

Continuous Improvement in Workers' Accommodation

Current

- a. Prior to FY2020, we had **invested RM70 mil in more than 100 double-storey houses and hostels** with full facilities.
- b. We have made an **investment of RM20 mil on purchasing 102 units of apartments** for our employees and renting additional houses and apartments.
- c. By end December 2020, we **relocated 2,000 of our employees to Westlite-PKNS accommodation in Petaling Jaya**, the closest facility that suits our needs at this time. At the Westlite-PKNS accommodation, we provide a host of facilities to our workers, including a canteen with three different caterers, spacious and airy recreational areas, a minimart, self-service laundry, game room, and prayer room.

Mid-term plan

- a. Approximately **RM137 mil for new workers hostels**, which includes building mega hostels in Klang and Banting in Selangor, with a combined capacity of 9,110 pax. These hostels will be fully equipped with a suite of amenities and facilities.
- b. **Purchased a Kenangan Meru apartment block in Klang, Selangor for RM95 mil** with a capacity to house 2,232 workers. The apartment block, which is expected to be completed by end of 2022.
- c. The Group is also building and acquiring additional houses, apartments, and hostels in other states, amounting to approximately RM30 mil.

Current: Investment in Better Accommodation

In the past, we have invested **RM70 mil** in more than **100 double-storey houses and hostels** with full facilities.

Male Hostel



Female Hostel



Double-Storey Houses



Current: Amenities and Facilities at Klang Hostels

Male Hostel Cafeteria



Hairdressing Salon



Female Hostel Cooking Area



Mobile Reload Machine



Our houses and hostels are equipped with full facilities.

Current: Amenities and Facilities at Klang Hostels

Sports and Recreational Facilities



Remittance Counter



Laundromat



Mini Market



ATM Machine



Current: Amenities and Facilities at Klang Hostels

Kitchen Area



Canteen



Bicycle Pump Station



Bicycle Parking Shelter



Wet Market



Current: Invest in Better Accommodation

1. Invested **RM 20 mil** to purchase **102 units** of apartments for workers.

Apartments



2. Renting additional houses and apartments.

Apartments



Bedroom



Kitchen





- a) 2 blocks of hostel can accommodate 6,000 persons.
- b) We relocated 2,000 workers from Klang, Meru to this hostel.
- c) Facilities available:
 - i. Canteen with 3 different caterers
 - ii. Mini Mart
 - iii. Self service laundry
 - iv. Game room
 - v. Praying area
 - vi. Vast and spacious open areas
 - vii. Recreational and sports facilities

Well-appointed workers' new accommodation at Westlite-PKNS

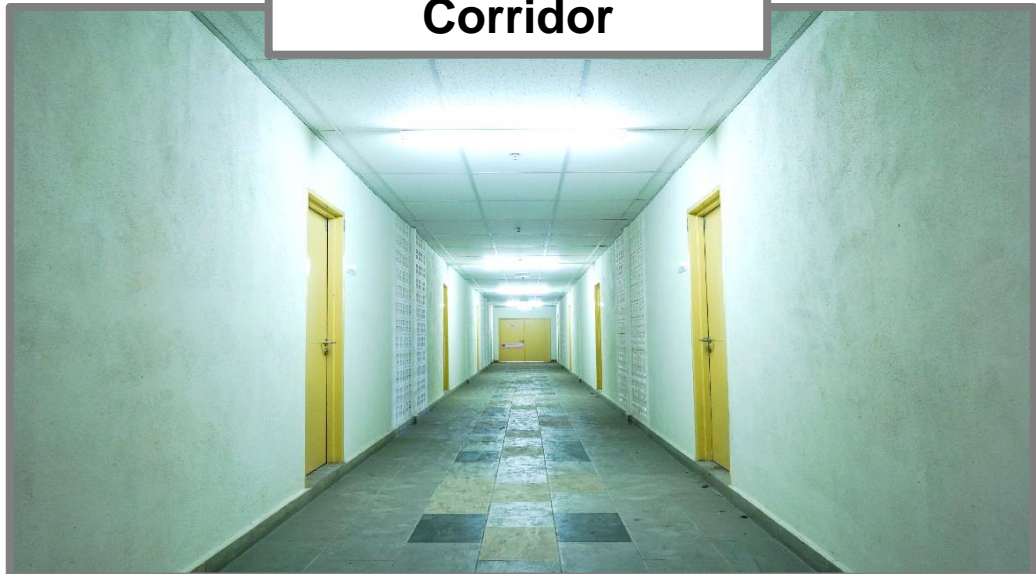
Bedroom



Washroom



Corridor



Well-appointed workers' new accommodation at Westlite-PKNS

Recreational and Sports Facilities and Vast & Spacious Open Areas



Well-appointed workers' new accommodation at Westlite-PKNS

Amenities Available for Workers' Daily Needs

Canteen



Laundromat



Mini Market



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	RM 232 mil	11,404	


Banting

Construction: 100%

Aman Perdana, Klang

Construction: 38%

Meru, Klang

Construction: 19%

Kenangan Meru Apartment

Construction: 100%

Act 446

- 1 The Amended Act 446 came into force on 1 September 2020.
- 2 The requirements include living space, bathroom-to-employee ratio, and other amenities in workers' accommodation, and for providers of accommodations to be certified with a certificate for accommodation.
- 3 **Statements from Ministry of Human Resources:**
 - a) **8 September 2020:** Government will use the “**educational approach**” on all employers in various sectors in Malaysia until **31 December 2020** so that employers can comply with Act 446.
 - b) **3 December 2020:** 90% of foreign workers in Malaysia are not provided with accommodation that comply to Act 446.
 - c) **22 April 2021:** The government has agreed to relax the enforcement of rules governing workers' housing standards in Malaysia until 31 December 2021.
 - d) **May to August 2021:** **Ministry of Human Resource had withdrawn all charges that had been filed against Top Glove in courts.** The withdrawal of charges took place over the months of May 2021 to August 2021 due to several occasions of court closure under government order(s) for lockdown.
- 4 Short term plan of relocating our workers to alternative workers' accommodations in Dec 2020.
- 5 Submitted application for Certificate for Accommodation (CFA) and Department of Labour (DOL)