims, alteration of medical certification and false previous criminal/ legal records declaration during employment. These employees were required to explain their actions for the Company's further investigation. Appropriate disciplinary action will be taken against the perpetrators if proven guilty.

The Code of Conduct is reviewed periodically when there is a need. The action taken for non-compliance with the Code of Conduct includes issuance of warning letters, acceptance of staff's voluntary resignation, dismissal etc. depending on the severity of the case.

To further strengthen the awareness, we regularly conduct trainings related to Top Glove Corporate Values R.I.V.E.R. (Respect, Integrity, Value, Empowerment & Relationship) and W.H.I.T.E. Integrity Culture, which accumulated more than 11,000 training hours in FY2022, as well as incorporate ethics and integrity topics in the daily Seng Mok Test.

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



Top Glove's position as the world's largest manufacturer of gloves has the potential to impact the supply chain. We aim to be the role model of our suppliers and business partners for them to embrace sustainability. We are committed to create a sustainable value chain by continually engaging our business partners to support sustainability practices and providing customer experience that exceeds expectations.

Capital	Material Issues	Initiatives	Value Created
<ul style="list-style-type: none"> Natural Human Social & Relationship Manufactured 	<ul style="list-style-type: none"> Product Quality & Safety Supply Chain Management Customer Experience 	<ul style="list-style-type: none"> Conformance to international standards Traceability Customer centric culture 	<ul style="list-style-type: none"> Sustainable value chain Customer satisfaction

PRODUCT QUALITY & SAFETY

Management Approach: We are committed to manufacturing products which meet the highest quality and safety standards. As a global healthcare product manufacturer who has customers in 195 countries, we adhere to a stringent quality assurance process, ensuring we comply with each country's requirements.

Governance:
Product Quality & Safety

Top Glove sees innovation and breakthroughs in processes and technology as the backbone of our business to achieve quality excellence. Continuous improvement is essential for us to stay competitive in the global market. Key strategies in improving our product quality & safety include the following:

a. Investing in Research & Development (R&D) and technological advancement

- i. Please refer to pages 36 to 42 in Letter to Stakeholders and Management Discussion & Analysis section in the Integrated Annual Report 2022 for details.

b. Implementation of ISO 9001 Quality Management System (QMS)

- i. As a health care product manufacturer, we are committed to produce high quality gloves and non-glove products that protect the lives we touch.
- ii. In FY2022, we certified 6 factories with ISO 9001 and achieved ISO 9001 certification for 100% of our glove and non-glove factories.

c. Enhancing skills and knowledge of employee

- i. A supervisory development program, Top Glove Quality & Worker Supervision (TGQWS) was created for supervisors who directly supervise local workers in their reporting line towards enhancing their supervisory skills.
- ii. In FY2022, product safety training was conducted with a participation rate of 70% from our employees.

d. Suppliers training on product quality

- i. Product quality is a key agenda in our engagement session with suppliers during the inaugural Top Glove Sustainability Webinar: Suppliers & Contractors which was held in September, November and December 2021.

e. Compliance with product labelling regulations

- i. In FY2022, there were no incidents of non-compliances with regulations concerning product labelling or marketing communications (including advertising and promotions) for our in-house brands.
- ii. On 6 September 2021, we published the Top Glove Advertising and Product Representation Principles and trained the relevant personnel on the core advertising principles and unacceptable general claims.
- iii. 100% of our significant products are covered by and assessed for product labelling compliance. In FY2022, we have zero incidents of non-compliance with regulations concerning:
 - Product information and labelling
 - Marketing communications, including advertising, promotions and sponsorship

Financial Year	FY2019	FY2020	FY2021	FY2022
Number of product recalls	0	0	0	0
Number of regulatory agencies inspection	0	0	0	0
Number of Form 483 Observations and FDA Warning Letters received	0	0	0	0

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Quality Management System Certification FY2022 Target:

Certified **6** factories or achieve **100%** (43 out of 43 factories)

Performance: Certified **6** factories or achieved **100%** (43 out of 43 factories)

Progress: On track

Governance: Supply Chain Management

Governance: Supply Chain Management

SUPPLY CHAIN MANAGEMENT

Management Approach: Ensuring sustainability practices at our own operations is not sufficient as value chain has a significant impact on business sustainability. Guided by the Top Glove Sustainability Policy and revised Business Partners' Code of Conduct, we share our sustainability values with our business partners, to ensure a sustainable business relationship and business operation in all the key important areas, including human rights, environmental compliance, business ethics etc.

We are committed to ethical sourcing and responsible consumption to ensure the products manufactured by us are sustainable products. Our strategy in ensuring sustainable supply chain management include traceability and supplier assessments on ESG metrics, in which Forest Stewardship Council (FSC) is one of the options.

TRACEABILITY

With the launch of our Sustainability Policy, Top Glove is committed to No Deforestation and Protection of Peat and Respect for Human Rights which is applicable to own operations and all business partners including those for natural rubber sourcing. In efforts to promote transparency in our Supply Chain Management, Top Glove aims to achieve 70% traceability to plantations of natural rubber sourcing by FY2025. As published by Department of Statistics Malaysia in July 2022, contribution of natural rubber production in Malaysia was mainly from small holders sector (88.5%) as compared to estates sector (11.5%). It is indeed very challenging and complex for the natural rubber supply chain; however, Top Glove believes that it is equally important for us to initiate this effort in order to ensure a sustainable supply chain.

In April 2022, a Traceability Committee led by the Chief Sustainability Officer and consisting of members from Sourcing & Procurement Department, Regulatory Affairs System & Conformance Department and Latex Concentration Plant was established. The main objective of this Committee was to build traceability governance within the organisation. This Committee reports to Sustainability Steering Group which is chaired by the Managing Director. In the beginning, the Committee met weekly to define the traceability scope, map the supply chain and develop the Traceability Template which will be used for data collation from natural rubber suppliers. The traceability template was then piloted at our latex concentration plants in Thailand from June 2022 to August 2022.

Engagement with natural rubber suppliers in Thailand:

Top Glove has two latex concentration plants in Thailand for which the first tier latex suppliers are mapped in accordance to four categories namely corporative, company, individual and smallholders. 'Individual' here refers to an individual who registered under his/her name with a commercial registration certificate whereas smallholders are those with own rubber estates. In Thailand, there is Rubber Authority of Thailand (RAOT) which is the central organization to be responsible

for and supervise the administration and management of the whole system of natural rubber producers in an integrated basis; include providing support and assistance in respect of academic matters, finance, production, processing, marketing, business operations and other related operations in order to improve income levels and quality of life. As RAOT is a well-established organisation, our traceability effort started with the engagement and pilot test of traceability template with RAOT. For both plants in Thailand, RAOT comprised a significant portion of the latex supply. With the feedback provided by RAOT, we then revised the traceability template to ensure that it was practical and implementable.

Moving forward

Following the pilot test in Thailand, we will develop a similar traceability template for the glove manufacturing plants in Malaysia. We will initiate the monitoring of our suppliers on land clearance activity and fire hotspot through satellite imaging using readily available platforms such as Global Forest Watch Pro. Our traceability efforts will not be able to move forward without the cooperation and support from our suppliers. Hence, it is in the planning to conduct Suppliers' Workshop and more engagement sessions will be initiated to share with our suppliers on the main objective and importance of this traceability project.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Traceability FY2022 Target:

Map **1st tier suppliers** of our latex concentration plants

Performance: Mapped **1st tier suppliers** for our latex concentration plants and developed traceability template for data collation

Progress: On track

Collaboration with Suppliers to Foster Sustainable Value Chain

In FY2022, our Research & Development (R&D) Department has initiated collaboration with a nitrile latex supplier to innovate glove products which require low energy consumption and is able to be produced at consistently high quality. This marked our commitment to accelerate Top Glove sustainability initiatives through partnerships.

Supplier Assessment

We have resumed physical supplier assessments and continue to allow virtual assessments and self-assessments in FY2022. In early of FY2022, we enhanced our existing supplier audit checklist to address ESG concerns in the supply chain. The improved checklist has been incorporated into the SAP Ariba system which the assessment and documents will be stored digitally in the system to save time in distributing the checklist to involved suppliers.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Supplier Assessment FY2022 Target:

Conduct supplier audit for a total of **70%** active critical suppliers (new and existing) on ESG metrics

Performance: Conducted supplier audit for a total of **93%** (267 out of 286) active critical suppliers on ESG metrics

Progress: On track

Supply Chain Data:

Type of supplier	Absolute number of suppliers	Share of total procurement spent (%)
Total tier 1 suppliers	4,090	100%
Critical tier 1 suppliers	336	60%

Note: Critical supplier is defined as the supplier who has direct or significant impact to product quality i.e.

1. Natural rubber latex
2. Nitrile / Other synthetic latex
3. Direct chemical only (exclude indirect chemical and lab test chemical)
4. Former
5. Face mask raw material
6. Packaging material
7. Sterilisation

Percentage of procurement budget spent on local suppliers by country:

Country	Percentage (%)
Malaysia	51.6
Thailand	36.7
Vietnam	0.5
Others	11.2

Percentage of local suppliers by country:

Country	Percentage (%)
Malaysia	76
Thailand	16
Vietnam	3
Others	5

Governance: Supply Chain Management

Supplier Assessment Data:

Category	Number	Percentage
Existing critical tier 1 supplier assessed (based on all active existing critical tier 1 supplier)	224 out of 231	97%
New critical tier 1 supplier assessed (based on all new critical tier 1 supplier)	43 out of 55	78%
Existing tier 1 suppliers assessed (based on all tier 1 supplier)	224 out of 4,090	5%
Number of self audits conducted	184 out of 286	64%
Number of site audits conducted	102 out of 286	36%
New critical tier 1 supplier that were screened using social & environmental criteria	43 out of 55	78%
Critical tier 1 suppliers assessed for social & environmental impacts	new: 43 out of 55 existing: 224 out of 231	new: 78% existing: 97%

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

No supplier was identified to have significant actual and potential negative environmental and social impacts and improvements were agreed upon as a result of assessments conducted.



Group photo of Top Glove internal auditors and suppliers during the supplier audit in FY2022.

Governance: Supply Chain Management

Top Glove Sustainability Webinar FY2022 for Suppliers & Contractors

In order to enhance awareness of suppliers and contractors on sustainability, we have conducted 3 Sustainability Webinars in FY2022 which we extended to our employees to attend as well, to reach out to the community. The webinar aims to educate the audience on sustainable and responsible material production and consumption. The webinars covered 73.5% of our total critical suppliers and 57.3% of total procurement spending. Suppliers from all categories are covered in the webinars such as packaging material suppliers, manpower agents, chemical suppliers, latex suppliers, canteen operators and more.

Topics covered in the webinar are:

Environmental	<ul style="list-style-type: none"> Sustainable Procurement Packaging Materials Sustainability Journey Environmental Sustainability
Social	<ul style="list-style-type: none"> Forced Labour Indicators: Assessment and Remediation Community Project: Blind Masseurs Project & Lend A Hand (LAH) Safety Awareness
Governance	<ul style="list-style-type: none"> Ethics, Honesty, Integrity & Transparency: Assessing Towards Promising Sustainable Future Quality Assurance System Sharing Stepping Up Governance in Cyb ersecurity Supply Chain: Preserving Natural Resources & Responsibility Towards Customer Demand Security Operation Management



Social Initiatives: Business Partners
Scan the QR code to view our social initiatives for business partners

<https://www.topglove.com/ESG-social>

CUSTOMER EXPERIENCE

Management Approach: We frequently engage with our customers to understand their needs, identify our shortfalls and new business opportunities. We define good customer satisfaction as not only entailing high quality and efficient low cost products, but also ethical business practices and robust protection of customers' data.

Ethical Marketing Practices

Top Glove endorses ethical business practices and established the Sales & Marketing Code of Conduct in FY2021, which covers principles of sales, marketing and advertising. The Sales & Marketing Code of Conduct ensures our employees always exhibit a level of ethical behaviour that exceeds legal requirements. In the past 4 financial years, there were no legal actions or fines related to anti-competitive behaviour and violations of anti-trust and monopoly legislation.



Sales & Marketing Code of Conduct

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

https://www.topglove.com/App_ClientFile/7ff8cb3f-fbf6-42e7-81da-6db6a0ab2ef4/Assets/pdf/Sales%20and%20Marketing%20Code%20of%20Conduct%20V20210801.pdf

Year of Customer Centricity

In conjunction with the theme of the year, Year of Customer Centricity, the culture of customer centricity is extended to each and every employee in the Company, not only Sales and Marketing employees. In our own jobs we are all customers, just as we are all suppliers.

A variety of E-learning modules, training programmes and leadership summit were rolled out throughout the year to all employees to ensure the culture of customer centricity is embedded in our hearts to deliver quality products and service to achieve customer satisfaction.

Kindly refer to Infectious Diseases section at page 63 to view our initiatives to reconnect with our customers post-pandemic.

Governance: Supply Chain Management

Customer Satisfaction Survey:

Our customer satisfaction survey focuses on four key areas for customers: price competitiveness, product quality, delivery and services. From the survey results, we conducted an analysis to identify areas for improvement.

Customer satisfaction scores improved from 71% in FY2021 to 74% in FY2022. Overall, customers are satisfied with Top Glove in different aspects, especially services/responsiveness and shipping document management, where Top Glove scored Above Average.

Among our active customers, 22% of the respondents answered the customer satisfaction survey, which improved from 14% in FY2021. For more accurate results, we also focused on the top 100 customers, and we achieved a 46% response rate from them.

For Product Quality Expectation, there was a slight decrease in FY2022. The Production Department and Quality Assurance Department are working aggressively to ensure product quality meets specifications and customer expectations before releasing the shipment. The marketing research team will summarise all the customer feedback and propose a few solutions to address customer concerns.

Financial Year	FY2019	FY2020	FY2021	FY2022
Customer satisfaction (%)	74	72	71	74
Percentage of total customers responded (%)	19	19	14	22

TOP GLOVE'S MANAGEMENT SYSTEM & PRODUCT CERTIFICATION JOURNEY

As a leader in the healthcare product manufacturing industry, Top Glove is committed to demonstrate our top quality, environmental and safety performance in order to drive continuous improvement across our manufacturing business. We uphold our commitment towards Environmental, Social and Governance aspects through certifying our factories with various ISO, management system, regulatory and product certifications.

We started to certify our factories with ISO 13485 Quality Management System in year 1999. Over the years, we continued to obtain certifications for various management systems to sustain in the business. Top Glove always welcomes improvement and looks for opportunities to be better. Top Glove also acknowledges that it is important to have audits by third parties to ensure our operations have a good system in place and are complying with best practices.



Continue Accelerating Our Sustainability Commitment



We view sustainable business practices as a strategic advantage. Accordingly, we strive to improve our business activities, influence our value chain and foster relationships as well as collaborations to accelerate our commitment in creating long term positive impacts to our stakeholders and the environment. By continuing to do well by doing good, we are able to move the needle to shape a better planet and a more sustainable society.

FEEDBACK

We welcome enquiries, suggestions or feedback on our sustainability report or performance. Please write to our Board Sustainability Committee Chairman at sustainability@topglove.com.my.

Key Performance Indicators

ENVIRONMENTAL					
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022
Carbon Emissions (CO_{2eq})					
Natural gas	metric ton	676,291	758,519	770,049	583,896
Coal	metric ton	34,853	0	20,538	16,941
Petrol & diesel	metric ton	N/A	N/A	N/A	3,172
Fleet vehicles	metric ton	N/A	N/A	N/A	1,862
Sub Total Scope 1	metric ton	711,144	758,519	790,587	605,871
Purchased Electricity	metric ton	235,741	269,636	286,646	238,147
Sub Total Scope 2	metric ton	235,741	269,636	286,646	238,147
Total (Scope 1 & 2)	metric ton	954,934	1,028,155	1,077,233	844,018
Intensity (Scope 1 & 2)	MT/1,000 pcs gloves	0.0179	0.0166	0.0167	0.0195
Business travels	metric ton	253	175	0.21	339
Waste generated in operations	metric ton	N/A	N/A	N/A	4,594
Employee commuting	metric ton	N/A	N/A	N/A	14,983
Sub Total Scope 3	metric ton	253	175	0.21	19,916
Grand total	metric ton	955,187	1,028,330	1,077,233	863,934
Carbon Emissions Avoidance (CO_{2eq})					
Solar energy	metric ton	N/A	874.44	1,058.98	3,672.54
Tree planting	metric ton	N/A	N/A	N/A	1,811
Rubber Reclaimed Project	metric ton	N/A	N/A	N/A	80
Material Consumption					
Latex consumption	kg/1,000 pcs gloves	6.53	6.66	6.48	6.81
Nitrile consumption	kg/1,000 pcs gloves	8.13	7.62	6.65	7.89
Amount of paper used	kg	N/A	N/A	N/A	27,907
Sustainable Packaging Materials					
Percentage of packaging materials (in terms of quantity) made from recycled or recyclable materials	percentage	N/A	N/A	98%	98%
Percentage of purchase (in terms of quantity) of inner boxes made with 100% recycled material or FSC paper	percentage	N/A	N/A	77%	82%
Energy Consumption					
Electricity consumption intensity	kWh/1,000 pcs gloves	7.09	6.83	6.94	8.62
Absolute electricity consumption	kWh	381,972,387	421,965,246	448,586,057	372,687,396
Natural gas consumption intensity	MMBtu/1,000 pcs gloves	0.3175	0.2944	0.2897	0.3098
Absolute natural gas consumption	MMBtu	12,669,638	14,295,497	14,512,799	11,069,112

Key Performance Indicators

ENVIRONMENTAL					
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022
Number of factories with solar power system as at the reporting year	factory	N/A	1	8	8
Total capacity of solar power system	MWp	N/A	1.14	5.34	5.34
Green energy utilized for glove manufacturing	GWh	N/A	N/A	1.66	5.75
Percentage of green energy from total electricity consumption	percentage	N/A	N/A	0.04%	0.16%
Total energy consumption (electricity & natural gas)	GWh	4,095	4,615	4,701	3,617
Waste & Effluent					
Scheduled waste generated	metric ton	6,401.86	7,786.04	9,756.42	5,717.05
Scheduled waste intensity	kg/1,000 pcs gloves	N/A	N/A	0.160	0.151
Total scheduled waste disposal through incineration (with or without energy recovery), landfilling, other disposal operations	metric ton	N/A	N/A	3,252.96	1,808.00
Total scheduled waste reused/ recycled/ other recovery process	metric ton	N/A	N/A	6,503.46	3,909.05
Percentage of scheduled waste diverted from licensed landfill	percentage	N/A	N/A	66.7%	68.4%
Total water discharged	m ³	15,229,547	9,854,505	10,718,976	10,733,965
Discharge intensity	m ³ /1,000 pcs gloves	0.342	0.159	0.176	0.284
Total solid waste generated	metric ton	16,719	22,509	26,381	23,581
Total solid waste reused/ recycled/ other recovery process	metric ton	7,856	13,003	16,265	16,113
Total solid waste disposed through incineration (with or without energy recovery), landfilling, other disposal operations	metric ton	N/A	N/A	10,116	7,468
Percentage of solid waste diverted from licensed landfill	percentage	N/A	N/A	61.6%	68.3%
Water Management					
Water consumption intensity	m ³ /1,000 pcs gloves	0.338	0.280	0.290	0.362
Municipal water consumption intensity	m ³ /1,000 pcs gloves	N/A	N/A	0.230	0.222
Water consumption at Headquarter, Top Glove Tower	m ³	38,929	35,436	34,340	34,340
Water consumption intensity	m ³ /occupant	29	19	31	31
Total water consumption	m ³	22,142,768	18,456,616	18,182,568	16,282,460
Source from municipal water	m ³	12,792,175	12,498,389	14,081,233	9,689,639

Key Performance Indicators

ENVIRONMENTAL					
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022
Source from pond water	m ³	4,294,071	3,305,478	2,386,019	3,400,150
Source from rainwater	m ³	204,610	221,366	287,751	303,578
Source from recycled water	m ³	4,851,912	2,431,382	1,427,565	2,889,093
Percentage of recycled water from total water consumption	percentage	21.9%	13.2%	7.9%	17.7%

SOCIAL					
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022
Human Rights & Labour Management Relations					
Training hours on human rights	hour	N/A	N/A	7,095	1,426
Number of staffs trained on human rights	number	N/A	N/A	215	599
Occupational Health & Safety					
Number of members in Safety Department and Committee	number	N/A	N/A	1,099	1,118
Number of employees trained on health and safety standards	number	N/A	N/A	N/A	19,222
Employee fatalities rate	percentage	0%	0%	0.01%	0%
Employee fatality case	number	0	0	1	0
Percentage of employee covered for LTIR	percentage	100%	100%	100%	100%
Employee Lost-Time Injury Frequency Rate (LTFIR)	number/a million hours worked	0.9	1.1	0.92	0.86
Number and rate of high consequence work-related injuries among employee (including fatalities)	number	N/A	N/A	71	57
	rate (per 1,000 workers)	N/A	N/A	3.24	2.99
Contractor fatality case	number	N/A	N/A	2	0
Percentage of contractors to pass safety evaluation with > 60 points	percentage	N/A	N/A	N/A	80.2%
Employee entitled to parental leave	number	N/A	N/A	10,176	8,187
Employee that took to parental leave	number	N/A	N/A	360	490
Employee that returned to work in the reporting period after the end of parental leave	number	N/A	N/A	360	485

Key Performance Indicators

SOCIAL										
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022					
Diversity & Inclusion										
Total number of employees	number	17,539	20,835	22,741	19,006					
By nationality	Malaysia	number, percentage	4,380 25%	7,590 37%	10,176 45%	8,715 46%				
	Thailand	number, percentage	953 5%	409 2%	1,333 6%	1,149 6%				
	China	number, percentage	256 2%	290 1%	234 1%	95 1%				
	Vietnam	number, percentage	95 1%	164 1%	294 1%	167 1%				
	Myanmar	number, percentage	472 3%	1,218 5%	827 4%	661 3%				
	Indonesia	number, percentage	542 3%	939 4%	834 4%	661 3%				
	Nepal	number, percentage	4,779 27%	4,555 22%	3,698 16%	2,971 16%				
	Bangladesh	number, percentage	5,677 32%	5,447 27%	5,171 22%	4,501 23%				
	Others	number, percentage	385 2%	223 1%	174 1%	86 1%				
	By employment type	Permanent	number, percentage	5,588 30%	19,750 95%	21,532 95%	18,006 95%			
Contract		number, percentage	11,951 64%	333 2%	391 2%	430 2%				
Interns		number, percentage	1,029 6%	752 3%	818 3%	570 3%				
By category	Lower management	number, percentage	13,340 76%	15,441 74%	15,915 70%	13,161 70%				
	Junior management	number, percentage	1,497 8%	2,047 10%	2,617 12%	2,079 11%				
	Middle management	number, percentage	2,190 12%	2,775 13%	3,523 15%	3,059 15%				
	Upper management	number, percentage	453 2.67%	506 2.63%	603 2.64%	631 3.66%				
	Senior management	number, percentage	53 0.3%	52 0.3%	69 0.3%	69 0.3%				
	Executive management	number, percentage	6 0.03%	14 0.07%	14 0.06%	7 0.04%				
By age group	Below 30	number, percentage	10,523 60%	13,559 65%	14,812 65%	11,949 63%				
	30 – 50	number, percentage	6,665 38%	6,888 33%	7,525 33%	6,728 35%				
	Above 50	number, percentage	351 2%	388 2%	404 2%	329 2%				
Malaysia workforce by nationality	Malaysian	number, percentage	4,378 26%	7,589 40%	10,161 50%	8,704 51%				
	Non-Malaysian	number, percentage	12,472 74%	11,459 60%	10,183 50%	8,473 49%				

Key Performance Indicators

SOCIAL										
Indicator		Unit of Measurement	FY2019		FY2020		FY2021		FY2022	
Malaysia workforce by ethnicity (Malaysian only)	Malay	number, percentage	2,741	63%	4,837	64%	6,720	66%	5,929	68%
	Chinese	number, percentage	958	22%	1,569	21%	1,765	18%	1,607	18%
	Indian	number, percentage	619	14%	1,051	14%	1,263	12%	1,053	12%
	Others	number, percentage	56	1%	120	1%	428	4%	115	2%
By gender (total)	Female	number, percentage	4,386	25%	6,052	29%	7,030	31%	5,940	31%
	Male	number, percentage	13,153	75%	14,783	71%	15,711	69%	13,066	69%
By gender (managerial position)	Female	number, percentage	282	55%	306	53%	229	52%	211	50%
	Male	number, percentage	230	45%	266	47%	212	48%	210	50%
By gender (Board of Directors)	Female	number, percentage	5	42%	5	42%	5	42%	5	36%
	Male	number, percentage	7	58%	7	58%	7	58%	9	64%
Employee with differing abilities		number, percentage	N/A	N/A	N/A	N/A	27	0.1%	11	0.1%
Basic salary ratio of men to women (entry level wage & minimum wage)		ratio	1:1		1:1		1:1		1:1	
Total internship placements		number	N/A		1,654		2,107		1,379	
Total new recruits		number	4,570		6,264		9,720		6,378	
By age group	Below 30	percentage	78%		87%		88%		87%	
	30 to 50	percentage	21%		12%		11%		12%	
	Above 50	percentage	1%		1%		1%		1%	
By gender	Female	percentage	33%		40%		38%		41%	
	Male	percentage	67%		60%		62%		59%	
By nationality (based in Malaysia)	Malaysian	percentage	44%		81%		85%		93%	
	Non-Malaysian	percentage	56%		19%		15%		7%	
TVET (Technical and Vocational education and Training)		number	N/A		641		2,962		2,179	
Staff Turnover		rate	16.30%		18.60%		18.50%		31.21%	
Manufacturing industry turnover rate (based on calendar year)		rate	16.68% (year 2018)		15.78% (year 2019)		15.5% (year 2020)		12% (year 2021)	
By age group	Below 30	percentage	74.51%		78.80%		80.50%		79.60%	
	30 to 50	percentage	20.78%		17.70%		18.50%		18.90%	
	Above 50	percentage	4.71%		3.40%		0.90%		1.50%	

Key Performance Indicators

SOCIAL						
Indicator		Unit of Measurement	FY2019	FY2020	FY2021	FY2022
By nationality (based in Malaysia)	Malaysian	percentage	86.53%	89.78%	90.30%	99.9%
	Non-Malaysian	percentage	13.47%	10.22%	9.70%	0.1%
Worker Turnover		rate	N/A%	21.37%	26.47%	46.02%
Manufacturing industry turnover rate (based on calendar year)		rate	N/A	20.52 (year 2019)	24.36 (year 2020)	12.96 (year 2021)
By age group	Below 30	percentage	N/A	71.65%	77.13%	71.73%
	30 to 50	percentage	N/A	27.49%	22.30%	27.61%
	Above 50	percentage	N/A	0.86%	0.57%	0.66%
By nationality (based in Malaysia)	Malaysian	percentage	N/A	53.54%	70.01%	59.62%
	Non-Malaysian	percentage	N/A	46.46%	29.99%	40.38%
Talent Development						
Total training investment		RM	1,439,955	1,770,000	1,180,000	845,000
Total training hours achieved		hours	575,643	190,077	355,780	698,918
By management category	Lower	hours	379,270	361,176	507,652.08	430,780.36
	Junior	hours	49,221	44,857	102,317.18	76,216.12
	Middle	hours	114,344	119,722	209,942.05	150,184.94
	Upper	hours	28,641	22,853	39,985.35	38,146.74
	Senior	hours	3,932	2,437	3,114.65	3,405.15
Executive	hours	234	207	389.87	185.02	
Average training hours per employee		hours/employee	N/A	58.94	63.15	55.49
Average days of training		days	N/A	6.17	9.02	7.93
Average training hours (female employee)		hours/employee	N/A	54.26	71.34	63.10
Average training hours (male employee)		hours/employee	N/A	44.19	55.51	48.34
Effectiveness of training (percentage of training has met its objective)		percentage	100%	96.1%	89%	94%
Staff Engagement Survey						
Percentage of total staffs covered		percentage	90%	90%	79%	73%
Survey results with Above Average Satisfaction		percentage	71%	75%	49%	73%
Worker engagement survey result						
Percentage of total workers covered		percentage	N/A	70%	85%	70%
Survey results with Above Average Satisfaction		percentage	N/A	84%	88%	88%

Key Performance Indicators

GOVERNANCE					
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022
Cyber Security					
Information security breaches or other cybersecurity incidents	number	0	0	0	0
Information security breaches involving customers' personally identifiable information	number	0	0	0	0
Number of complaints related to breaches of customer privacy and loss of customer data	number	0	0	0	0
Fines/ penalties paid in relation to information security breaches or other cybersecurity incidents	RM	0	0	0	0
Customers affected by Company's data breach	number	0	0	0	0
Anti Corruption and Anti Bribery					
No. of corruption and bribery cases	number	1	0	0	0
Political contribution made	RM	0	0	0	0
Facilitation payments made	RM	0	0	0	0
Fines imposed in relation to corruption, bribery & anti-competitive business practices	RM	0	0	0	0
Product Quality & Safety					
Number of product recalls	number	0	0	0	0
Number of regulatory agencies inspection	number	0	0	0	0
Number of Form 483 Observations and FDA Warning Letters received	number	0	0	0	0
Supply Chain Management					
No. and percentage of active critical tier 1 suppliers (new & existing) assessed on ESG metrics	number	N/A	N/A	159	267
	percentage			49%	93%
Existing critical tier 1 supplier assessed (based on all active existing critical tier 1 supplier)	number	N/A	N/A	113	224
	percentage			41%	97%
New critical tier 1 supplier assessed (based on all new critical tier 1 supplier)	number	N/A	N/A	46	43
	percentage			94%	78%
Existing critical tier 1 suppliers assessed (based on all tier 1 supplier)	number	N/A	N/A	113	224
	percentage			2.8%	5.5%
No. of self audit conducted	number	N/A	N/A	122	184
	percentage			77%	64%

Key Performance Indicators

GOVERNANCE						
Indicator	Unit of Measurement	FY2019	FY2020	FY2021	FY2022	
No. of site audit conducted	number	N/A	N/A	37	102	
	percentage			23%	36%	
New critical tier 1 supplier that were screened using social & environmental criteria	number	N/A	N/A	46	43	
	percentage			94%	78%	
Critical tier 1 suppliers assessed for social & environmental impacts	New	number	N/A	N/A	46	
		percentage			94%	
	Existing	number	N/A	N/A	113	224
		percentage			41%	94%
Customer Experience						
Customer satisfaction survey result	percentage	74%	72%	71%	74%	
Percentage of total customers responded	percentage	19%	19%	14%	22%	



INDEPENDENT ASSURANCE STATEMENT

Scope and Objective

SIRIM QAS International Sdn. Bhd., a Conformity Assessment Body in Malaysia, with extensive expertise and experience in the provision of sustainability-related assurance services, was engaged by Top Glove Corporation Bhd (hereafter referred to as Top Glove) to perform an independent verification and provide assurance of Top Glove Sustainability Report 2022. The main objective of the verification process is to provide assurance to Top Glove and its stakeholders of the accuracy and reliability of the information presented in the report. This was established through checking and verifying claims made in the report. The verification by SIRIM QAS International covered the sustainability-related activities which had been included in Top Glove Sustainability Report 2022 – Creating Sustainable Value, i.e., from page 1 to 93. Further details on the topics covered are provided in Appendix 1 of this statement.

The management of Top Glove was responsible for the preparation of the Sustainability Report. The objectivity and impartiality of this assurance 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 Top Glove Sustainability Report 2022.

Verification team

The verification team from SIRIM QAS International consists of:

- 1) Ms. Aernida Abdul Kadir : Team Leader
- 2) Ms. Kamini Sooriamorthy : Team Member

Methodology

The verification process was carried out by SIRIM QAS International in October 2022. It involved the following activities:

- Reviewing and verifying the accuracy of data collected from various sources and that are presented in the report;
- Reviewing of internal and external documentation and displays such as awards, press releases, media publications, internal newsletters, internal systems, etc.;
- Interviewing of key personnel responsible for collating information and writing various parts of the report in order to substantiate the veracity of the claims;
- Evaluating the adequacy of Top Glove Sustainability Report and its overall presentation against the GRI Standards requirement.

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 data and contents contained in the report. The Sustainability Report was subsequently reviewed and revised by Top Glove in response to the findings of the verification team. It can be confirmed that changes that have been incorporated into the final version of the report, has satisfactorily addressed all issues that had been raised.

Highlights in 2022

Top Glove management has endorsed the new sustainability strategy i.e., the FY2025 Sustainability Blueprint Structure to better deliver Top Glove commitment towards the sustainable development. The strategy, driven by the company mission focuses on three strategic themes namely Environmental, Social and Governance which are supported by five sustainability goals. The commitment is further affirmed with the launch of the new Sustainability Policy, serves as a guide to ethical and responsible sourcing and procurement activity for all Top Glove subsidiaries and joint ventures, as well as their supply chain. Concurrently, Top Glove has also expanded the reporting boundary of the company GHG emissions to include more direct and indirect emission resources to improve the completeness of their GHG accounting coverage.

Limitation

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of information reported in Top Glove Integrated Annual Report 2022;
- The verification was designed to provide limited assurance in reference to International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, irrespective of the organization's ability to achieve its objectives, targets or expectations on sustainability-related issues;
- The corporate office at Menara Top Glove, Setia Alam, was visited as part of this assurance engagement. The verification process did not include physical inspections of any of Top Glove's operation sites and assets; and,
- The verification team did not verify any contractor or third-party data.

Conclusion

Based on the scope of the assessment process and evidence obtained, the following represents SIRIM QAS International's opinion:

- The level of accuracy of data included in Top Glove Sustainability Report 2022 is fairly stated;
- The level of 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 provides a reasonable and balanced presentation of the sustainability performance of Top Glove Corporation Bhd.

Statement Prepared by:

AERNIDA BINTI ABDUL KADIR

Team Leader

Management System Certification Department
 SIRIM QAS International Sdn. Bhd.

Date: 20 October 2022

Statement Approved by:

MOHD HAMIM BIN IMAM MUSTAIN

Senior General Manager

Management System Certification Department
 SIRIM QAS International Sdn. Bhd.

Date: 25 October 2022



Note 1:
 This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd shall not be responsible for any changes or additions made after the referred date (20 October 2022).

GRI Content Index

Appendix 1 The topics and information covered in this assessment is tabulated below:		CLASSIFICATION OF DATA			
		HIGH	MEDIUM	LOW	UN SUBSTANTIATED
Creating Sustainable Value	Introduction				
	FY2022 Sustainability Highlights				
	Sustainability Strategy				
	Sustainability Roadmap FY2022 to FY2025				
	Stakeholder Engagement				
	Materiality Assessment				
	Environment				
	FY2022 Environment Highlights				
	Physical Impacts on Climate Change				
	Carbon Emission				
	Energy Consumption				
	Environmental Compliance				
	Waste & Effluent				
	Water Management				
	Social				
	FY2022 Social Highlights				
	Human Rights & Labour Management Relations				
	Occupational Health & Safety				
	Diversity & Inclusion				
	Security Management				
	Infectious Diseases				
	Local Community				
	Governance				
	FY2022 Governance Highlights				
	Ethics, Integrity & Governance				
	Product Quality & Safety				
	Supply Chain Management				
	Customer Experience				
	Conclusion				
	Continue Accelerating Our Sustainability Commitment				

Note 2:
Definition of LOW, MEDIUM, HIGH and UNSUBSTANTIATED of Appendix 1
UNSUBSTANTIATED – Data and information was 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.
LOW – Data and information reviewed has been based on information endorsed by the data owners. Verifiers did not have the access to the source of the data origin. It has been identified as one of the limitations during the conduct of the assessment.
MEDIUM – Data and information has been confirmed with the direct owners. However, the source of the data origin has been based on secondary data which is not accessible by the verifiers during the conduct of the assessment.
HIGH – 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.

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organizational details	Our Business Overview Our Global Office Corporate Structure	IAR22 (pg. 4) IAR22 (pg. 7) IAR22 (pg. 8 to 9)
2-2	Entities included in the organization's sustainability reporting	Our Business Overview	IAR22 (pg.4)
2-3	Reporting period, frequency and contact point	Front Cover Corporate Information Corporate Governance Overview Statement	Front Cover IAR22 (pg. 14) IAR22 (pg. 97)
2-4	Restatements of information	Physical Impacts on Climate Change	SR (pg. 22)
2-5	External assurance	Independent External Assurance Statement	IAR22 (pg. 261) SR22 (pg. 94)
2-6	Activities, value chain and other business relationships	Supply Chain Management Letter to Stakeholders and Management Discussion & Analysis	SR22 (pg. 80 to 84) IAR22 (pg. 36 to 43)
2-7	Employees	Diversity & Inclusion	SR22 (pg. 55 to 61)
2-8	Workers who are not employees	Key Performance Indicators	SR22 (pg. 91 to 93)
2-9	Governance structure and composition	Board of Directors Sustainability Governance Structure	IAR22 (pg. 15 to 28) SR22 (pg. 71)
2-10	Nomination and selection of the highest governance body	Board Appointment and Succession Planning	IAR22 (pg. 86)
2-11	Chair of the highest governance body	Board of Directors	IAR22 (pg. 16)
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors	IAR22 (pg. 15 to 27)
2-13	Delegation of responsibility for managing impacts	Senior Management Team	IAR22 (pg. 30 to 31)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance Structure	SR22 (pg. 71)
2-15	Conflicts of interest	Board of Directors' Note Executive Committee's Note	IAR22 (pg. 27) IAR22 (pg. 29)
2-16	Communication of critical concerns	Board Sustainability Committee Report	IAR22 (pg. 93 to 94)
2-17	Collective knowledge of the highest governance body	An Empowered Board	IAR22 (pg. 28)
2-18	Evaluation of the performance of the highest governance body	Board Effectiveness Evaluation	IAR22 (pg. 88)
2-19	Remuneration policies	Board and Senior Management Remuneration	IAR22 (pg. 87)
2-20	Process to determine remuneration	Board and Senior Management Remuneration	IAR22 (pg. 87)
2-22	Statement on sustainable development strategy	Sustainability Strategy	SR22(pg. 3) IAR22 (pg. 58)
2-23	Policy commitments	List of Policies	SR22 (pg. 29)
2-24	Embedding policy commitments	List of Policies	SR22 (pg. 29)

Note:
SR22 refer to Sustainability Report 2022
IAR22 refer to Integrated Annual Report 2022

GRI Content Index

GRI Content Index

GRI Standards	Disclosure Item	Section of Disclosure	Page
2-25	Processes to remediate negative impacts	Human Rights & Labour Management Relations	SR22(pg. 41 to 48)
2-26	Mechanisms for seeking advice and raising concerns	Human Rights & Labour Management Relations	SR22(pg. 41 to 48)
2-27	Compliance with laws and regulations	Environmental Compliance Human Rights & Labour Management Relations	SR22 (pg. 31) SR22 (pg. 41 to 48)
2-28	Membership associations	Environmental Compliance	SR22 (pg. 31)
2-29	Approach to stakeholder engagement	Stakeholder Engagement	SR22 (pg. 8 to 11)
2-30	Collective bargaining agreements	Workers Engagement	SR22 (pg. 47)
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	Materiality Assessment	SR22 (pg. 12)
3-2	List of material topics	Materiality Assessment	SR22 (pg. 13 to 15)
3-3	Management of material topics	Sustainability Strategy	SR22 (pg. 18 to 21)
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	2022 Key Highlights	IAR22 (Inner Front Cover & pg. 1)
201-2	Financial implications and other risks and opportunities due to climate change	Physical Impacts on Climate change	SR22 (pg. 17 to 22)
GRI 202: MARKET PRESENCE 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Diversity & Inclusion	SR22 (pg. 55 to 56)
202-2	Proportion of senior management hired from the local community	Diversity & Inclusion	SR22 (pg. 55)
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Infrastructure investments and services supported	Task Force on Climate-related Financial Disclosure Promoting Wellness	SR22 (pg. 19) SR22 (pg. 53)
203-2	Significant indirect economic impacts	Task Force on Climate-related Financial Disclosure Tree Planting Promoting Wellness	SR22 (pg. 19) SR22 (pg. 27) SR22 (pg. 53)
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	Supply Chain Management	SR22 (pg. 83)
GRI 205: ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption	Corporate Integrity	SR22 (pg. 75)
205-2	Communication and training about anti-corruption policies and procedures	Corporate Integrity	SR22 (pg. 76)
205-3	Confirmed incidents of corruption and actions taken	Corporate Integrity	SR22 (pg. 77)
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Customer Experience	SR22 (pg. 83)
GRI 207: TAX 2019			
207-4	Country-by-country reporting	2022 Social Highlights	SR22 (pg. 40)

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 301: MATERIALS 2016			
301-1	Materials used by weight or volume	Material Consumption	SR22 (pg. 23)
301-2	Recycled input materials used	Reusing, Recycling and Upcycling of Waste	SR22 (pg. 26)
301-3	Reclaimed products and their packaging materials	Reusing, Recycling and Upcycling of Waste Sustainable Packaging Materials	SR22 (pg. 26) SR22 (pg. 24)
GRI 302: ENERGY 2016			
302-1	Energy consumption within the organization	Energy Consumption	SR22 (pg. 29 to 31)
302-2	Energy consumption outside of the organization	Energy Consumption	SR22 (pg. 29 to 31)
302-3	Energy intensity	Energy Consumption	SR22 (pg. 29 to 31)
302-4	Reduction of energy consumption	Natural Gas	SR22 (pg. 30)
302-5	Reductions in energy requirements of products and services	Natural Gas	SR22 (pg. 30)
GRI 303: WATER AND EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	Water Management	SR22 (pg. 35 to 39)
303-2	Management of water discharge-related impacts	Water Management	SR22 (pg. 35 to 39)
303-3	Water withdrawal	Water Management	SR22 (pg. 35 to 39)
303-4	Water discharge	Water Management	SR22 (pg. 35 to 39)
303-5	Water consumption	Water Management	SR22 (pg. 35 to 39)
GRI 306: WASTE			
306-1	Waste generation and significant waste-related impacts	Water & Effluent	SR22 (pg. 32 to 34)
306-2	Management of significant waste-related impacts	Water & Effluent	SR22 (pg. 32 to 34)
306-3	Waste generated	Water & Effluent	SR22 (pg. 32 to 34)
306-4	Waste diverted from disposal	Water & Effluent	SR22 (pg. 32 to 34)
306-5	Waste directed to disposal	Water & Effluent	SR22 (pg. 32 to 34)
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1	New suppliers that were screened using environmental criteria	Supply chain Management	SR22 (pg. 32)
308-2	Negative environmental impacts in the supply chain and actions taken	Supply chain Management	SR22 (pg. 32)
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	Diversity & Inclusion	SR22 (pg. 59)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Work-Life Integration Promoting Wellness	SR22 (pg. 54) SR22 (pg. 52 to 53)
401-3	Parental leave	Parental Leave	SR22 (pg. 54)
GRI 402: LABOR/MANAGEMENT RELATIONS 2016			
402-1	Minimum notice periods regarding operational changes	Workers Engagement	SR22 (pg. 44)

GRI Content Index

GRI Content Index

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
403-1	Occupational health and safety management system	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-3	Occupational health services	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-5	Worker training on occupational health and safety	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-6	Promotion of worker health	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-9	Work-related injuries	Occupational Health & Safety	SR22 (pg. 48 to 54)
403-10	Work-related ill health	Occupational Health & Safety	SR22 (pg. 48 to 54)
GRI 404: TRAINING AND EDUCATION 2016			
404-1	Average hours of training per year per employee	Talent Development	SR22 (pg. 59 to 61)
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development	SR22 (pg. 59 to 61)
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Development	SR22 (pg. 59 to 61)
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and employees	Gender Diversity	SR22 (pg. 56)
405-2	Ratio of basic salary and remuneration of women to men	Gender Diversity	SR22 (pg. 56)
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective actions taken	Prevention of Harassment & Bullying	SR22 (pg. 57)
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	Workers Engagement	SR22 (pg. 44)
GRI 408: CHILD LABOR 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Policy on Human Rights Practices	SR22 (pg. 42)
GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights & Labour Management Relations	SR22 (pg. 41 to 48)
GRI 410: SECURITY PRACTICES 2016			
410-1	Security personnel trained in human rights policies or procedures	Human Rights Risk Assessment	SR22 (pg. 42)

GRI Standards	Disclosure Item	Section of Disclosure	Page
GRI 413: LOCAL COMMUNITIES 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Local Communities	SR22 (pg. 65 to 69)
413-2	Operations with significant actual and potential negative impacts on local communities	Local Communities	SR22 (pg. 65 to 69)
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers that were screened using social criteria	Supplier Assessment	SR22 (pg. 75)
414-2	Negative social impacts in the supply chain and actions taken	Communicating with Supply Chain via Webinar Sessions	SR22 (pg. 48)
GRI 415: PUBLIC POLICY 2016			
415-1	Political contributions	Anti-bribery & anti-corruption & ethics commitment	SR22 (pg. 75)
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality & Safety	SR22 (pg. 78)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality & Safety	SR22 (pg. 78)
GRI 417: MARKETING AND LABELING 2016			
417-1	Requirements for product and service information and labeling	Product Quality & Safety	SR22 (pg. 78)
417-2	Incidents of non-compliance concerning product and service information and labeling	Product Quality & Safety	SR22 (pg. 78)
417-3	Incidents of non-compliance concerning marketing communications	Product Quality & Safety	SR22 (pg. 78)
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cyber Security & Data Privacy	SR22 (pg. 74)



SASB Content Index

SASB Code	Disclosure Item	Section of Disclosure	Page
PRODUCT SAFETY			
HC-MS-250a.1	Number of recalls issued, total units recalled	Ethics, Integrity & Governance	SR22 (pg. 79)
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Ethics, Integrity & Governance	SR22 (pg. 79)
ETHICAL MARKETING			
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Ethics, Integrity & Governance	SR22 (pg. 83)
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Ethics, Integrity & Governance	SR22 (pg. 83)
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 programs for manufacturing and product quality	Ethics, Integrity & Governance	SR22 (pg. 81 to 82)
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Ethics, Integrity & Governance	SR22 (pg. 82)
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Managing Our Risks and Opportunities	IAR22 (pg. 65)
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	SR22 (pg. 76)

Corporate Song

ENGLISH



All over the world, We are known,
For our superior quality gloves,
Through the years we have grown,
We have shown,
Our gloves stand out superior in the world,
Top Glove is the best, Better than the rest,
Quality, Reliability and Consistency,
Remain our policy,
At Top Glove's Group of Companies.

BAHASA MALAYSIA



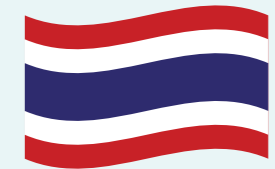
Dari mulanya, hingga terkini,
Nama Top Glove diberi,
Pengeluar sarung tangan yang berkualiti,
Yakinlah hasil pengeluaran kami,
Yang bermutu dan berkualiti tinggi,
Sentiasa menuju kejayaan,
Untuk mencapai keunggulan.

MANDARIN



顶级的名誉 闻名世界
品质优良的顶级手套
历经多年的努力与成长
我们成功站在世界的顶端
顶级的手套 我们的骄傲
品质好 可信赖及依靠
是我们一直维护的宗旨
在顶级手套公司集团
语述：顶级手套
继续创新与迈进是我们的义务

THAI



ทั่วโลกนั้นยอมรับว่าเรานั้นคือ
ผู้นำคนสูงมือที่พร้อมและคุณภาพดี
เราสร้างสรรค,เราเติบโต เรามั่นคง
เพื่อก้าวไปสู่สากล ด้วยมือเรา
ทอปโกลฟดีกว่าใคร เราทำงานด้วยใจ
คุณภาพดี และบริการที่ดี
เพื่อความไว้วางใจ เรายินดีรับใช้
ทอปโกลฟนั้นใจ คุณภาพต้องที่นี้

TOP GLOVE

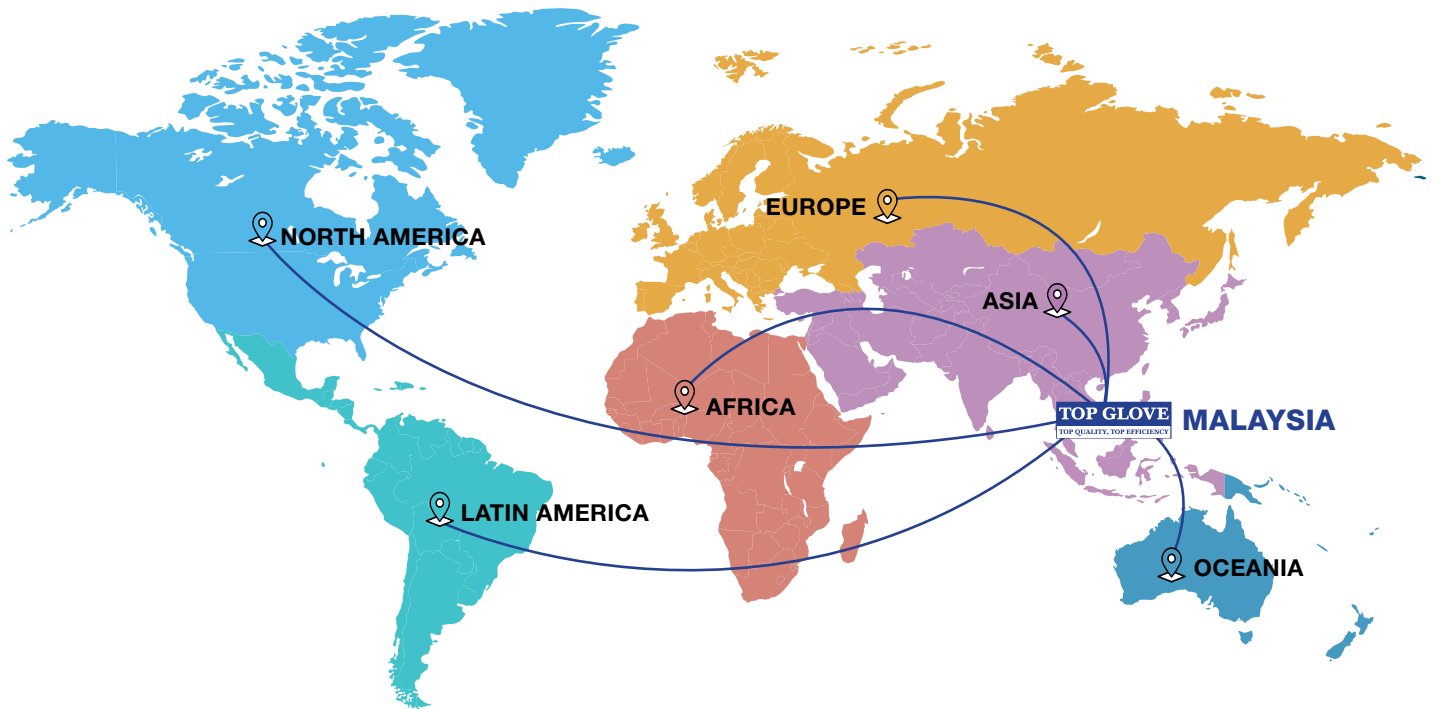
TOP QUALITY, TOP EFFICIENCY

**SUSTAINABILITY
REPORT
2022**

FINANCIAL YEAR ENDED
31 AUGUST 2022

Exports to

**195 Countries
Worldwide**



50
FACTORIES



810
PRODUCTION LINES



16,000
EMPLOYEES



100 Billion
GLOVES PER ANNUM

TOP GLOVE CORPORATION BHD
Registration No.: 199801018294 (474423-X)

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SCAN FOR TG
WEBSITE



SCAN FOR TG
CORPORATE VIDEO



www.topglove.com