Social:
To Be a People Centric Corporate Citizen

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

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)**

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

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

Social:
Human Rights & Labour Management Relations

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
Human Social & Relationship	• Human Rights • Labor Management Relations • Occupational Health & Safety • Diversity & Inclusion	• Compliance with local laws & regulations and international labour standard • Work-life integration policies • Safety and wellness programmes • Employee learning and development programmes • Women empowerment	• 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

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. Priortise 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

List of Policies

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

https://www.topglove.com/policies

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

a 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.

b. 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

Social:
Human Rights & Labour Management Relations

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

Social Compliance Audits	Description	Number of Audits Conducted
Sedex SMETA	**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 BSCI Trade with purpose	**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 achieved **'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

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

Kindly refer to page 7 in this report for details

b. Additionally, we have enhanced existing policies including:
   i. Business Partners' Code of Conduct
   ii. Prevention of Sexual Harassment Policy
   iii. Grievance Procedure

List of Policies

Scan the QR code to view our list of policies

https://www.topglove.com/policies

Social:
Human Rights & Labour Management Relations

Continuous Improvement in Worker 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 & 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 20 June 2022 to 5 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

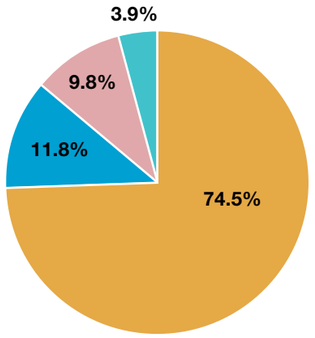
a. Our multiple grievance channels provide opportunities for our employees to raise grievances anonymously.
   i. Whistleblowing channel. For our whistleblowing data disclosure, please refer to Whistleblowing section in page 77 in this report.
   ii. TG Counselling Lines for workers to report harassment 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)

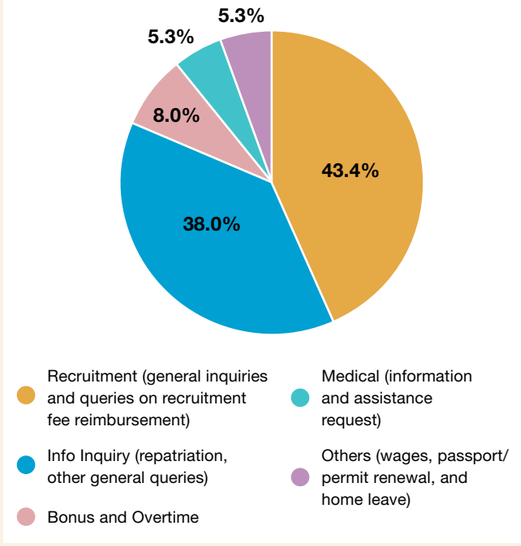


b. We work with Impactt Limited which managed for Top Gloves, an independent grievance helpline available in multiple workers' language. In FY2022, a total 113 calls received with 95% of the cases resolved and closed with remaining 5% pending Impactt's verification on the action taken by the Company.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

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 Heads 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 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 include 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 were launched to drive continuous safety mindset and behaviour:

a. Published Safety Bulletin and Safety Alert

b. Organised Safety Talks, covering topics such as chemical safety, machinery safety, noise management, accident prevention, etc.

c. Celebrated 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 organised its very own TG Safety Day on 28 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 Top Glove 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, all Heads of Department and TGGD doctors pledged on the implementation and enforcement of safety and health in Top Glove.

Safety Performance Data

We continue our mitigation efforts to keep 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 improvement in our Permit to Work system and implementation of Contractor Safety Evaluation programme.

Employee 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*

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 41 strong team of wellness professionals dedicated for this purpose.

26 Medical Professionals

- **8** Medical Doctors
- **1** Dentist
- **1** Mental Health Counselor
- **1** Assistant Pharmacist
- **5** Medical Assistants

2 Ambulances

- **3** Nurses
- **4** Clinic Admins
- **2** Paramedics
- **1** Radiographer

12 Wellness Professionals

- **8** Nutritionists
- **1** Naturopathy Wellness Consultant
- **1** Dietitian
- **1** Food Service and Catering
- **1** Health Admin Executive

3 Fitness Professionals

- **1** Fitness Trainer
- **2** Fitness Assistants

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:

1. **Zero Harm on Mental Health Programme**, an initiaitve by Top Glove and TGGD Mental Health Clinical & Crisis Support Team where mental health webinars and workshops are organised regularly and counselling sessions are available upon appointment

2. Promoting **5 Healthy Wells**
   - **Clean** Well
   - **Eat** Well
   - **Work** Well
   - **Exercise** Well
   - **Sleep** Well

3. Quarterly **BMI (Body Mass Index) monitoring**

4. Weight Management Programme: **'Mission Slim Possible'** & **'Gain It Right'** with nutritionist guidance for ideal weight management

5. **Complimentary access to gymnasium facilities & sports subsidy**

6. **Health talks for employees**

7. **Complimentary counselling services**

8. **Staff Health Management Programme (SHMP)**, which is fully subsidised by Top Glove and entitles staff to **complimentary blood screening** and **dental scaling** as well as cancer mark test at a discounted price. In FY2022, SHMP was extended to all Malaysia factories

9. **Workers Health Protection Programme (WHPP),** which is fully subsidised by Top Glove and entitles workers to **complimentary blood screening, vision and hearing assessment**

10. **Employee Meal Programme,** which provides healthy meal options to employees at an affordable price and convenient doorstep delivery

11. **Free BookDoc Activ Corporate Premium Programme** where employee can redeem prizes and vouchers by accumulating their steps every month

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 information.

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:

1. Cardio training machines
2. Strength training machines
3. Studio for dancing, yoga and other functional use
4. Table tennis
5. Sauna room
6. Changing room
7. Group classes i.e. Zumba, yoga, cardio boxing, pump & strength
8. Personal training

Employee 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

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.

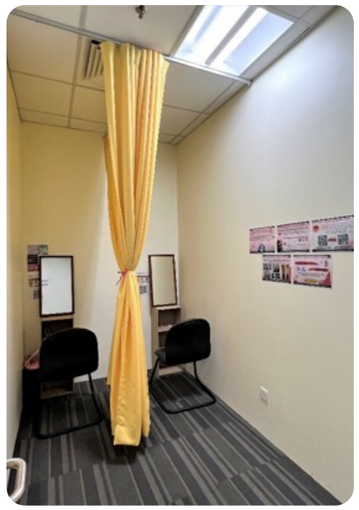
Work From Home (WFH) Policies

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. Staffs 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 has 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**

Social: Diversity & Inclusion

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	**18,006**
	Contract	11,951	333	391	**430**
	Internship	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 to 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	4,378	7,589	10,161	**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**

Social:
Diversity & Inclusion

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.

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

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*

Social:
Diversity & Inclusion

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:** **RM845,000**

2 **A total of** **698,918 training hours** **achieved**

3 **Categories of training:** **70%** technical and functional **30%** soft skills

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
Financial Social & Relationship	• Security Management • Infectious Diseases • Local Communities	• Auxiliary police team • COVID preventive measures • Post pandemic business strategies • Employee volunteerism • Community projects	• 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**

   a. 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.
   b. Designated isolation room for employees in need of quarantine e.g. COVID Positive Case (CPC) and close contacts, chicken pox etc.
   c. 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.
   d. Consistent provision of Personal Protective Equipment (PPE) such as face mask and hand sanitisers at all workplaces.
   e. Frequent sanitization of all workplaces, and thorough disinfection whenever any COVID Positive Case is detected.
   f. 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 6 to 8 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.

1. In FY2022, a total investment of **RM872,097** has been made to support various causes initiated by TGF.

2. As at FY2022, a total of **RM31.5 million** in various contributions was made by TGF.

3. 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 RM3.5 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

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

Social:
Local Communities

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, chairobics, 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 RM0.5 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 to 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.