



Social: To Be A People Centric Corporate Citizen

HIGHLIGHTS

Lost Time Injury Frequency Rate (LTIFR)

reduction to **0.81**



Zero fatality

cases in FY2023



14 factories achieved Grade A

in DOSH OSHWA audit



117,572

training hours achieved in
technical, soft skills and core trainings



SMETA audited

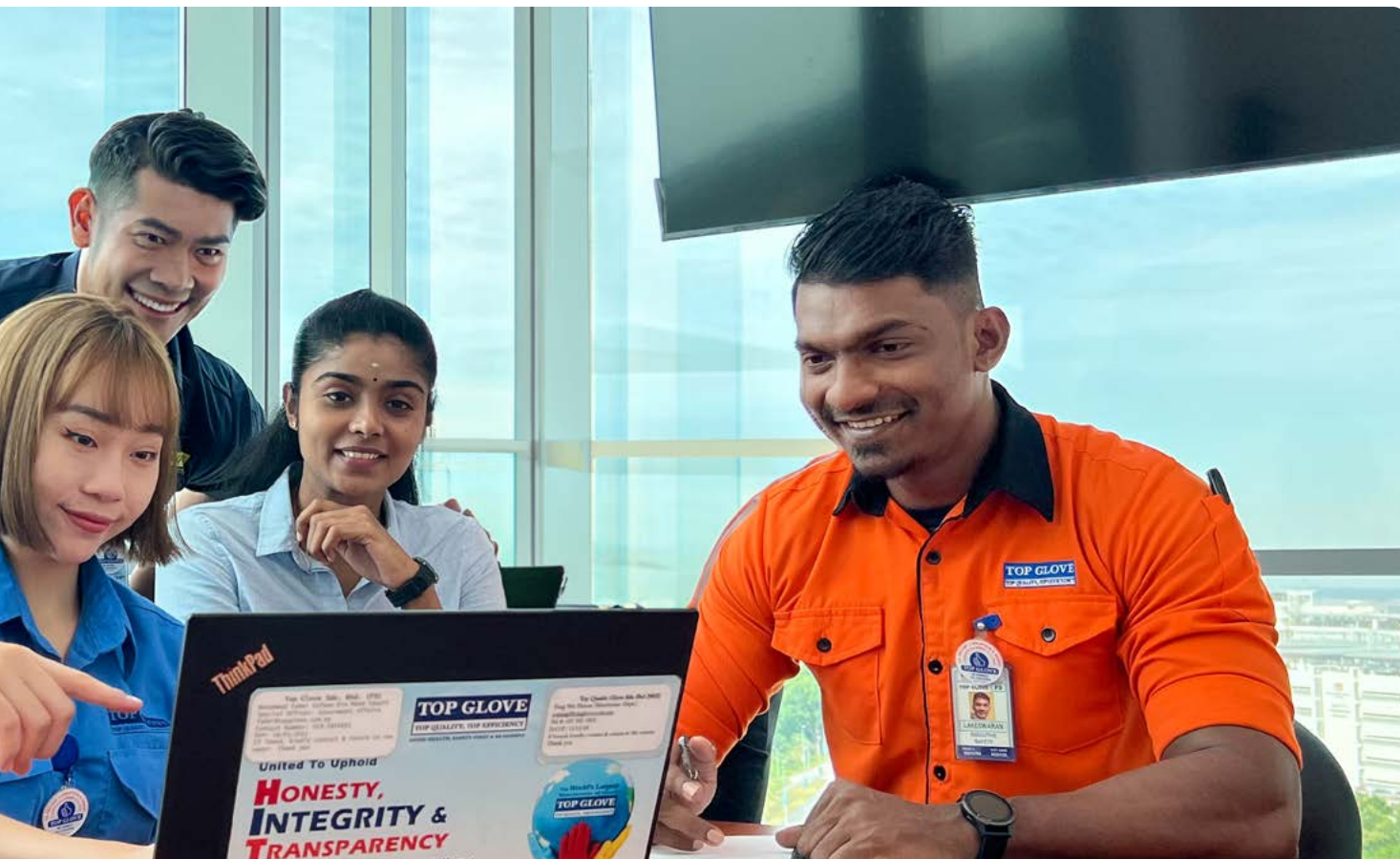
factories with an achievement
rate of maintaining fewer than 10 non-
compliances per audit.



GOAL 2: PROMOTING INCLUSIVITY & RESPECTING HUMAN RIGHTS



Social



OCCUPATIONAL HEALTH & SAFETY

Management Approach:

Investment in employees' health and safety is the best prevention of negative impacts such as health and safety risks and lowered productivity. At Top Glove, we recognise our responsibility in providing a safe and healthy workplace for our employees by enhancing the safety process within our operations, providing necessary technical and educational support in occupational safety and health as well as enhancing our healthcare initiatives.

Health & Safety Governance

In adherence to the Group's Occupational Safety & Health ("OSH") Policy, our Safety & Health Committee is more than 800 members. This committee is comprised of both management and employee representatives from diverse departments, entrusted with the responsibility of spearheading safety management initiatives and strategies for the entire organisation. The Head of Group Safety is a part of the Sustainability Steering Group, which reports to the Board Sustainability Committee.

Health & Safety Management System

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 7 factories were certified with the ISO 45001:2018 as at FY2023 and we are working towards extending the ISO 45001:2018 certification to other factories by FY2025. The system is regularly audited both internally and externally and includes all employees and third-party providers who work on the Company premises. In FY2023, our target was to achieve certification for 2 additional factories under ISO 45001:2018. However, only one out of 2 factories were certified due to changes in number of operational factories.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

7 factories certified with **ISO 45001:2018**

Occupational Health & Safety Management

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Safety Hazards: Risk Identification and Assessments

The OSH Policy highlight the creation of a proactive culture where all OSH's risks associated with its activities are adequately controlled by eliminating or reducing the risks to As Low As Reasonably Practicable (ALARP). Risk assessments are carried out whereby identified hazards and risks are examined, analysed and evaluated for improved control. Additionally, OSH awareness training have been conducted regularly to enhance the knowledge and skill of workers in order to prevent workplace injury/illness. The identification of hazards stands as a crucial step in ensuring the safety of our workplaces within the group. Our sites conduct comprehensive risk assessments, employing various methods in accordance with local laws and regulations. As a company, we classify our activities based on the level of risk involved and the availability of recognised methods to mitigate those risks effectively.

The following assessment monitoring systems are adopted:

Assessment Monitoring Systems

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

Work-related hazards and risks for processes and projects are assessed via:

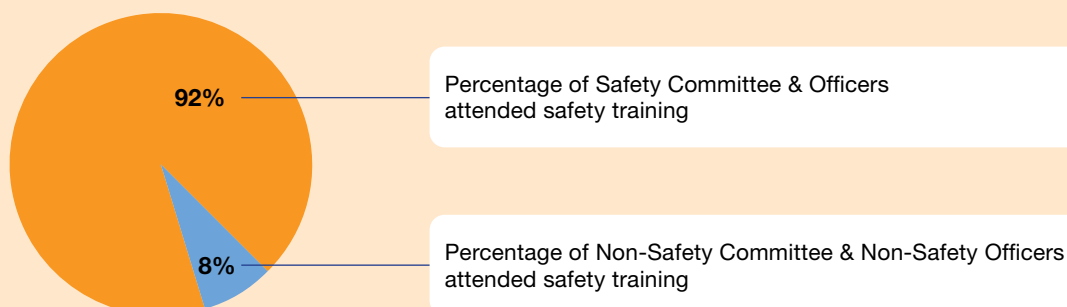
- Observation, interviews and implementation of Hazards Identification, Risk Assessment and Risk Control (HIRARC), the relevant trainings for which have been provided to employees.
- Monthly Corrective Action and Preventive Action (CAPA), through Safety and Health Committee meeting.
- Monitoring of Unsafe Acts and Unsafe Conditions (UAUC) through Top Glove Good Safe online reporting.

Work related hazards are addressed promptly through "Top Glove Good Safe" online reporting tool. This system aims to eliminate the occupational hazards from UAUC in workplace that can potentially lead to serious injuries/illness. The reported Good Safe will be routed to the rightful process owner for immediate action to be taken to close the UAUC raised. Through this participatory approach, a strong joint ownership will be developed to create positive safety and health workplace. The safety team conducts due diligence for new operations and projects as established in the Contractor Management procedure. Contractors are required to provide a HIRARC and undergo a review of their safety measures prior to commencing work. Safety requirements serve as the key selection criterion for new contractors.

Awareness and Trainings

We continuously conduct training to improve and enhance employees' safety awareness to prevent accident and incidents. Trainings include Work Instruction (WI) covering safety precautions which are provided to workers. Other training scopes include HIRARC, PPE, chemical spillage, machinery handling, Emergency Response Team, working at height, etc. In FY2023, 100% of our 11,213 employees, consisting of staff and workers, received training on health and safety standards.

TRAINING ON HEALTH AND SAFETY STANDARDS



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Promoting a safety culture is crucial in ensuring the well-being of employees and preventing accidents in various environments. Here are other initiatives that we have undertaken to further promote safety culture:

1

Published Safety Bulletin

2

Conducted weekly hydrant test

3

Organised safety talk, covering topics such as fire safety, chemical safety awareness and machinery trainings



Incident Reporting

Work related incidents are identified and assessed through incident reporting procedure. Typically, these incidents are investigated by involving relevant process owner and effective corrective measures are suggested for implementation. Corrective measures are determined by adopting the hierarchy of controls such as elimination, substitution, engineering controls, administrative controls and personal protective equipment (PPE). The implemented corrective measures are frequently upheld and supervised to prevent the recurrence of similar incidents.

Health & Safety Performance

We continue our mitigative efforts to keep our employees and contractors safe through the 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 FY2023, we recorded zero cases of contractor fatality as a result of improvement in our Permit to Work system and implementation of Contractor Safety Evaluation Programme.

We are currently on track to achieve our interim target for FY2023, which involves attaining an accident rate of 2.85 per 1,000 employees and ensuring that 100% of contractors meet the minimum score. This reflects our unwavering commitment to safety.

Social

Employee Safety Data

Financial Year	2021	2022	2023
Employee fatalities rate (percentage, %)	0.01	0	0
Number of employee fatality case	1	0	0
Percentage of employees covered for LTIFR (%)	100	100	100
Lost-Time Injury Frequency Rate (LTIFR) (number/a million hours worked)	0.92	0.86	0.81
Number and rate of high consequence work-related injuries (including fatalities)	Number: 71 Rate: 3.24	Number: 57 Rate: 2.99	Number: 32 Rate: 2.85

Industry Benchmark: According to the latest data available from the Department of Statistics Malaysia in 2021, the manufacturing accident rate stands at 3.20.



<https://www.ilmia.gov.my/index.php/en/bda-noa>

Contractor Safety Data

Financial Year	2021	2022	2023
Contractor fatalities rate (percentage, %)	0	0	0
Number of contractor fatality case	2	0	0
Percentage of contractors covered for LTFIR (%)	N/A	100	100
Lost-Time Injury Frequency Rate (LTFIR) (number/a million hours worked)	N/A	0	0
Number and rate of high consequence work-related injuries (including fatalities)	N/A	Number: 0 Rate: 0	Number: 0 Rate: 0

Note: The percentage of contractors covered for LTIFR is only for construction contractors.

Occupational Safety and Health Workplace Assessment (OSHWA) is a regulatory audit conducted by the Department of Occupational Safety and Health (DOSH). Its primary goal is to enhance safety and health standards in the workplace. Remarkably, 14 Top Glove's facilities achieved a Grade A rating during this assessment.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

Accident Rate of **2.85**

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.

WE CARE FOR THE HEALTH OF OUR EMPLOYEES

Top Glove has **29** Wellness Team Members as of 31 August 2023



20 Medical Professionals & 2 Ambulances

- | | |
|-----------------------------|------------------------|
| 6 Permanent Medical Doctors | 3 Clinic Admins |
| 1 Dentist | 2 Paramedics |
| 1 Mental Health Counsellor | 1 Radiographer |
| 3 Medical Assistants | 1 Assistant Pharmacist |
| 2 Nurses | |



6 Wellness Professionals

- | | |
|-----------------|--------------------------|
| 3 Nutritionists | 1 Counsellor |
| 1 Dietitian | 1 Health Admin Executive |



3 Fitness Professionals

- | | |
|-------------------|----------------------|
| 1 Fitness Trainer | 2 Fitness Assistants |
|-------------------|----------------------|

Our key initiatives in promoting good physical and mental health:

Key Initiatives in Promoting Good Physical and Mental Health

1. Zero Harm on Mental Health Programme
2. Promoting 5 Healthy Wells Principle (Clean Well, Eat Well, Work Well, Exercise Well, Sleep Well)
3. Healthy Eating Active Lifestyle (H.E.A.L) Programme
4. Complimentary access to gymnasium facilities & sports subsidy
5. Monthly health talks, health workshops, e-health info for employees
6. Complimentary counselling services
7. Workers Health Protection Programme (WHPP)
8. Staff Health Management Programme (SHMP)

Top Glove continues to comply with the Foreign Worker's Medical Examination Screening (FOMEMA) for all foreign workers as required by the governments of Malaysia. New foreign workers will undergo FOMEMA every year for the first 3 years and subsequent alternate years until the foreign worker returns home.

FOMEMA includes screening for communicable disease such as HIV/AIDS, Tuberculosis and Malaria. A working permit is issued once the foreign worker is certified fit by FOMEMA. Failing which, the foreign worker will not be allowed to stay and work. Employers are required to repatriate the foreign worker as per Malaysia's regulations. With that, the Company is able to mitigate the spread of diseases. Top Glove offers a FOMEMA briefing as part of the new worker orientation module, ensuring that newcomers are equipped with the necessary exposure and knowledge before officially joining the Company.

Positive Psychology at Work

The importance of employee mental health in the workplace cannot be overstated as in today's fast-paced and demanding work environments, prioritising mental well-being is essential for both individuals and organisations. Top Glove has been very committed to dedicated and unwavering focus on providing training and resources related to mental health. This commitment reflects an organisation's determination to support the well-being of its employees by offering education and tools to enhance mental health awareness, understanding, and support within the workplace. We are dedicated to offering monthly mental health awareness training sessions throughout this year. These training sessions are facilitated by our in-house counsellor within the Group Human Resources department, who is also available to provide counselling sessions for any staff members in need of support. These trainings series have benefitted to 1,592 staff that have joined different training topics that we provided to them.



Social

HUMAN RIGHTS & LABOUR STANDARDS

Management Approach:

As a business with a global footprint and employees from diverse backgrounds including vulnerable groups such as 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.

Human Rights Governance

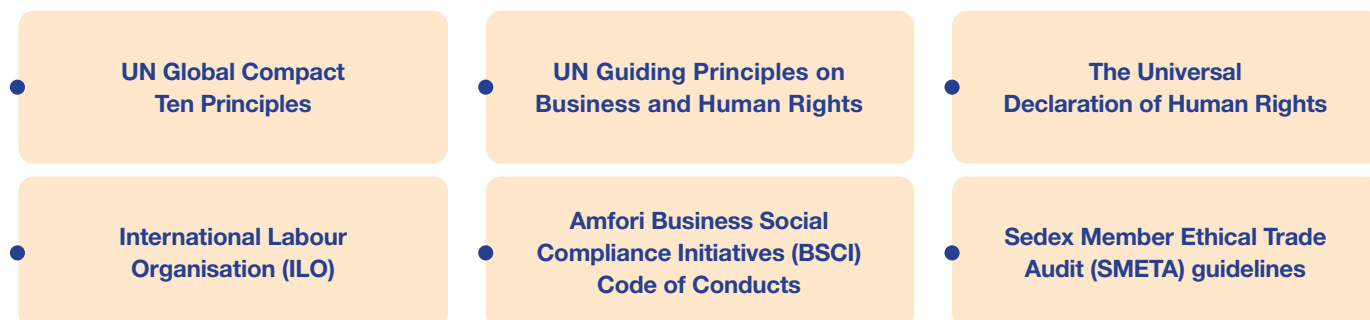
Top Glove has diligently established a comprehensive framework for Business and Human Rights (“BHR”), with the finalisation process overseen by the Chairman’s Office. To ensure a thorough evaluation and mitigation of risks, Top Glove conducts Bow Tie Risk assessments on BHR. Several salient issues have been identified within the realm of human rights have emerged as central to our commitment to responsible business practices. These include our dedication to establishing an effective grievance mechanism for addressing harassment and bullying concerns, ensuring the safety and health of our workers, and diligently managing working hours and secure futures for our employees.

The BHR monthly meeting is chaired alternately by the CEO and the Managing Director. Heads of departments are required to attend the meeting as assigned. Daily responsibilities related to BHR issues are managed by the head of each respective department. BHR-related issues are promoted through Board Committees, including the Board Sustainability Committee (BSC), Board Risk and Integrity Committee (BRIC), Board Nomination and Remuneration Committee (BNRC) and Board Audit Committee (BAC).

Overarching Framework on Human Rights

In our unwavering commitment to upholding human rights, we strive to implement:

Overarching Framework on Human Rights



Policies on Human Rights Practices & Labour Standards

Our commitment to human rights is exemplified by our Human Rights Policies, which is aligned with global standards. Within our policies, we have thoughtfully defined the relevant requirements that guide our Company’s practices including the elimination of debt bondage, provision of fair working hours and days, protection of freedom of association, recognition of rights to collective bargaining, and a focus on occupational health and safety. Additionally, we uphold the prohibition of all forms of forced labour, bonded labour, modern slavery and child labour. We do not hire employees younger than 18 years old and have a verification process in place to identify and decline underaged candidates as outline in our Recruitment Policy.

Top Glove is actively enhancing its BHR Framework to include a broader range of areas. Top Glove’s Policies seamlessly interlink our existing rules and regulations centred around human rights. For example;

Policies on Human Rights Practices & Labour Standards

1. Human Rights & Ethical Conduct
2. Employee Code of Conduct
3. Occupational Safety & Health Policy
4. Diversity, Equality and Inclusion Policy
5. Prevention of Sexual Harassment Policy
6. Prevention of Bullying Policy
7. Grievance Procedure
8. Sustainability Policy

Social

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 representatives from each nationality and gender. Our subsidiary, Eastern Press Sdn Bhd. is covered by collective bargaining agreements, with the notice period for consultation and negotiation specified in collective agreements. In total, there are 40 union members who are covered under the union at Eastern Press Sdn Bhd.

The Company has effectively communicated its expectations to all stakeholders through the Business Partners' Code of Conduct and Employee Code of Conduct. Business Partners' Code of Conduct was distributed yearly to supply chain and customers, ensuring that they are fully aware of the Company's standards and requirements. Employees are required to sign the Employee Code of Conduct. By doing so, the Company has established a framework for responsible and ethical practices throughout its stakeholders. Dialogue sessions and engagements with customers, investors, and suppliers include discussions about human rights, encompassing existing policies, initiatives and expectations. Our commitment to BHR is exemplified through various initiatives:

Key Initiatives

- | | |
|--|----------------------------------|
| 1. ESG Assessments on Critical Suppliers | 4. Independent Social Audits |
| 2. Internal Social Audits | 5. Audits requested by customers |
| 3. Compliance with Local Laws | 6. Workers' Welfare Committee |

We engage in a workers' welfare committee, which is represented by workers' representatives, to facilitate discussions that address topics related to their welfare, safety, health, and labour standards, in collaboration with the hostel and factory management. This inclusive approach underscores our commitment to the well-being and rights of all employees.

Human Rights Due Diligence

The integration of due diligence into our internal processes and social audit compliance, underscores our commitment to fulfilling our due diligence obligation. By leveraging existing practices, we ensure the early identification and assessment of potential human rights impacts through our internal social compliance procedures. As part of this commitment, we conduct annual internal site or virtual audits consists of human rights within our own operations and supply chain, allowing us to continually monitor and address any relevant issues proactively.

In FY2023, we conducted external and internal social compliance audits on SMETA, BSCI and Customer Code of Conduct to demonstrate our unchanging commitment to safeguard human rights of our employees. The due diligence process covers a range of areas, including forced labour, human trafficking, child labour, freedom of association/rights of collective bargaining, remuneration,

and discrimination. No violations of human rights were identified from the social compliance audit conducted.

External Social Audit Breakdown

Total number of announced audits	47
Total number of semi-announced audits	1
Total number of audits initiated and paid by customers	29
Total number of audits initiated and paid by Top Glove	18



Scan the QR code for more information about list of Policies

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

SUSTAINABILITY ROADMAP FY2022 TO FY2025

1 factory audited passed **BSCI (B)**

With the implementation of SAP Ariba, we have established a robust supplier pre-screening process as a prerequisite for becoming a Top Glove supplier. Through this system, new suppliers/projects are required to complete a pre-screen assessment by providing relevant information about their operations. This data will then undergo a thorough analysis to identify potential human risks associated with each supplier. For suppliers who receive a grading below our established standards (grade D and E), suppliers are encouraged to improve their operations procedure by establishing necessary improvement in poor areas of the assessment.

For existing supplier/projects, The Governance: Supplier Assessment section contains further details on supply chain assessment and audit. Relevant divisions will conduct a corrective action follow-up. This proactive approach is aimed at working collaboratively with our suppliers to address any deficiencies and implement necessary improvements to enhance their grading.

Zero Tolerance Statement in DEI Policy

We are committed to a strict zero tolerance policy against any form of discrimination, harassment, or bullying, including but not limited to sexual conduct, race, sex, disability, gender, age, sexual orientation, beliefs, and socio-economic background. Our priority is to foster an inclusive and respectful workplace where every employee feels safe and valued.

Social

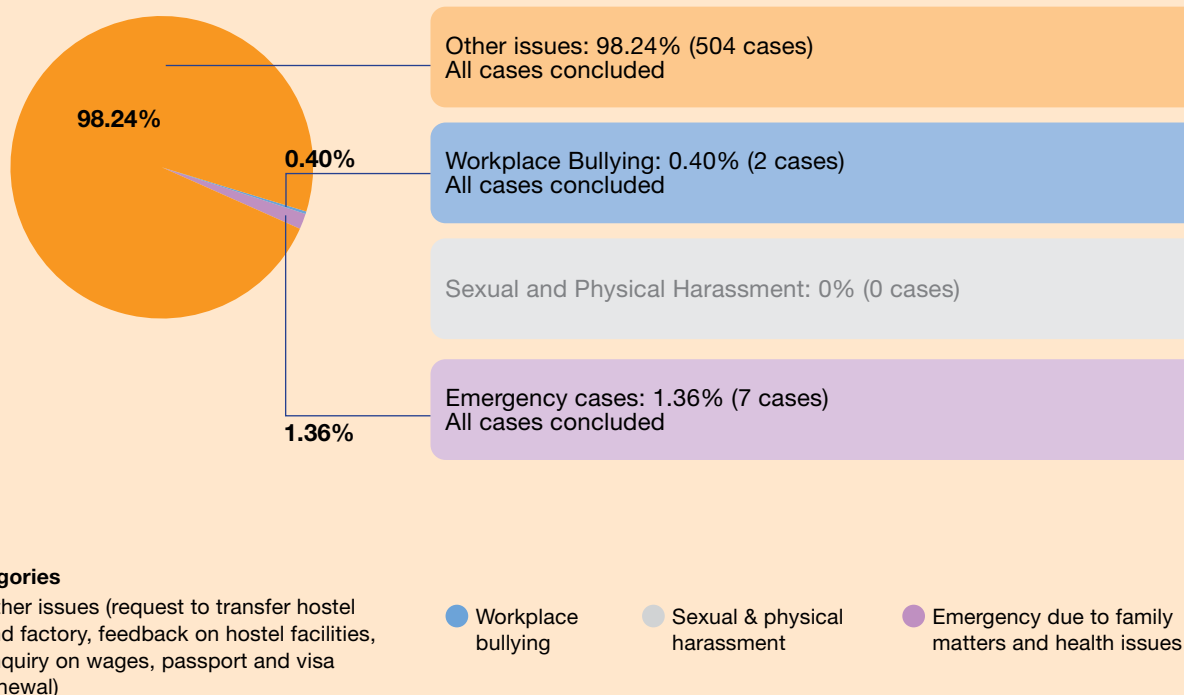
Access to Remedy: Grievance Channel

Our multiple grievance channels provide opportunities for our employees to raise grievance anonymously. The Company has set up various channels allowing workers to provide feedback through internal grievance channels and an externally managed complaints hotline. Our commitment lies in engaging stakeholders during the grievance process and taking necessary actions for resolution. We strongly encourage employees to voice any complaints or concerns they may have regarding unjust treatment, unfair practices, disrespect, harassment, or workplace health and safety issues.

- i. Whistleblowing channel. For our whistleblowing data disclosure, please refer to Whistleblowing section in page 78 this report.
- ii. Top Glove Counselling Lines for workers to report harassment and bullying incidents
- iii. Centralised workers' helpline
- iv. Email
- v. WhatsApp
- vi. Worker representatives from each nationality and gender
- vii. Human Resources representative at factory
- viii. HR Connect managed by Group Human Resource. We have digitalised the grievance channel by incorporating grievance feature into the employee mobile app.

INTERNAL HELPLINE MANAGED BY HR DEPARTMENT

In FY2023, total 513 cases received and all of the cases have been remedied.



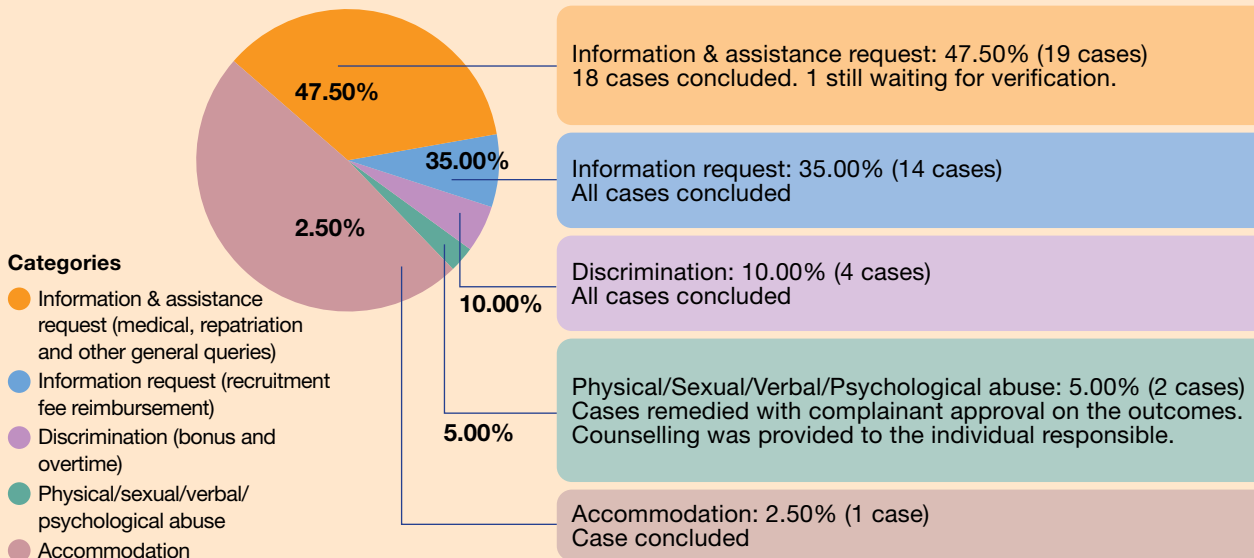
Note: Correction Action for Emergency cases. Top Glove provide emergency arrangement for workers to return to their home countries.

As outlined in our guidelines, when faced with an unsatisfactory remedy, the matter will be escalated to the Head of Group Human Resources for further action. It's worth noting that all reported cases have remedied and concluded at the level of the Head of Factory/Group of Department, Factory Human Resources, and Group Human Resources.

Social

EXTERNAL HELPLINE BY IMPACTT

In FY2023, total 40 cases received and 39 of the cases have been resolved and closed with remaining 1 pending for verification on the action taken by the Company. In FY2023, the Impactt Helpline received calls in the following areas:



Top Glove Sustainability Grievance Channel

Top Glove launched its Sustainability Grievance Channel in early 2023, recognising stakeholders' critical role in identifying potential environmental, social, and economic impacts from our business activities. This channel fosters open dialogue, strengthens trust, and proactively addresses grievances. It explicitly covers human rights concerns, allowing stakeholders to raise issues on labour practices, health and safety, community engagement, and other areas with human rights implications. The channel ensures complete confidentiality and optional anonymity for external and internal stakeholders,

including local communities, NGOs, suppliers, contractors and employees, enabling them to freely raise concerns without fear of retaliation or negative consequences. We will work closely with stakeholders to understand the concerns, assess potential impacts, and develop effective solutions.

Reinforcing our Respect for Human Rights through Training

Over the past several years, we have provided the following training to reinforce our respect for human rights:

a) Our internal trainers have conducted multiple in-house training for Head of departments and Human Resources Business Partners covering essential topics such as;

- Business Social Compliance Initiative (BSCI)
- SEDEX Members Ethical Trade Audit (SMETA)
- the 11 International Labour Organisation (ILO) indicators of forced labour

b) In FY2023, a total of 7,188 training hours on Human Rights Policies or procedures concerning aspects of human rights that are relevant to operations were conducted. Number of staffs trained in FY2023 is 599 staffs.

c) Training sessions on human rights encompassing aspects relevant to the organisation's operations, have been conducted throughout the entire organisation, from top management to workers. Since 2019, HR has successfully educated over **6,051** workers on a wide range of Human Rights and Policies and practices.

d) Social standard posters poster such as BSCI, ETI Base Code, ILO Forced Labour Indicators in workers native languages are displayed on notice boards at workers' hostel and factory.

Social

This year, a sustainability representative from our Company had the privilege of participating in a Multistakeholder Consultation for the National Baseline Assessment on Business and Human Rights in Kuala Lumpur. During this event, we had the opportunity to engage with various stakeholders, including NGOs, the ILO, and representatives from other corporate sectors. This engagement allowed us to hear valuable feedback and insights.

As a proud member of the UN Global Compact Malaysia & Brunei (UNGCMYB), our staff is actively dedicated to continuous learning through human rights-related training. We actively seek opportunities to share and learn best practices with other industries, fostering a deeper understanding of ethical practices and advancing our commitment to human rights.



EMPLOYEE BENEFITS

Employee Accommodation

Our accommodation fully complies with Act 446: Employees' Minimum Standards of Housing, Accommodations, and Amenities Act 1990. We have made sure that our workers have everything they need for a comfortable stay. Within the accommodation, we provide various amenities like a laundromat, canteen, mini market, and recreational facilities, making it convenient for our workers to meet their daily needs.

Work-Life Integration for Employee

To support employees in achieving work-life integration for maximal well-being, Top Glove has implemented a series of initiatives in FY2022, on top of the existing Flexible Working Hours Policy:

Work-Life Integration

1. Family Friendly Policies
2. Flexible Working Hours
3. Working from Home Policies
 - a) Working Parents/Pregnant Mother
Working parents with children under the age of 12 years old or Pregnant Mothers. They are entitled to 30 days working from home arrangements.
 - b) Caregiver
 - Staffs are entitled to an aggregate 10 days of flexible work from home (WFH) arrangements in a calendar year as a form of caregiver support for staff who need to care for immediate family members such as parents, parents in-law, spouse, children, grandparents
 - Local workers may request to change shift (subject to operations scheduling and prior approval from superior)
4. Nursing Room
5. Parental Leave
6. Health Care

Parental Leave Data

Scope	Gender	2021	2022	2023
Total no. of employees that were entitled to parental leave	Female	4,478	3,684	1,150
	Male	5,698	4,503	1,351
Total no. of employee that took parental leave	Female	195	234	208
	Male	165	256	220
Total no. of employee that returned to work in the reporting period after the end of parental leave	Female	195	230	173
	Male	165	255	218

Note: Staff serving for more than a year are entitled to 7 consecutive days of parental leave in a calendar year, and 3 consecutive days for staff serving for less than a year.

Social

DIVERSITY, EQUITY & INCLUSION

Management Approach:

At Top Glove, we embrace diversity, equity and inclusivity as we believe a diverse and respectful culture is the key to boosting staff 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.

Empowering Differently-Abled Employees



At Top Glove, we firmly believe in the power of diversity, equity and inclusion. Our unwavering commitment is to cultivate an environment where every team member can thrive, regardless of their abilities. We are thrilled to introduce you to one of our outstanding colleagues, Muhammad Aqif Ikhwan, who is proudly representing Malaysia in the upcoming 4th World Deaf Football Championships, taking place right here in the heart of Kuala Lumpur. Aqif is not just a footballer; he's a passionate Defender, and he's gearing up for his match on 23 September 2023, under the stadium lights at 8:30 p.m.. Even as Aqif embarks on this remarkable journey, which will keep him away for an extended period, we stand resolutely behind him. Aqif will return to a secure and stable position in our Company after this exciting tournament. We are proud to support him every step of the way, ensuring his dreams come true.

International Women's Day

Top Glove is proud to be at the forefront of women's empowerment in the workplace. Talent Development team has successfully rolled out a special podcast dedicated to this year's International Women's Day initiative. In this session, we explore and celebrate the remarkable achievements of women worldwide while addressing the pressing issues and challenges that continue to shape the pursuit of gender equality. The speakers from different background engaged with inspiring voices, share empowering stories, and foster a collective commitment to advancing the cause of gender equality in today's world. With 215 staffs who have joined this podcast, this is one of the initiatives to spread awareness on gender equality at workplace.



Women Empowerment Programme

The Empowerment Programme embodies the theme of 'Embrace Equity' by fostering a culture of inclusivity, fairness, and equal opportunities for all. This programme is open to other gender as well where a series of virtual trainings and e-Learning modules have garnered over 1,108 participations. With a commitment to inclusivity and accessibility, the programme has reached out to a diverse range of females and males, including participants from different races, religions, genders, ages, sexual orientations, disabilities and nationalities. By promoting equity in all aspects of its work, these initiatives create an environment where every woman can thrive and contribute to a more just and equitable society.



SUSTAINABILITY ROADMAP FY2022 TO FY2025

Achieved 52% female leadership
in managerial position in FY2023

Social

Festive Celebration of Inclusivity for Religion, Race, and Culture

At our workplace, we hold festive sessions that run in parallel with our women's empowerment and diversity celebrations. These events extend far beyond mere decorations and delightful cuisine; they serve as a genuine testament to the remarkable diversity within our team.

These gatherings are more than just events on the calendar; they play a vital role in creating a space where authentic connections, empathy, and a deeper understanding of each other's unique backgrounds and traditions can thrive. As we come together to share stories, laughter, and cherished customs during these celebrations, we witness the tangible growth of bonds that run deeper. These connections nurture a profound sense of belonging and unity among our team, highlighting the strength that comes from our diverse perspectives and shared values.



Prevention of Harassment & Bullying

In FY2023, there were 4 harassment incidents reported and resolved. We respect and protect the affected employees throughout the investigation process, including obscuring them identify, to prevent retaliation at all times. Professional counselling services are also available to provide the support they needed to undergo the hard time. If the perpetrators are proven guilty upon investigation, stern disciplinary actions which include dismissal, will be taken. The decrease of harassment incidents reported were partially due to initiatives taken by Human Resources Department which include e-Learning module such as multilingual videos and infographics via Top Glove Worker Learning App that have been completed by over 24% to create awareness on zero tolerance of sexual harassment & bullying at workplace.

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 to raise awareness among employees.
- b. Grievance Procedures
We have incorporated the role of worker's representative in resolving grievance.

2. Periodically reviewing our policies

3. Training and awareness among employees (Manager, Executive and workers)

PEOPLE DEVELOPMENT

Management Approach:

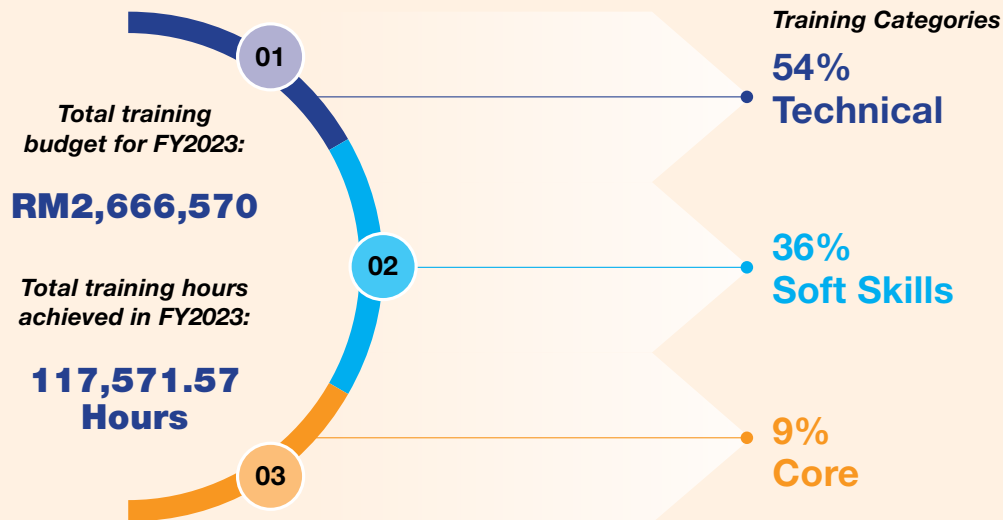
At Top Glove, learning and development form the cornerstone of our organisational culture. We believe that investing in the growth and professional development of our employees is not only crucial for their individual success but also for the overall success of our Company.

We offer a wide range of learning opportunities, including training programmes, e-Learning's, coaching and mentoring, designed to enhance skills, expand knowledge, and foster a continuous learning mindset among our workforce. By prioritising learning and development, we empower our employees to stay ahead in their respective fields, adapt to changing market dynamics, and contribute to the ongoing success and innovation of our organisation.

Workers in Malaysia are also able to perform mobile-based learning through Top Glove Workers' Learning App (TGWLA) since 2019. Conjointly with classroom training, this mobile app has over 254 e-Learning module that 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.

Social

The breakdown of training overview for staff



Technical/Functional Training



At Top Glove, our Technical/Functional Training programmes are designed to equip our employees with the job-specific skills they need to excel in their daily tasks while adhering to our Company's standards. These training initiatives have been seamlessly integrated into individual Key Performance Index assessments to enhance employee competency, raise awareness, and foster active participation. Furthermore, in addition to the aforementioned efforts, Top Glove has also established partnerships with educational institutions to create and deliver collaborative training programmes for our employees. One notable collaboration is with the Department of Skill Development (JPK), through which Top Glove introduced the "Top Glove Technical Skills Development Programme." This initiative was designed to provide our workforce with essential technical skills crucial in the manufacturing industry. The primary objective was to enhance the technical skills and capabilities of our employees, ensuring their continuous career growth and creating more opportunities. As of 2023, we are proud to announce that 30 graduates have successfully completed this programme. Moreover, we have also facilitated fully funded training for our staff, organised by the Selangor Technical Skill Development Centre (STDC), particularly benefiting our employees in PLC Programming training.



Social

Leadership Training



Power Up Elevate: Leadership Development Programme First Time Managers is a dynamic programme designed to equip newly promoted or aspiring managers with the essential skills and knowledge needed to excel in their leadership roles. This intensive training initiative was tailored to address the unique challenges and responsibilities that come with stepping into a management position for the first time. Through a comprehensive curriculum and hands-on learning experiences, participants gain the confidence and competence to lead teams effectively, make informed decisions, and drive success within the organisation. With comprehensive modules and coaching sessions included, this programme has benefitted 49 newly promoted Assistant Managers and they have been committed to complete this programme to upskill themselves.

Top Glove Annual Leadership, TGALS



TGALS is a yearly event that aims to ignite a fighting spirit, inspire unity and spark innovation in order to birth strategies and solutions from both senior and young leaders which will propel Top Glove to its next level of glory. This event exemplifies our unwavering commitment to embracing individuals of all ages and harnessing the collective potential of diverse generations. This year's summit, themed "Driving Excellence through People & Culture," aligns with our commitment to growth in year 2023 as Top Glove focuses on talent and people excellence. We firmly believe in our workforce's crucial role in our success, and this summit aims to harness their skills while fostering a culture of excellence.

Performance Management System

In FY2022, we undertook a comprehensive revamp of our Performance Management System (“PMS”), introducing a complete training programme consisting of 5 modules. Throughout the entire performance review period, the process starts with a goal setting conversation, where employees and superiors establish performance objectives for the new financial year. The system provides an avenue for continuous performance updates and enables superior to track team members’ achievements, as well engage in performance coaching conversations to provide guidance and support. This includes two 360° performance reviews, one during the mid-year review and another at year-end review, where employees are encouraged to provide feedback for their circle of influence, including managers, peers, and direct reports. To ensure fair ratings, superior will then appraise their subordinates’ overall performance and determine the performance rating, followed by calibration sessions conducted with department and factory heads to avoid any elements of bias or favouritism. Additionally, ESG metrics is integrated into 40% of the Management’s KPI. This integration ensures a holistic approach to measuring and managing performance, and it’s communicated during the goal-setting discussions between superiors and employees.

PMS E-LEARNING REFRESHER



Overview of PMS & Stretched Goal Setting

40 mins e-learning hours

Learn to **Implement the Performance Management System** effectively, **set relevant KPIs** that are aligned with both business goals and individual growth by using **balanced scorecards**.



Performance Coaching

20 mins e-learning hours

Learn **effective performance conversations**, differentiate **mentoring, counselling and coaching** and apply the **ACS coaching model**.



Coaching For Development

15 mins e-learning hours

Discover the **purpose of coaching**, learn to **support career advancement** and develop **skill for performance conversations and coaching**.



Performance Appraisal Dialogue

90 mins e-learning hours

Discover the **importance of conducting appraisals**, and learn skills for effective preparation, execution and follow up. **Enhance feedback, goals setting and professional growth**.



Performance Rating Calibration & Effective Communication Post Calibration Process

60 mins e-learning hours

Master **performance calibration and communication**. Learn the process and techniques for handling and communicating **final performance ratings** to employees.

SUSTAINABILITY ROADMAP FY2022 TO FY2025

1,820 job opportunities provided in FY2023



Social

Recruitment Data

Scope	2021	2022	2023
Total new recruits (number)	9,720	6,378	1,820
Breakdown by age group (percentage, %)			
Below 30	88	87	62
30 to 50	11	12	36
Above 50	1	1	2
Breakdown by gender (percentage, %)			
<i>*Only referencing data based on the administration staff</i>			
Female	38	41	50
Male	62	59	50
Breakdown by locality (based in Malaysia, percentage, %)			
Local	85	93	94
Non-local	15	7	6

Note: Data cover all staff including trainee.

Turnover Data

Staff Turnover			
Scope	2021	2022	2023
Turnover rate	18.50%	31.21%	64.33%
Manufacturing industry turnover rate (based on calendar year)	15.50% (year 2020)	12.00% (year 2021)	28.60% (year 2022)
Breakdown by age group (percentage, %)			
Below 30	80.50%	79.60%	67.41%
30 to 50	18.50%	18.90%	28.80%
Above 50	0.90%	1.50%	3.79%
Breakdown by locality (based in Malaysia, percentage, %)			
Local	90.30%	99.90%	99.70%
Non-local	9.70%	0.10%	0.30%

Worker Turnover			
Scope	2021	2022	2023
Turnover rate	26.47%	46.02%	60.67%
Manufacturing industry turnover rate (based on calendar year)	24.36% (year 2020)	12.96% (year 2021)	28.30% (year 2022)
Breakdown by age group (percentage, %)			
Below 30	77.13%	71.73%	52.87%
30 to 50	22.30%	27.61%	45.99%
Above 50	0.57%	0.67%	1.14%
Breakdown by locality (based in Malaysia, percentage, %)			
Local	70.01%	59.62%	31.09%
Non-local	29.99%	40.38%	68.91%

Social

Our Diverse Workforce (in numbers)

Group	Category	2021	2022	2023
Total no. of employees		22,741	19,006	11,213
By Country (Nationality)	Malaysia	10,176	8,715	3,895
	Thailand	1,333	1,149	892
	China	234	95	21
	Vietnam	294	167	37
	Myanmar	827	661	193
	Indonesia	834	661	383
	Nepal	3,698	2,971	3,215
	Bangladesh	5,171	4,501	2,567
	Others	174	86	10
By employment type	Permanent	21,532	18,006	9,572
	Contract	391	430	1,641
	Interns	818	570	48
By category	Lower management	15,915	13,616	8,001
	Junior management	2,617	2,079	1,086
	Middle management	3,523	3,059	1,544
	Upper management	603	631	503
	Senior management	69	69	64
	Executive management	14	7	15
By age group	Below 30	14,812	11,949	5,587
	30 - 50	7,525	6,728	5,355
	Above 50	404	329	271
By region (based on Malaysia)	Local	10,161	8,704	3,902
	Non-local	10,183	8,473	6,376
By ethnicity (Malaysia only)	Malay	6,720	5,929	2,648
	Chinese	1,765	1,607	724
	Indian	1,263	1,053	479
	Others	428	115	51

Social

Gender Diversity

Financial Year	2021	2022	2023
Employee breakdown by gender (in numbers)			
Female	7,030	5,940	3,145
Percentage, %	31%	31%	28%
Male	15,711	13,066	8,068
Percentage, %	69%	69%	72%
Leadership positions (managers & above) held (in numbers)			
Female	229	211	208
Percentage, %	52%	50%	52%
Male	212	210	193
Percentage, %	48%	50%	48%
Board of Directors' gender diversity (in numbers)			
Female	5	5	5
Percentage, %	42%	36%	42%
Male	7	9	7
Percentage, %	58%	64%	58%

Number of staff with
differing abilities

3

Percentage of global staff
with a disability

0.03%

Percentage of female
employees in top management
positions

52%

Percentage of female
employees in a management
position in the Marketing
Department

78%

The basic salary ratio for entry-level men to women

- Male employee ratio of entry level wage to minimum wage **1:1**
- Female employee ratio of entry level wage to minimum wage **1:1**

Social

Training Hour Data

Total Training Hours		
Management category	2022	2023 to date
Lower	430,780.36	239,687.30
Junior	76,216.12	33,943.20
Middle	150,184.94	59,380.65
Upper	38,146.74	21,976.85
Senior	3,405.15	2,175.68
Executive	185.02	95.19
Training Details Per Employee	2022	2023 to date
Average training hours	55.49 hours	43.88 hours
Average days of training	7.93 days	5.48 days
Average training hours (female employee)	63.10 hours	48.75 hours
Average training hours (male employee)	48.34 hours	38.88 hours
Effectiveness of training (percentage of training has met its objective)	94%	93%

Employee Engagement Survey

In FY2023, we conducted an anonymous employee engagement survey in-house as a continuous effort to improve internal processes and promote inclusivity.

a) Staff survey

Scope	2021	2022	2023
Percentage of total employees covered	79%	73%	81%
Survey results with Above Average Satisfaction	49%	73%	75%

b) Worker survey

Scope	2021	2022	2023
Percentage of total employees covered	85%	70%	97%
Survey results with Above Average Satisfaction	88%	88%	82%

During the employee survey, four key aspects are assessed, including job satisfaction, happiness, work-life balance, and other relevant metrics.

Note: All data is reported to the nearest integer.

Social

HIGHLIGHTS

Maintained certification of
ISO 18788:2015
for Private Security
Management Systems



As of FY2023, a total of
RM32 million
was contributed to various
charitable endeavours



Employees collectively
volunteered
**10,524
hours**
in FY2023



RM635,517
was invested to support
social causes initiated
by Top Glove Foundation
(TGF)



Social



GOAL 3: IMPROVING COMMUNITY LIVELIHOOD



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 the companies in Malaysia that has its own Auxiliary Police and internal security that take care of the safety and security of employees and premises.

In FY2023, a total of 127 Auxiliary Police and 83 of in-house security have been assigned to guard Top Glove premises including Top Glove Tower (headquarters), hostels and all factories in Malaysia. To develop, maintain and put in place a quality security management system, Top Glove has been certified by SIRIM for ISO 18788:2015 since FY2019 and expanded the scope of certification to cover factories located outside the Klang area.

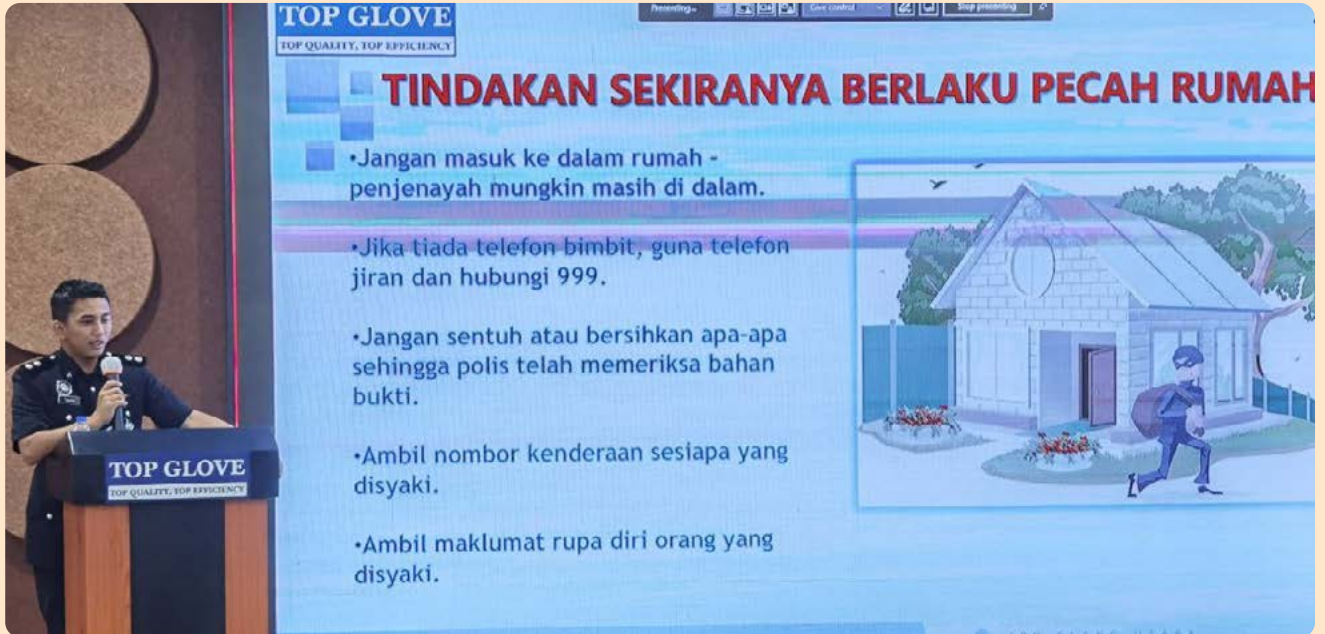
Our Security Tagline

Our commitment is keeping you safe, your safety and security is our priority

Social

Security Management Initiatives in FY2023

Crime Prevention Talk by Polis DiRaja Malaysia (PDRM)



To enhance the awareness of Top Glove's staff about crime and crime prevention in the vicinity/premises of Top Glove and their homes. Additionally, creating a safe environment and monitoring suspicious criminal behaviour.

Drug Free in the Workplace



Provide information about the dangers of drug abuse to the general public and create awareness among employees.

Social

Health Fair & Talk on Cigarettes and Liquor Will Kill You



To educate staff and workers about the short-term and long-term effects of smoking and alcohol consumption. Also, to promote a smoking and alcohol-free lifestyle for a long and healthy life.

Social

COMMUNITY ENGAGEMENT

Management Approach:

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

Community Development

We support the communities in need through various projects such as philanthropic giving, food aid and internship opportunities. In FY2023, we contributed RM635,517 million in donations to more than 3,500 needy families, schools and charity organisations. TGF is the dedicated team responsible for organising charitable engagement activities. To encourage employee participation in community engagement, we have incorporated Community Engagement Hours (CEH) as a requirement in employee Key Performance Indicators (KPIs).

COMMUNITY ENGAGEMENT



"Give Them Wings" CSR Programme by Harley Davidson

TGF supported the Superkids Ride & Fly initiative which provides a once-in-a-lifetime experience of riding a Harley Davidson and soaring above Kuala Lumpur to 122 children from impoverished backgrounds on 14 January 2023.



59 volunteer hours contributed



10 staff volunteers



Total contribution for refreshment: RM4,355.50



Humanitarian Volunteer for Turkey & Syria Earthquake

In response to the Turkey and Syria earthquake, TGF had extended a helping hand to volunteer at the headquarter of Royal Malaysian Air Force and Special Malaysia Disaster Assistance and Rescue Team (SMART) on 18 and 19 Feb 2023. We had successfully sorted out and loaded 80 tonnes of donated goods into trucks, containers and aircrafts, also to clear and deliver all received goods from the headquarter to National Disaster Management Agency (NADMA).



140 volunteer hours contributed



29 staff volunteers




COMMUNITY ENGAGEMENT

Healthy Ageing Programme

The World Health Organisation (WHO) defines “healthy ageing” as “the process of developing and maintaining the functional ability that enables wellbeing in older age”.

As Malaysia is set to become an aged nation, with 15% of the population aged above 60 years old by 2030, TGF is doing its part to advocate the concept of healthy ageing. To this end, TGF collaborated with Pusat Kesihatan Daerah Klang (PKD) to kickstart the monthly “Program Kesihatan Warga Emas” with Klinik Kesihatan Pandamaran in March 2022. This programme was subsequently expanded to include Klinik Kesihatan Meru in October 2022. The programme promotes healthy ageing through a variety of health talks related to ageing, physical exercise sessions for the elderly and monthly health screenings, as well as fun interactive and cognitive activities. Each senior citizen is also given a bag of fresh fruit and healthy refreshments.




To date, we have more than 300 active members participating in the monthly physical and virtual get-togethers.

-  67 volunteer hours contributed
-  17 staff volunteers
-  Total contribution for refreshment: RM850.50


Preventing Community Frailty Programme

Following the success of the Healthy Ageing Programme, the Selangor Health Department has come in as a partner for our new programme, the “Preventing Community Frailty Programme”, which involves medical screening activities, health talks, exercises that monitor the ageing analytics and physiotherapy, specifically for senior citizens.

The programme involves 12 Klinik Kesihatan and Pusat Jagaan Warga Emas Komuniti in the Klang District, benefitting some 2,000 senior citizens by monitoring their ageing statistics, re-evaluating and re-examining to ascertain effectiveness and medical impacts. This data is then referenced as predictive analytics for Ministry of Health Malaysia to implement relevant and impactful programmes to address the ageing population reality.

-  246 volunteer hours contributed
-  33 staff volunteers
-  Total contribution for refreshment: RM3,909.40

Social

COMMUNITY ENGAGEMENT



Blood Donation Campaigns

TGF supported Top Glove Global Doctors (TGGD) blood donation campaign for University Malaya Medical Centre (UMMC), which was aimed at urgently building up UMMC's blood supply reserves ahead of the long Hari Raya holiday. The events took place from 17 January 2023 to 20 January 2023 and 18 April 2023 to 20 April 2023 at Top Glove Tower's Healthy Event Hall.

On 17 and 18 Aug 2023, TGF also supported TGGD and UMMC in organising the 1st public Blood Donation Programme at Setia City Mall, Setia Alam.

With the backing of our management, we have pledged to organise 3 in-house blood donation campaigns per year to support UMMC and HTAR.



518 volunteer hours contributed



403 staff volunteers



Total bags of blood received: 524 bags including public



Chinese New Year 2023 Grocery Contributions to Welfare Homes

TGF organised grocery contributions to welfare homes during the Chinese New Year festive period in March 2023, going beyond standard grocery items by properly identifying the needs of the beneficiaries first. Our contributions worth more than RM25,000 benefitted a total of 437 residents including children, teenagers, differently abled adults and the elderly, residing in 12 homes across Klang, Banting, Nilai, Lukut, Ipoh, Kulim and Kota Bharu.



426 volunteer hours contributed



92 staff volunteers



Total contribution: RM27,552.10

COMMUNITY ENGAGEMENT

Hari Raya Bubur Lambuk “Cook with Love” 2023 Programme

TGF organised our annual Hari Raya Bubur Lambuk “Cook with Love” programme with Ketua Kampung Meru, MPKK Meru and Tok Penghulu on 29 March 2023. Our 174 staff volunteers prepared four huge pots, successfully achieving our target of over 2,000 packs of Bubur Lambuk. With the help from the MPKK Meru committee, we distributed these packs to Klinik Kesihatan Meru, Balai Polis, Balai Bomba, mosques, suraus and also the local community from old folks’ homes, differently abled homes and orphanage homes.

Meanwhile, some of our Ipoh and Lukut based colleagues collaborated with nearby mosques to cook and distribute over 1,200 packs of Bubur Lambuk to local communities. Our other outstation factories from Banting, Nilai and Kulim also conducted Hari Raya CSR Programmes by contributing groceries to welfare homes.

- 🕒 459 volunteer hours contributed
- 👤 174 staff volunteers
- 📋 Total contribution: RM11,006.20


Deepavali Grocery Bundles for Underprivileged Families

For Deepavali, we contributed 1,000 grocery bundles to underprivileged Indian families through a collaboration with Mariamman Indian Temple (Meru), Sri Balathandayuthapani Temple (Kapar) and Persatuan Kebajikan Thirumular Malaysia (PTKM). While recipients from Meru and Kapar collected their bundles from the temples, PTKM distributed the grocery bundles to 500 impoverished families throughout Malaysia.

With the support of 87 staff volunteers including our outstation colleagues from Banting, Lukut and Kulim, we contributed a total of RM44,000 worth of groceries, spreading Deepavali joy to about 1,080 families.

- 🕒 209 volunteer hours contributed
- 👤 87 staff volunteers
- 📋 Total contribution: RM43,654.00

Social

COMMUNITY ENGAGEMENT



“Put A Smile on A Child” Christmas 2022 Programme

TGF’s Christmas 2022 CSR Programme, “Put A Smile on A Child”, was organised for two orphanage homes, Persatuan Rumah Kebajikan Rita, Kapar and House of Love (Pertubuhan Rumah Anak Yatim Berkat Kasih), Taman Botanic, Klang. Like our previous year’s ‘Wishing Tree’ CSR programme, it involved the residents writing down their desired items for Christmas, which Top Glovers would then purchase for the residents accordingly.

The visits to the homes were complete with gift giving, a mini concert of Christmas carols performed by Top Glove’s in-house band, The Rubberito, and games with the children. TGF also provided the homes with groceries, daily essential items and 10 units of refurbished laptops under the EduShare programme.

Our outstation factories from Nilai, Lukut, Ipoh and Banting also distributed groceries and additional healthy snacks for the Welfare Homes in their respective areas. Indeed, our “Put A Smile on A Child” Programme was a success, having made 200 children much happier.



283 volunteer hours contributed



135 staff volunteers



Total contribution: RM9,570.15



Bakul Rahmah Distribution

In April 2023, TGF supported a total of 150 Bakul Rahmah to Masjid Ay-Syarif Meru and Kampung Budiman for the distribution to the impoverished families based in Meru/Klang.



21 volunteer hours contributed



5 staff volunteers



Total contribution: RM12,538.80

COMMUNITY ENGAGEMENT

Lend A Hand: Groceries Distribution




TGF donated basic grocery essentials to 4 needy families facing medical and financial challenges in Kapar for a period of 6 months effective from July 2023 to December 2023.

EDUCATION SUPPORT

EduShare Programme: Donating Refurbished Laptops for Academic Purposes

This programme, which is part of TGF's ongoing efforts to connect communities with digital technology, entails repairing and reformatting older but serviceable laptops, which are then donated to orphanages, as well as underserved students and communities.

To ensure the hardware achieves its objectives and is utilised effectively, we also expanded our support to include a computer literacy programme, so as to better equip the beneficiaries. These teaching and learning programmes are conducted by Top Glove's IT staff volunteers, for students ranging between the ages of 10 to 17 years old.

-  251 volunteer hours contributed
-  57 staff volunteers
-  Total contribution: 64 units of laptops for FY2023


"Spread Your Love" Financial Aid Programme

TGF donated RM30,000 supporting 60 pax impoverished primary students from 3 schools in Perak, namely SJK(C) Lahat, SJK(C) Simpang Jalong and SJK(C) Lasah on 9 February 2023.




Social

ENVIRONMENTAL CONSERVATION



Fruit Tree Planting Event at Taman Botani Negara Shah Alam

TGF and the Marketing Department planted a total of 320 mango, coconut and soursop trees, transforming the landscape into a vibrant orchard. Not only that, we also took steps to ensure their protection by installing protective fencing.

-  374 volunteer hours contributed
-  78 staff volunteers
-  Total contribution: RM42,086.20






Mangrove Nursery & Planting Project

Since the year 2020, TGF and Top Glove staff volunteers have supported Sijangkang Mangrove Recreational Park (SMRP) in conserving the mangrove landscape by potting propagules and small mangrove sprouts. To prevent animals such as monkeys from the surrounding living habitats from destroying the young plants, we built three nurseries to keep the plants safe during the growing process and nurtured over 3,450 young mangrove plants.

To sustain the park's role as a recreational and educational hub, TGF has contributed to the development of a nearby 'Team Building' course, enhancing its appeal to younger visitors. Furthermore, the organisation has also undertaken enhancements such as painting rest area amenities, including toilets, tables, and chairs, to enrich the visitor experience.



On 2 September 2023, 63 dedicated Top Glove volunteers, including senior management members, coming together to plant 300 mangrove propagules, or young mangrove plants at Taman Rekreasi Paya Bakau Sijangkang.

-  347 volunteer hours contributed
-  63 staff volunteers
-  Total contribution: RM14,000

ENVIRONMENTAL CONSERVATION




Fabric Recycling Project

Top Glove is the first corporate partner for Australian Textile Manufacturing Malaysia (ATMM), for its fabric recycling project. Since April 2022, Top Glove has run a weekly collection of the Company's used uniforms, as well as used/unwanted clothing and fabric materials (such as curtains, bedsheets, towels, shoes, bags and toys) from its employees. These materials are then upcycled, downcycled and recycled to give them a second chance of usage, while helping to conserve the environment. Meanwhile, donated clothing which is still in good condition is kept for donation to welfare homes. To date, we have collected more than 5 tonnes of fabric, prevented almost 8,000 kg CO₂ eq emissions and saved 25,000 T-shirts from being disposed in landfills.

-  683 volunteer hours contributed
-  179 staff volunteers





Upcycling, Downcycling and Recycling (UDR) Programme

TGF continued to heighten awareness of the importance of UDR among Top Glove employees, across Klang factories in Malaysia as well as our corporate office in Setia Alam, Top Glove Tower.

-  431 volunteer hours contributed
-  180 staff volunteers
-  Total weight of recyclables: 29,148 kg


Weekly Gotong Royong Activities with Local Communities

Through regular gotong royong activities, we come together as a community to work towards a healthier environment.

-  2,828 volunteer hours contributed
-  735 staff volunteers
-  Total weight of waste collected: 2,194 kg

In FY2023, Top Glove contributed RM23.9 million income tax towards nation building as part as sustainable economic growth.

Malaysia
RM10.3 million

China
RM9.0 million

USA
RM4.3 million

Thailand
RM0.3 million

Note: The income tax data is reviewed solely by tax working group and is separate from SIRIM assurance process.