
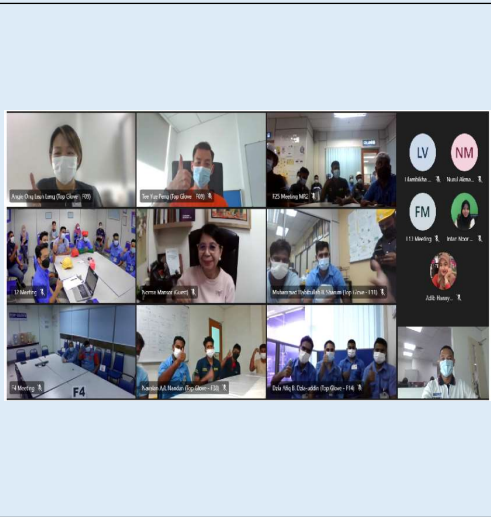




# GOVERNANCE

Num.	Photo	Details
1		<p><b><u>ENGAGEMENT BETWEEN INDEPENDENT DIRECTORS &amp; WORKERS ON TG'S PIKAS PROGRAMME</u></b></p> <p>The Top Glove Independent Directors "zoomed in" the morning on Thursday, 29th July 2021, to Top Glove's PIKAS programme, as part of their 3rd Engagement Session with Workers. During the session, they spoke with workers about how they were faring during this time, and about the vaccination process. They also had a virtual tour of the PPVIN and spoke with two of the doctors on duty, who had praised Top Glove's PIKAS programme, citing the exemplary teamwork and collaboration between the doctors and Top Glove volunteers. At the end of the virtual visit to the PIKAS programme, the directors expressed great satisfaction over the employees' vaccination programme and commended its progress.</p>
2		<p><b><u>HALF YEARLY ENGAGEMENT BETWEEN INDEPENDENT DIRECTORS &amp; WORKER REPRESENTATIVES</u></b></p> <p>As part of our Independent Directors' ["IDs"] continuous engagement with workers, the IDs joined the Workers' Virtual Mega Townhall Session held on 7 and 8 April 2022. This platform provides workers opportunity to share their grievances in which IDs would recommend to the Management for 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.</p> <p>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.</p>

3		<p><b><u>ENGAGEMENT SESSION BETWEEN TOP GLOVE'S NON-EXECUTIVE DIRECTORS AND FACTORY STAFF &amp; WORKERS REPRESENTATIVES</u></b></p> <p>In adhering to their fiduciary duties, the Non-Executive Directors [“NEDs”] had set aside their busy schedule to engage with factory staff and workers representatives on 6 October 2023, seeking to understand the issues and grievances faced by staff and workers. The NEDs had the opportunity to inspect the Kenangan Meru hostel accommodation and its condition, providing suggestions to ensure occupants’ safety and wellbeing. The engagement session involved workers from different nationalities and staff of different position levels. The NEDs were apprised of various matters and as feedback, provided invaluable recommendations such as security enhancement and road safety at accident prone areas, sufficient lighting for visibility within the vicinity of the hostel and factories, medical issues and local council collection matters. To ensure a proper follow-through, the NEDs will be provided with progress updates on the action plans in due course and as and when required.</p>
4		<p><b><u>ESG KNOWLEDGE THROUGH FUNCTIONAL TRAININGS</u></b></p> <p>Training is one of the requirements in management systems to ensure Top Glove continuously meets certification and regulatory requirements. This is because trainings maintain the competency of staff, ensuring they are able to perform at the best of their expertise. Regulatory trainings were delivered to related departments so that the relevant staff are aware of product compliance and product safety for end users. These technical/functional trainings were successfully conducted to all related staff including these schemes: ISO 9001 Quality Management System, ISO 13485 Quality Management System for Medical Devices, ISO 14001 Environmental Management System, ISO 45001 Occupational Health &amp; Safety Management System, ISO 37001 Anti Bribery Management System, ISO 50001 Energy Management System, and Forest Stewardship Council.</p>



**MANAGEMENT SYSTEM & PRODUCT CERTIFICATION**

As the world’s largest manufacturer of gloves, 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 management system and product certification.

Below is the list of our applicable management system and product certification.

a. Management System Certification

No.	Type of Management System Certification	Year of Certified since
1	ISO 13485 Quality Management System for Medical Device	1999
2	HACCP Hazard Analysis Critical Control Point	2005
3	ISO 9001 Quality Management System	2005
4	ISO 14001 Environmental Management System	2012
5	ISO 37001 Anti Bribery Management System	2017
6	MDSAP Medical Device Single Audit Program	2018
7	ISO 18788 Security Operational Management System	2019
8	BRC British Retail Consortium	2019
9	ISO 27001 Information Security Management System	2020
10	FSC Forest Stewardship Council	2020
11	GMP Good Manufacturing Practice	2020
12	Halal	2020
13	ISO 45001 Occupational & Health and Safety Management System	2021
14	ISO 22716 Good Manufacturing Practices for Cosmetics.	2021
15	ISO 41001:2018 Facility Management System	2022
16	ISO 50001:2018 Energy Management System	2022

MANAGEMENT SYSTEM & PRODUCT CERTIFICATION (cont'd)

b. Product Certification

No.	Type of Product Certification
1	US FDA 510K Approval
2	Malaysia JAKIM Halal Certificate <i>[for specific products]</i>
3	EC Certificate in accordance with EU MDD 93/42/EEC
4	EC Type Examination Certificate in accordance with EU PPE Regulation 2016/425
5	Health Canada Medical Device License
6	Malaysia Product Certificate in accordance with Medical Device Act 2012 (Act 737)
7	China Product Certificate for Medical Device by the National Medical Product Act
8	Japan Registration Certificate of Foreign Medical Device Manufacturer by Minister of Health and Welfare
9	Russia Registration Certificate for a Medical Device
10	Saudi Arabia Medical Device Marketing Authorization

6



**ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS)**

In FY2020, we extended and expanded the ABMS scope and implementation to all our subsidiaries, following the ISO 37001:2016 certification at Factory 9 in Meru, the first private manufacturer in Malaysia certified with the ABMS. External and independent audit on the ISO 37001 ethical standards was performed annually in response to Section 17A (“Corporate Liability Provision”) and Guidelines on Adequate Procedures of T.R.U.S.T. Principles. In FY2022, additional 3 entities were added in the ABMS group scheme bringing the total number of ABMS-certified entities to eight. This expansion reflects our ongoing commitment to continually enhance the implementation of our W.H.I.T.E. Integrity Culture and is reflected in Top Glove’s core values, business principles, and policies, which prioritises ethics and anti-corruption. W.H.I.T.E is an abbreviation for Top Glove’s 5 Wells, Honesty, Integrity, Transparency, and, lastly, Educate. In FY2023, which is our third cycle of certification, we have maintained our existing 8 ABMS certified entities without any additional certification.



### **BUSINESS ETHICS & INTEGRITY INITIATIVES: W.H.I.T.E. INTEGRITY CULTURE**

W.H.I.T.E [5 Healthy Wells, Honesty, Integrity, Transparency and Educate] is one of the trademark introduced by the Top Management in its determination to combat bribery and corruption among its internal and external stakeholders. Started since 2019 by having awareness roadshow on MACC Corporate Liability Section 17A and anti-corruption initiatives covering Malaysian and Thailand factories, several programs are initiated under W.H.I.T.E's umbrella. The programs includes :

- a. W.H.I.T.E. Integrity Culture slide
- b. Ethics & Integrity Training
  - Awareness of W.H.I.T.E. Integrity Culture covering ISO 37001 ABMS, Anti-Bribery & Anti-Corruption Policy, TG Gift Policy & Online Declaration, Whistleblowing Policy & Procedure and Document Control.
  - In-Depth of ISO 37001 ABMS covering each clause of the standard.
- c. W.H.I.T.E. Integrity Leader's Corner Video of Top Management.
- d. W.H.I.T.E. Integrity Culture Promotion via Social Media.
- e. Ethics & Integrity Social Media Posting.
- f. Corruption Free Pledge/ "Ikrar Bebas Rasuah" (IBR).
- g. Reminder Notification on W.H.I.T.E. Integrity Day.
- h. Participated in external discussion on bribery & corruption issues Anti-Corruption Collective Action Roundtable by UN Global Compact Network Malaysia & Brunei (UNGCMYB)