

TOP GLOVE

TOP QUALITY, TOP EFFICIENCY

SUSTAINABILITY
REPORT
2025

TOP GLOVE CORPORATION BHD

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

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

FINANCIAL YEAR ENDED
31 AUGUST 2025

OUR FUTURE IS IN OUR HANDS



The **World's Largest**
Manufacturer of Gloves

TOP GLOVE

TOP QUALITY, TOP EFFICIENCY

SCAN FOR
INTEGRATED ANNUAL
REPORT 2025



SCAN FOR
SUSTAINABILITY
REPORT 2025





Basis of This Report

SCOPE AND BOUNDARY OF REPORTING

This Report serves as our official Sustainability Report, where we examine our non-financial performance, explore opportunities, assess risks, and evaluate the impacts on all stakeholders involved in our value creation process. Our reporting mainly reflects group-level disclosures, unless specified otherwise. Throughout the year, there have been no major changes to our organisational structure, ownership, or supply chain.

Top Glove's greenhouse gas (GHG) emissions are reported based on the operational control approach, which includes all facilities where the Group has full authority over operating policies and practices. This ensures that 100% of emissions from such operations in Malaysia, Thailand and Vietnam are accounted for in our disclosures. The approach provides a clear and consistent view of our carbon footprint, reflecting our accountability for emissions arising from activities directly managed by the Group.

REPORTING PERIOD AND CYCLE

The reporting period of this Report is from 1 September 2024 to 31 August 2025, unless stated otherwise. Our Sustainability Reports are issued annually, and our most recent Sustainability Report was published in December 2024.

REGULATORY CONTEXT AND REPORTING FRAMEWORKS

This Sustainability Report adopts both local and global standards as listed below:

GLOBAL:

1. International Integrated Reporting Council (IIRC) Framework
2. Sustainability Accounting Standards Board (SASB)
3. United Nations Sustainable Development Goals (UN SDGs)
4. Ten Principles of the UN Global Compact (UNGC)
5. Greenhouse Gas (GHG) Protocol
6. Global Reporting Initiative (GRI) Standards
7. Task Force on Climate-related Financial Disclosures (TCFD) Framework
8. Taskforce on Nature-related Financial Disclosures (TNFD) Framework
9. IFRS Sustainability Standards issued by the International Sustainability Standards Board (ISSB)

LOCAL:

1. National Sustainability Reporting Framework (NSRF)
2. Bursa Malaysia Sustainability Reporting Guide: 3rd Edition
3. Malaysian Code on Corporate Governance (MCCG)
4. Bursa Malaysia Corporate Governance Guide: 4th Edition
5. Simplified ESG Disclosure Guide (SEDG)

TOP GLOVE ESG RATING TOOLS:

1. FTSE Russell ESG Ratings
2. Morgan Stanley Capital International (MSCI) ESG Ratings
3. S&P Global Corporate Sustainability Assessment (CSA)
4. EcoVadis
5. Workforce Disclosure Initiative (WDI)
6. Sustainability Policy Transparency Toolkit (SPOTT)
7. Carbon Disclosure Project (CDP)
8. ISS ESG Corporate Rating
9. Sustainalytics

FORWARD-LOOKING STATEMENTS

This Report includes forward-looking statements regarding our business. These statements include words and phrases such as 'expects', 'targets', 'intends', 'anticipates', 'believes', 'estimates', 'may', 'plans', 'projects', 'should', 'would' and 'will'. While we believe these statements are reasonable, they inherently involve risks and uncertainties. Therefore, they shall not be interpreted as a guarantee of future operating or financial performance. Nevertheless, we remain committed to striving towards the outcomes and developments outlined in these statements. Please note that forward-looking statements are accurate only as of the report's date, and we are not obligated to update or revise them unless required by law. We encourage investors to approach these statements with caution and avoid placing undue reliance on them, as actual results may vary significantly due to factors beyond our control.

STATEMENT OF ASSURANCE

This Report adheres to established governance rules and procedures to ensure the accuracy for both financial and non-financial data. The reliability of this Report has been validated through an independent limited assurance assessment by SIRIM QAS International Sdn Bhd, which includes a thorough evaluation of Top Glove's sustainability reporting practices and performance, along with a detailed review of the underlying assumptions and processes supporting the Sustainability Report.

In addition, the Group has conducted an internal review of Bursa Common Indicator 11, Emission Management, as part of its proactive governance to enhance confidence among its stakeholders on the integrity and reliability of the reported data.

The independent and limited assurance statement from SIRIM QAS International Sdn Bhd is available on pages 104 to 107.

ACCESSING THE REPORT AND FEEDBACK

This Report is only available in a digital version. As part of our dedication to continuous improvement, we welcome stakeholders' feedback on this Report at sustainability@topglove.com.my.

Contents

Our Future Is In Our Hands



Looking Ahead: A Prosperous and Sustainable Future for All

Reflecting on this year's progress and achievements, we are reminded that the choices we make today will shape the legacy we leave for tomorrow. Driven by a vision of a prosperous and sustainable world, we believe that our future is in our hands; and with this belief comes both responsibility and opportunity.

In a time of rapid transformation, we are harnessing the power of technology, including artificial intelligence, to drive innovation and pave the way for sustainable growth. Our commitment to environmental stewardship, social responsibility, and good governance remains steadfast, not only as a business imperative but as a shared duty towards our people, communities, and planet.

The challenges of recent years have tested our resilience yet have also strengthened our resolve. With every obstacle, we have emerged stronger, more adaptable, and more determined to rebuild a future that is robust, inclusive, and forward-looking. This journey is not merely about overcoming adversity; it is about shaping a company that thrives in the face of change and continues to create long-term value for all stakeholders.

I extend my deepest gratitude to our employees, partners, and stakeholders for walking this path with us. Your trust, ideas, and collaboration are the driving forces behind our progress. Together, we are not only navigating the present; we are building a legacy that will empower future generations.

LIM CHEONG GUAN
Managing Director

- 1 Basis of This Report & Contents

SECTION 1: CREATING SUSTAINABLE VALUE

- 2 FY2025 Sustainability Highlights
- 3 Overview of Sustainability
- 10 Stakeholder Engagement
- 14 Materiality Matters

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

Goal 1: Transitioning Into A Net Zero Carbon Business

- 24 FY2025 Highlights
- 25 Physical Impacts of Climate Change
- 34 Emissions
- 35 Energy Management
- 38 Environmental Compliance & Waste
- 39 Waste Management
- 43 Water Resource Management
- 45 Sustainable Product Management
- 49 Biodiversity & Conservation

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

Goal 2: Promoting Inclusivity & Respecting Human Rights

- 56 FY2025 Highlights
- 57 Occupational Safety & Health
- 62 Human Rights & Labour Standards
- 66 Employee Benefits
- 67 Diversity, Equity & Inclusion (DEI)
- 69 People Development

Goal 3: Improving Community Livelihood

- 77 FY2025 Highlights
- 78 Security Management
- 80 Local Communities

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

Goal 4: Strengthening Good Corporate Governance & Responsible Business Culture

- 82 FY2025 Highlights
- 83 Ethics, Integrity & Governance
- 86 Data Privacy & Cybersecurity

Goal 5: Emerging As A Trusted Company With A Sustainable Value Chain

- 93 FY2025 Highlights
- 94 Product Quality & Safety
- 97 Supply Chain Management
- 103 Customer Experience

SECTION 5: OTHER INFORMATION

- 104 Independent External Assurance Statement
- 108 Bursa Malaysia Sustainability Performance Report
- 110 GRI Content Index
- 117 SASB Content Index



This interactive PDF allows you to access information easily, search for a specific item or navigate between pages, sections and links

Content List Link Search

Previous Page Next Page

Navigating through the Sustainability Report 2025:

Informs where to find more information online.

Informs which related pages to refer for more information.

SECTION 1: CREATING SUSTAINABLE VALUE



FY2025 Sustainability Highlights

Top Index Recognition and Awards	
<p>2025 MSCI ESG Rating¹: Upgraded MSCI ESG Rating from “A” to “AA”, Top Glove’s highest rating to date, outperforming global industry peers in Health Care Equipment and Supplies</p>	<p>FTSE Russell ESG Rating Leadership: Ranked in the top 10% globally for ESG performance in the healthcare industry, with a sustained ESG score of 4.1 in June 2025; above the global industry average of 2.6</p>
<p>CDP (previously known as Carbon Disclosure Project): Improved Climate Change score from C (Awareness) to B (Management) and maintained Water Security score at C (Awareness)</p>	<p>Workforce Disclosure Initiative²: Achieved a 94% score and named runner-up in the “Best First Timer Respondent (Core Indicator)” category</p>
<p>Sustainalytics ESG Risk Rating³: Ranked #1 in the Medical Supplies subindustry (out of 60 companies) and #8 in the broader Healthcare industry group (out of 563 companies)</p>	<p>S&P Global & Dow Jones Index Recognition Listed in the DJSI for Emerging Markets for the sixth consecutive year and ranked in the top 3% globally in the 2025 S&P Global Corporate Sustainability Assessment</p>
<p>The Star ESG Positive Impact Awards 2024: Received the Gold Award for Responsible Manufacturing under Environmental Category (Large Companies) on 15 July 2025, surpassing numerous publicly listed companies in recognition of sustainability leadership</p>	<p>S&P Sustainability Yearbook 2025: Maintained inclusion in the Sustainability Yearbook for four consecutive years, ranking in the top 15% of the Healthcare Equipment & Supplies industry (#8 out of 158 companies)</p>

Notes:
¹ The use by Top Glove Corporation Bhd of any MSCI esg research llc or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of [entity] by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.
² The “Workforce Disclosure Initiative (or WDI)” is one of the world’s leading programmes aimed at improving corporate transparency and accountability on workforce issues, providing companies and investors with comprehensive and comparable data and helping increase the provision of good jobs worldwide.
³ Copyright ©2025 Sustainalytics, a Morningstar company. All rights reserved. This [publication/ article/ section] includes information and data provided by Sustainalytics and/or its content providers. Information provided by Sustainalytics is not directed to or intended for use or distribution to India-based clients or users and its distribution to Indian resident individuals or entities is not permitted. Morningstar/Sustainalytics accepts no responsibility or liability whatsoever for the actions of third parties in this respect. Use of such data is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers/>.

Voluntary Participations and Memberships		Adopted Frameworks
<p>UN Global Compact Network Malaysia & Brunei (UNGC MYB) participant since 2022, committed to the corporate responsibility initiative and UNGC’s principles in the areas of human rights, labor, environment, and anti-corruption</p>	<p>CEO Action Network (CAN) member towards shaping future-ready and ESG-integrated business models and ecosystems</p>	<p>Climate disclosures are continuously aligned with the Task Force on Climate-related Financial Disclosures via the ISSB’s IFRS S2 reporting standards</p>
<p>Transparency International member, reinforcing our commitment to integrity, accountability, and anti-corruption practices</p>	<p>Malaysian Rubber Glove Manufacturers Association (MARGMA) member, supporting industry collaboration and sustainable growth</p>	<p>Top Glove initiated the Simplified ESG Disclosure Guide (SEDG) to track its supply chain’s environmental, social, and governance disclosures and progress</p>

Overview of Sustainability

The United Nations (UN) defines sustainability as fulfilling present demands while safeguarding the needs for future generations. In recent years, the term “sustainability” has clearly risen in popularity amongst governments, corporations, and individuals alike. However, at Top Glove, sustainability is more than just a buzzword. At the heart of the Group, sustainability is embraced as a value woven into every business process, across Environmental, Social, and Governance (ESG) dimensions. By doing so, we strengthen the resilience of our value chain and create enduring impact, even in the face of uncertainty.

SUSTAINABILITY GOVERNANCE STRUCTURE



Board of Directors

Top Glove drives its corporate sustainability agenda through a top-down approach, with the Board of Directors (BOD) at the helm. The Board determines the company’s strategic direction with sustainability as a central priority, ensuring its effective integration into business strategies and operations. In doing so, the Board makes key decisions to advance Top Glove’s mission and vision, while upholding applicable laws, regulations, and governance standards with utmost compliance.

Board Sustainability Committee

The Board is kept abreast on sustainability-related developments, emerging issues, and mitigation actions by the Board Sustainability Committee (BSC). Established in March 2019, the BSC is the highest governing body that manages sustainability-related risks and opportunities across the organisation. Their core responsibilities, as outlined in the BSC Terms of Reference, include reviewing, monitoring, and advising the Group’s ESG strategies, policies, and performance. The BSC is composed of three Independent Directors and is chaired by Puan Azrina Arshad, Independent Non-Executive Director. They convene a minimum of twice per year to review Top Glove’s progress, deliberate on material matters, and provide guidance on advancing the company’s sustainability objectives. Following the current practice, the BSC meets on a quarterly basis to review and remain informed of the Company’s recent developments.

Terms of Reference of the BSC

Scan the QR code to review Terms of Reference of the BSC

<https://www.topglove.com/governance-manual>

Beyond its advisory role, the BSC recommends that the Board participate in training programmes and conferences organised by regulatory bodies, government agencies, and NGOs. These engagements strengthen the Board’s capacity to provide strategic direction and leadership on the evergreen sustainability landscape. These programmes include events such as the APAC Diversity Equity Inclusion (DEI) Summit 2024, National Climate Governance Summit, Future of Sustainable Business, and the Mandatory Accreditation Programme Part II: Leading for Impact (LIP).

For FY2025, all Directors of the Company have successfully completed the LIP programme, underscoring the Board’s commitment to effective oversight, stronger governance and the creation of long-term sustainable value.

Sustainability Steering Group

The BSC is supported by the Sustainability Steering Group (SSG). The SSG, chaired by the Managing Director and comprising Heads of key departments across the Group, is responsible for monitoring the execution of sustainability strategies at the operational level. Meeting on a recurring basis throughout the year, the SSG tracks progress against the key performance indicators (KPIs) of Top Glove’s sustainability blueprint, oversees ESG performance, and monitors the implementation of climate-related initiatives and low-carbon targets. The outcomes of these meetings are presented to the BSC, positioning the SSG as a bridge between operational execution and Board oversight. In discharging its mandate, the SSG adopts a holistic approach that integrates Enterprise Risk Management (ERM), adherence to the Sustainability Policy, alignment with national and global frameworks, and the application of relevant ISO and sustainability certifications. Through this concerted effort, the SSG ensures that sustainability risks are effectively managed while embedding accountability and resilience across the organisation.

SECTION 1: CREATING SUSTAINABLE VALUE



Overview of Sustainability

Group Sustainability Department

At Top Glove, the Sustainability Department plays a central role in advancing the Group's ESG agenda. They ensure both management and the Board achieve the organisation's shared sustainability ambitions. Reporting directly to the Managing Director, the Department is responsible for preparing the consolidated annual Sustainability Report and managing the end-to-end process of gathering, reviewing, and interpreting ESG data across the organisation. Alongside sustainability disclosures, the team also collaborates with functions¹ including Human Resources, TG Foundation, Marketing, Engineering, Research and Development (R&D), etc. to support relevant initiatives, while serving as the coordinating link between the SSG and BSC.

¹ For full list, kindly refer to the organisational chart on page 3.

Top Glove's Sustainability Strategy

At Top Glove, sustainability is a priority. As we close the FY2025 chapter, we reflect on our journey from financial years 2019 to 2024.

Overview of Sustainability

Building on our past achievements, we have developed a new sustainability blueprint for FY2025 to FY2028 to sustain our momentum and elevate our ambitions. Our four-year framework, the **TEN ZERO Commitments**, outlines the next phase of our journey towards net zero carbon emissions, while preserving the core ESG pillars that have guided our progress to date.

Anchored in the United Nations Sustainable Development Goals (UN SDGs) and aligned with the Paris Agreement's Net Zero by 2050 ambition, the TEN ZERO Commitments are designed to drive both systemic and operational transformation. Progress will be tracked quarterly through measurable KPIs, ensuring accountability and transparency.

In FY2025, the scope of our targets were expanded to incorporate cybersecurity as an integral component of good governance.

Ultimately, the TEN ZERO Commitments define Top Glove's medium-term ESG trajectory and reflect our commitment to creating long-term value for stakeholders and the environment.

MILESTONE

2019	2020	2021	2022	2023	2024
<ul style="list-style-type: none"> Adopted the Zero Recruitment Fees Policy. Launched Top Glove's flagship Biodegradable Nitrile Gloves. Established the BSC. Recognised as the only Malaysian company included in the DJSI for Emerging Markets. Began monitoring and disclosing Scope 1, 2, and 3 carbon emissions in IAR FY2019. <i>*Scope 3 disclosures focused on Flights.</i> 	<ul style="list-style-type: none"> Certified TG's latex factory with FSC®. Installed the first solar power system, supplying 1.26 GWh of renewable energy. 	<ul style="list-style-type: none"> Held quarterly independent directors' engagements with worker representatives. Initiated the link of ESG metrics to 40% of the Group's KPIs. Mandatory due diligence for recruitment agents. Expanded Scope 3 carbon emission accounting to include Scheduled Wastes. 	<ul style="list-style-type: none"> Launched the Sustainability Policy. Published the FY2022 to FY2025 Sustainability Blueprint Structure. Published Top Glove's first Sustainability Report. Became an official member of UNGC MYB and CAN. Certified packaging material factory with FSC®. Changed Scope 3 carbon accounting from Flight to Category 6: Business Travel and Scheduled Wastes to Category 5: Waste Generated in Operations. Adopted the Task Force on Climate-related Disclosures (TCFD) into the Sustainability Report. 	<ul style="list-style-type: none"> Launched the Sustainability Grievance Channel. Received the EcoVadis Bronze Medal. Expanded Scope 3 carbon emission accounting to include Category 13: Downstream Leased Assets. 	<ul style="list-style-type: none"> 100% compliance with EU Deforestation-free Regulation (EUDR). Achieved top ranking in the Morningstar Sustainalytics ESG Risk Rating among the global healthcare industry. Expanded Scope 3 carbon emission accounting to include Category 1: Purchased Goods and Services.

TOP GLOVE'S FY2025 TO FY2028 SUSTAINABILITY BLUEPRINT STRUCTURE

To define strategic ESG focus areas and set measurable targets incorporating both qualitative and quantitative KPIs to track the progress of the sustainability strategy and initiatives, and drive accountability.

Our Mission: Ensuring safe human protection globally

Our Vision: To be your world class partner in gloves and healthcare products

Strategic Theme

Environmental
To tackle climate change and restore nature

Sustainability Roadmap FY2025 to FY2028

Goal 1:
Transitioning into a Net Zero Carbon Business

TEN ZERO Commitments

- Net ZERO Carbon Emission
- ZERO Reliance on Municipal Water
- ZERO Waste
- ZERO Deforestation

Key SDG Alignment



Social
To be a people centric corporate citizen

Goal 2:
Promoting Inclusivity & Respecting Human Rights

Goal 3:
Improving Community Livelihood

- ZERO Accident
- ZERO Inequality
- ZERO Poverty and Hunger



Governance
To create long-term value through ethical business practices and continuous stakeholder engagement

Goal 4:
Strengthening Good Corporate Governance & Responsible Business Culture

Goal 5:
Emerging as a Trusted Company with a Sustainable Value Chain

- ZERO Defect
- ZERO Corruption
- ZERO Cybersecurity Breach
- ZERO Deforestation



SECTION 1: CREATING SUSTAINABLE VALUE



Overview of Sustainability

Overview of Sustainability

TOP GLOVE'S TEN ZERO COMMITMENTS



- Net ZERO Carbon Emission
- ZERO Corruption
- ZERO Accident
- ZERO Cybersecurity Breach
- ZERO Waste
- ZERO Defect
- ZERO Inequality
- ZERO Reliance on Municipal Water
- ZERO Deforestation
- ZERO Poverty and Hunger

Legend: E Environment S Social G Governance

1 Net ZERO Carbon Emission E

Our Aspiration
We are committed to decarbonising our operations, supply chain, and products to reduce carbon emissions, comply with global climate regulations and the Paris Agreement, and drive sustainable growth. Top Glove targets a 15% reduction in carbon intensity and an additional 30% solar capacity adoption by FY2028, contributing to climate mitigation and streamlining with regulations.

2 ZERO Corruption G

Our Aspiration
We uphold the highest standards of ethics, governance, and compliance with zero tolerance for corruption. By adhering to ISO 37001:2016, Top Glove ensures it is safeguarded against legal penalties, reinforces investor trust, and strengthens transparent business practices.

3 ZERO Accident S

Our Aspiration
We aim to reduce workplace accidents and expand ISO 45001:2018 coverage, improving safety performance, complying with the International Labour Organization (ILO) occupational health standards, and minimising operational disruptions. By FY2028, this ensures a safer workplace while protecting employees and contractors.

4 ZERO Cybersecurity Breach G

Our Aspiration
Top Glove has successfully upgraded its certification to the ISO 27001:2022 standard, reinforcing our immediate commitment to global data protection regulations and safeguarding against data breaches. This strategic step enhances the protection of sensitive information and secures our supply chain. We are committed to achieving full data security maturity and compliance excellence for all stakeholders by FY2028.

5 ZERO Waste E

Our Aspiration
We aim to reduce our environmental footprint and minimise environmental impact by diverting 80% of scheduled wastes from licensed landfills to licensed recovery premises by FY2028. Top Glove also aims to achieve a 20% year-on-year reduction in solid waste from operations by FY2028. These actions comply with waste management regulations and contribute to a circular economy, reducing ecological impact and operational costs.

6 ZERO Defect G

Our Aspiration
We are committed to auditing 100% of our critical suppliers on Quality, Environmental, Social and Governance (QESG) criteria, and improving our customer satisfaction rate to 85% by FY2028.

7 ZERO Inequality S

Our Aspiration
Top Glove aspires to build a workplace grounded in fairness, inclusivity, and equal opportunity. We aim to continuously strengthen our social compliance performance, enhance employee satisfaction, and maintain more than 50% female representation in leadership roles. Through these efforts, we strive to create a diverse and empowering organisation that drives sustainable growth aligned with SDGs 5, 8, and 10 and contribute to meaningful social impact.

8 ZERO Reliance on Municipal Water E

Our Aspiration
Our goal is to reduce municipal water intensity by 70% in FY2028, in line with protecting scarce water resources and complying with SDG 6 alongside water regulatory requirements, thereby, enhancing operational resilience and reducing environmental strain on local communities.

9 ZERO Deforestation E G

Our Aspiration
We aim to procure our natural rubber from 100% traceable sources, maintain FSC® certifications, and shift 95% of our packaging to recycled or FSC®-certified materials by FY2028. Top Glove supports biodiversity protection via EUDR compliance and maintaining a sustainable and responsible supply chain.

10 ZERO Poverty and Hunger S

Our Aspiration
We aim to empower communities through scholarships, digital inclusion, and livelihood support programmes, advancing SDGs 1 and 2. Through these initiatives, we seek to strengthen community resilience, ensure compliance with regulatory requirements, and foster long-lasting trust with our stakeholders.

FY2028 Top Glove's Sustainability Goals

Legend: Progress Tracking to FY2028 Targets in FY2025

Progressing well and on track to achieve targets

Progressing with slight delay, to review current approach

Progressing but lagging, to review and revise targets (if necessary)



FY2025 Top Glove's Sustainability Performance

TEN ZERO Commitments	FY2028 Target	FY2025 Target	FY2025 Performance	Progress Tracking to FY2028 Target	Related Material Topic
Net ZERO Carbon Emission E	Reduce carbon emission intensity by 15% to 0.0173 tonnes/1,000pcs gloves**	0.0186	0.0162	○○●	Greenhouse Gases Emissions
	Reduce electricity intensity by 10% to 7.758 kWh/1,000pcs gloves**	7.8873	6.79	○○●	
	Reduce natural gas intensity by 10% to 0.279 mmBtu/1,000pcs gloves**	0.2883	0.250	○○●	Energy Consumption
	Increase renewable energy to 10% over electricity consumption (solar)	7%	4.13%	○●○	Physical Impacts of Climate Change
	Expand Scope 3 to 8 categories	5	5	○○●	
Increase sales of Biogreen series gloves by 20% cumulatively****	255 mil pcs	212 mil pcs	○●○		

SECTION 1: CREATING SUSTAINABLE VALUE

1 2 3 4 5



Overview of Sustainability

Legend: Progress Tracking to FY2028 targets in FY2025

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

FY2025 Top Glove's Sustainability Performance

TEN ZERO Commitments	FY2028 Target	FY2025 Interim Target	FY2025 Performance	Progress Tracking to FY2028 Target	Related Material Topic
Net ZERO Carbon Emission	Expand product LCA to total 4 product categories	1	Total 2 product categories completed in 2025. Obtained SATRA critical review statement for natural rubber latex polymer coated glove product in June 2025	○○●	Greenhouse Gases Emissions Energy Consumption Physical Impacts of Climate Change
ZERO Corruption	Maintain 8 entities with ISO 37001:2016 ABMS***	8 entities	Maintained 8 entities	○○●	Ethics, Integrity & Governance
ZERO Accident	Reduce annual occupational accident rate to 2.65	2.77	3.74	●○○	Occupational Health & Safety
	95% of contractors conduct safety evaluation [passing mark: 60]	95%	100%	○○●	
	Certify 2 additional operating factories with ISO 45001:2018 OHS***	Maintain 7 factories	Certification maintained for 7 operating factories	○○●	
ZERO Cybersecurity Breach	Zero cybersecurity breach case	N/A	Zero cybersecurity breach incident or cases have been reported based on helpdesk ticket	○○●	Security Management
	Maintain ISO 27001:2022 certification for Information Security System	N/A	New upgrading certificate ISO 27001:2022	○○●	Data Privacy & Security
	Maintain ISO 18788:2015 certification for Private Security Operation Management System	N/A	Maintain ISO 18788:2015	○○●	
ZERO Waste	Reduce scheduled waste intensity by 19% to 0.130 kg/1,000pcs gloves*	0.140	0.136	○○●	Waste & Effluent
	Divert 80% scheduled waste from licensed landfills to licensed recovery premises	74	36.76%	○●○	
	Reduce solid waste by 20%*	20%	13%	○●○	
	Convert 98% of 12μ virgin plastic consumption to 9μ	96%	94%	○○●	
	Certify additional 2 operating factories with ISO 14001:2015 EMS***	Additional 1 factory	Additional 1 factory certified	○○●	

Overview of Sustainability

TEN ZERO Commitments	FY2028 Target	FY2025 Interim Target	FY2025 Performance	Progress Tracking to FY2028 Target	Related Material Topic
ZERO Defect	Maintain certification for 29 operating factories with ISO 9001:2015 QMS	Additional 3 factories	Additional 3 factories certified	○○●	Product Quality & Safety
	Ensure 100% active critical supplier audited on ESG metrics	100%	95.23%	○●○	Supply Chain Management
	Increase active supplier within Grade A & B for ESG-related matters to 50%	43%	63%	○○●	Environmental Compliance
	Improve Customer Satisfaction Rate to 85%	80%	82%	○○●	Waste & Effluent Human Rights Labour Management Relations Customer Experience
ZERO Inequality	BSCI audit achieve 'A' rating (selected audited factories)	A	B	○●○	Human Rights Labour Management Relations Diversity, Equity & Inclusion
	SMETA audit with a maximum of five findings per factory (selected audited factory)	≤ 5	6	○●○	
	50% female leadership in managerial position	> 50	61%	○○●	
	HRDD for 100% TG operation biennially	100%	100%	○○●	
	Achieve 80% Employee Satisfaction Rate	80%	Staff: 76% Worker: 80%	○○●	
ZERO Reliance on Municipal Water	Reduce municipal water consumption intensity by 70% to 0.069 m ³ /1,000 pcs gloves*	0.137	0.200 m ³ /1,000 pcs gloves	●○○	Water Management
ZERO Deforestation	Traceability of natural rubber sourcing to plantation upon request by EU27 customer	100%	Total EUDR Latex load traceable until plantation = 100%	○○●	Physical Impacts of Climate Change
	Maintain certification for 5 operating factories with FSC**** (additional factory upon request by customer)	5 fac	Certification maintained for 5 factories	○○●	Environmental Compliance
	Reduce 85% of paper usage*	83%	77%	○●○	Human Rights
	95% of purchased inner boxes made with 100% recycled/FSC® material	93%	95%	○○●	Labour Management Relations
	95% of purchased carton boxes made with 100% recycled/FSC® material	95%	99%	○○●	Supply Chain Management
ZERO Poverty and Hunger	TGF Scholarship [Support degree students]	3	Sponsored 3 students	○○●	Local Communities
	EduShare: provide reconditioned laptops to underprivileged students	10	Donated 10 laptops	○○●	

Legend

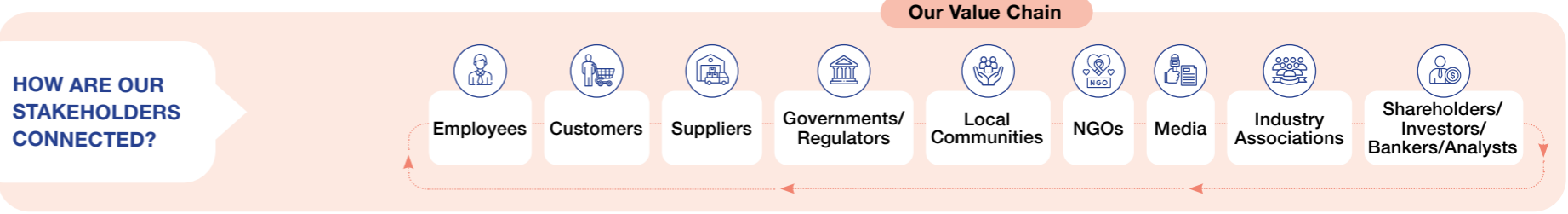
* Baseline 2021 ** Baseline 2022 *** Baseline 2024 **** Baseline 2025

SECTION 1: CREATING SUSTAINABLE VALUE

Stakeholder Engagement

Stakeholder Engagement

We actively engage with our stakeholders through multiple channels to understand their priorities and address their expectations. This helps us ensure that our focus remains aligned with wider economic, social, and environmental objectives. Such engagements also provide valuable insights into emerging trends and risks, enabling us to strengthen our sustainability strategy and adapt our business practices to meet the changing needs of our stakeholders.













Stakeholders	Engagement Channels & Frequency	Top 5 Material Matters Concerned	Top Glove's Response	Value Created for Stakeholders	Capital <small>Please refer to the capitals in Top Glove's IAR on page 34.</small>
<p>Employees</p> <p>Employees are the foundation of the Group's success, driving its core operations forward. Skillful leadership is imperative for steering the Company and sustaining its activities towards achieving Top Glove's enduring goals.</p>	<p>Monthly</p> <ul style="list-style-type: none"> Employee Get Together and Team Building Session <p>Biannual</p> <ul style="list-style-type: none"> Performance appraisal review <p>Annual</p> <ul style="list-style-type: none"> Employee satisfaction survey <p>As needed</p> <ul style="list-style-type: none"> Recreational, training and empowerment activities Corporate events Newsletters 	<ol style="list-style-type: none"> Product Quality & Safety Waste & Effluent Environmental Compliance Human Rights Ethics, Integrity & Governance 	<ol style="list-style-type: none"> Training to enhance employee competency in product quality, safety, and ESG-related issues Independent social compliance audit, BSCI & SMETA Townhall session for employees Employee engagement survey Employee pledge on anti-bribery act accordance to ISO 37001:2016, Anti-Bribery Management System 	<ol style="list-style-type: none"> Enhanced employer-employee relationship Fair remuneration and employee welfare Commitment to human rights and non-discrimination Competency development 	
<p>Customers & Consumers</p> <p>Our products ensure safe human protection, globally. Fulfilling global customers' needs is our responsibility.</p>	<p>Annual</p> <ul style="list-style-type: none"> Business trips Tradeshows <p>As needed</p> <ul style="list-style-type: none"> Meetings Social compliance audit Customer portal 	<ol style="list-style-type: none"> Product Quality & Safety Occupational Health & Safety Human Rights Supply Chain Management Ethics, Integrity & Governance 	<ol style="list-style-type: none"> Establishment of Traceability Taskforce Product pre-inspection before shipping out to customer by internal or external inspectors Independent social compliance audit, BSCI & SMETA Business Partners' Code of Conduct Customer satisfaction survey Quality testing from finished product under ISO 9001:2015 Quality Management System 	<ol style="list-style-type: none"> Enhanced customer relationship and satisfaction Retained customer confidence Enhanced global brand image and reputation 	
<p>Shareholders/Investors/Bankers/Analysts</p> <p>Shareholders and investors place their trust in the Group's business, motivating us to deliver strong financial performance and make strategic decisions for future growth prospects.</p>	<p>Quarterly</p> <ul style="list-style-type: none"> Analyst briefing <p>Annual</p> <ul style="list-style-type: none"> Feedback form General meetings <p>As needed</p> <ul style="list-style-type: none"> Analyst/fund manager/investor meetings and engagement Roadshows and conferences Social media platform 	<ol style="list-style-type: none"> Ethics, Integrity & Governance Product Quality & Safety Customer Experience Supply Chain Management Occupational Health & Safety 	<ol style="list-style-type: none"> ISO 37001:2016 Anti-Bribery Management System certification Establishment of Traceability Taskforce Research and innovation Customer satisfactory survey Supplier assessment/audit OSHA/Independent social compliance audit, BSCI & SMETA 	<ol style="list-style-type: none"> Maintained confidence of shareholders and investors Transparency in corporate governance reporting and practice Consistent product quality and reduced production costs ESG-related initiatives to reduce carbon footprint and enhance product portfolio or/and its features 	
<p>Service Providers & Suppliers</p> <p>Suppliers are integral to sourcing essential materials and services critical to our production and customer deliveries. We prioritise cultivating close and positive relationships with them.</p>	<p>Annual</p> <ul style="list-style-type: none"> Audit and site visit <p>As needed</p> <ul style="list-style-type: none"> Meetings and dialogue sessions Electronic procurement network Trainings 	<ol style="list-style-type: none"> Ethics, Integrity & Governance Product Quality & Safety Customer Experience Occupational Health & Safety Supply Chain Management 	<ol style="list-style-type: none"> Business Partners' Code of Conduct Sustainable Sourcing & Procurement Policy Supplier assessment/audit Quality testing on incoming materials, ISO 9001:2015 Quality Management System Establishment of Traceability Taskforce Adoption of SEDG framework with Capital Market Malaysia within business operations located in Malaysia 	<ol style="list-style-type: none"> Maintained strong relationships within the supply chain Business reputation and integrity assurance Joint development in product improvement Enhance critical supplier commitment toward Quality, Environmental, Social and Governance (QESG) integration 	

SECTION 1: CREATING SUSTAINABLE VALUE



Stakeholder Engagement

Stakeholder Engagement

Stakeholders	Engagement Channels & Frequency	Top 5 Material Matters Concerned	Top Glove's Response	Value Created for Stakeholders	Capital <small>Please refer to the capitals in Top Glove's IAR on page 34.</small>
 <p>Governments/Regulators</p> <p>Governmental bodies regulate our daily business operations. Our commitment remains steadfast in complying with all pertinent local, national, and international laws and regulations.</p>	<p>As needed</p> <ul style="list-style-type: none"> Formal meetings Webinars Emails 	<ol style="list-style-type: none"> Physical Impacts of Climate Change Ethics, Integrity & Governance Occupational Health & Safety Human Rights Environmental Compliance 	<p>Regulation compliance on:</p> <ol style="list-style-type: none"> Environmental Quality Act 1974 ISO 14001:2015 Environmental Management System Department of Environment's (DOE) standards ISO 37001:2016 Anti-Bribery Management System Human rights and social compliance audit, BSCI and SMETA 	<ol style="list-style-type: none"> Sustainable sourcing Business reputation and integrity assurance Business permits and product license renewal Compliance to governmental regulations 	
 <p>Public & Local Communities</p> <p>We recognise that our operations may impact neighbouring communities. Our commitment is to address their concerns and contribute positively to the wellbeing of the community.</p>	<p>As needed</p> <ul style="list-style-type: none"> Engagement with local councils and residence associations Community support programmes 	<ol style="list-style-type: none"> Environmental Compliance Occupational Health & Safety Labour Management Relations Product Quality & Safety Supply Chain Management 	<ol style="list-style-type: none"> Compliance to Department of Environment's (DOE) standards and ISO 37001:2016, Anti-Bribery Management System Direct and indirect GHG emissions monitoring Independent social compliance audit, BSCI & SMETA Top Glove Global Doctors (TGDD) Medical & Dental Clinic is open to local communities 	<ol style="list-style-type: none"> Enhanced relationship with local communities Safer and greener living environment for the local communities Harmonious community 	
 <p>Non-Governmental Organisations (NGOs)</p> <p>Non-Governmental Organisations (NGOs) provide valuable insights into our social and environmental initiatives. They also act as a vital link, connecting us with other stakeholders.</p>	<p>As needed</p> <ul style="list-style-type: none"> Formal/casual meetings Campaigns Collaborations 	<ol style="list-style-type: none"> Security Management Occupational Health & Safety Labour Management Relations Local Communities Customer Experience 	<ol style="list-style-type: none"> ISO 18788:2015 for Private Security Operations Management System certification Independent social compliance audit, BSCI & SMETA Improve drainage system in Meru Factories neighbouring residential area Customer satisfaction survey 	<ol style="list-style-type: none"> Enhanced relationship with NGOs Enhanced reputation of the Company among the public 	
 <p>Media</p> <p>The media plays a crucial role in shaping public perception of the Group. Media coverage, whether positive or negative, can significantly impact the Group's reputation.</p>	<p>Quarterly</p> <ul style="list-style-type: none"> Financial result briefings <p>As needed</p> <ul style="list-style-type: none"> Interviews Media inquiries 	<ol style="list-style-type: none"> Occupational Health & Safety Physical Impacts of Climate Change Ethics, Integrity & Governance Product Quality & Safety Customer Experience 	<ol style="list-style-type: none"> Occupational Health and Safety audit by third-party, ISO 45001:2018, Occupational Health and Safety Management System TEN ZERO Commitments Whistleblowing channel Innovation through R&D 	<ol style="list-style-type: none"> Improved reputation with NGOs Transparency in providing information to all pertinent stakeholders 	
 <p>Industry Associations</p> <p>Different associations provide unique market insights. Engaging and partnering with these organisations can significantly enhance the Group's long-term growth prospects.</p>	<p>As needed</p> <ul style="list-style-type: none"> Formal meetings 	<ol style="list-style-type: none"> Physical Impacts of Climate Change Energy Consumption Water Management Human Rights Labour Management Relations 	<ol style="list-style-type: none"> Associations provide unique market insights. Engaging and partnering with these organisations can significantly enhance the Group's long-term growth prospects Industry Associations TEN ZERO Commitments Independent social compliance audit, BSCI & SMETA Whistleblowing channel 	<ol style="list-style-type: none"> Continuous support from industry peers Retain positive relationship with peers 	

SECTION 1: CREATING SUSTAINABLE VALUE

Materiality Matters

Based on Top Glove's Materiality Policy, we ensure our materiality remains relevant and aligned with evolving internal and external stakeholder expectations and our business operations. A major materiality assessment will be conducted once in every four years while a minor review is carried out once in every two years. In FY2026, we target to conduct a single materiality assessment to capture any significant changes in stakeholder expectations, business strategy, and external ESG trends.

Our materiality approach prioritises economic, environmental, social and governance risks and opportunities that are significant to our ability to create financial and non-financial value over the short, medium and long-term. Our methodology is streamlined with the Bursa Sustainability Reporting Guide 3rd Edition and supported by the Bursa Materiality Assessment Tools 3rd Edition.

Materiality Assessment Methodology

Material matters are the foundations of our business strategy that drive the Company's commitment to sustainable value creation for our internal and external stakeholders. We prioritise addressing material matters that have the most significant impact on our business. This shapes our business strategy and resource allocation to ensure that our identified economic, environmental, social and governance impacts and mentioned climate and nature-related and opportunities remain relevant. The process of determining our material matters is as follows:



What Matters to Us

The FY2024 minor materiality assessment observed that 16 materiality topics remain important to our business, with slight changes in priority compared to the minor materiality assessment from FY2022. Product Quality & Safety emerged as the top priority for our stakeholders, aligning with Top Glove's FY2024 focus on product quality and cost efficiency. This reflects the success of our efforts to raise stakeholders' awareness on product quality throughout the year. Besides that, we observed increased awareness on Supply Chain compared to previous years, as its importance increases in sustainability matters. Ethics, Integrity & Governance along with Occupational Health & Safety as well as Customer Experience remain as the top 5 stakeholder priorities.

Materiality Assessment Guideline



Scan the QR code to review the Materiality Assessment Guideline

<https://www.topglove.com/storage/sustainability-policies/April2024/Materiality%20Assessment%20Guideline%20Rev%202.0%202024.pdf>

Our Top 5 Material Matters



Ethics, Integrity & Governance



Product Quality & Safety



Occupational Health & Safety



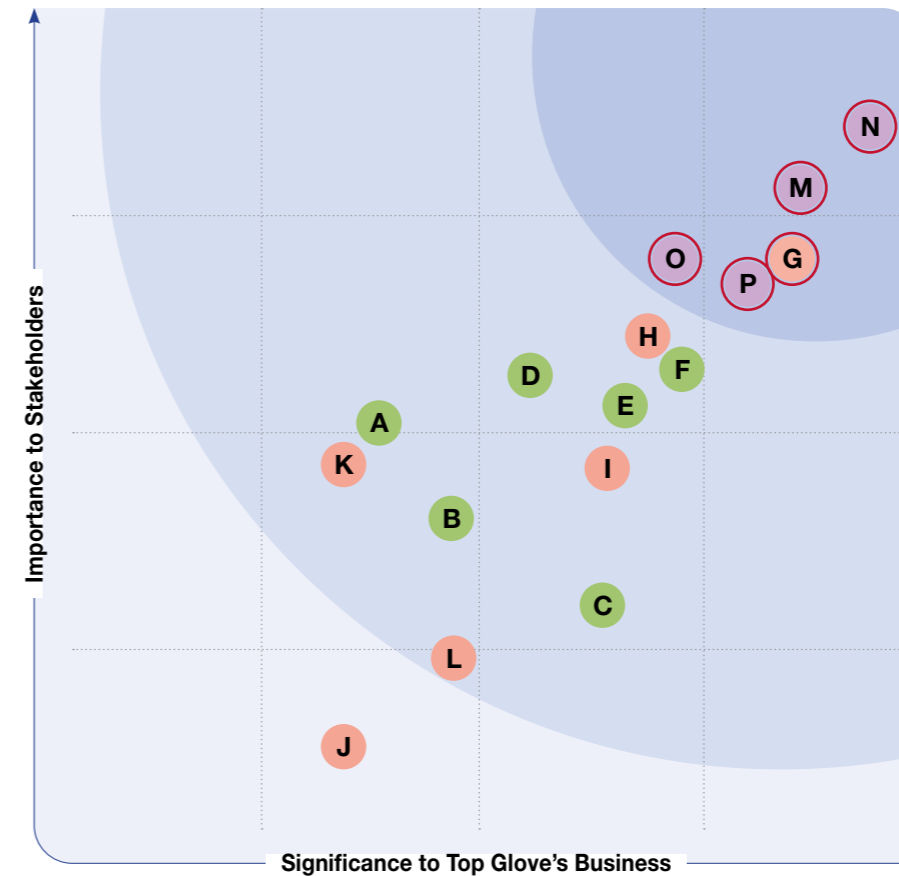
Customer Experience



Supply Chain Management

Materiality Matters

MATERIAL MATRIX



In FY2025, we refined our materiality terminology through a structured validation and benchmarking process to ensure continued alignment with Bursa Malaysia's Sustainability Reporting Guide, industry specific guidance by Malaysian Rubber Council (MRC), GRI Standards, and our TEN ZERO Commitments. This review led to the refinement and consolidation of key material topics to improve clarity, relevance, and strategic focus including the integration of Environmental Compliance with Waste and Effluent Management, and Human Rights with Labour Management Relations.

The process also identified Biodiversity Conservation, Deforestation and Data Privacy and Security as potential material matters, underscoring our proactive approach to addressing emerging sustainability priorities. These refinements ensure our disclosures remain transparent, focused, and responsive to evolving stakeholder expectations and global best practices, strengthening our overall sustainability governance and reporting quality.

In FY2026, Top Glove will conduct a single materiality assessment in accordance with IFRS S1 and S2 to reassess and prioritise sustainability matters that are financially material to our business performance. The assessment will focus on ESG topics with the potential to significantly affect our operations, financial results, and long-term enterprise value. This ensures that our materiality considerations remain aligned with regulatory expectations, support transparent reporting, and inform effective risk management and strategic decision-making.

Biodiversity Conservation is increasingly important given our dependency on natural resources and the need to protect ecosystems that support sustainable production. Meanwhile, Data Privacy and Security remain a top priority in safeguarding stakeholder trust and protecting sensitive business information, especially in an increasingly digital operating environment. The inclusion of deforestation also reflects our commitment to align with the EU Deforestation Regulation (EUDR) and broader global sustainability expectations.

Environmental

- A** Physical Impacts of Climate Change
- B** Greenhouse Gases Emissions
- C** Energy Consumption
- D** Environmental Compliance
- E** Water Management
- F** Waste & Effluent

Social

- G** Occupational Health & Safety
- H** Human Rights
- I** Labour Management Relations
- J** Diversity, Equity & Inclusion (DEI)
- K** Security Management
- L** Local Communities

Governance

- M** Ethics, Integrity & Governance
- N** Product Quality & Safety
- O** Supply Chain Management
- P** Customer Experience

Note: ○ indicates top 5 material matters

SECTION 1: CREATING SUSTAINABLE VALUE

Materiality Matters

Materiality Matters

Addressing Our Material Sustainability Risk and Opportunities

Our materiality assessment helps us to understand sustainability-related risks and opportunities affecting our short, medium and long-term business, allowing us to develop more comprehensive management strategies. This assessment utilises a comprehensive risk management approach to ensure meaningful evaluation towards our operations, stakeholder and value chain insights.

Our material sustainability issues are systematically incorporated into our Enterprise Risk Management (ERM) framework which are also consistent with the Global Reporting Initiative (GRI) standards and mapped to the corresponding United Nations Sustainable Development Goals (UN SDGs) to demonstrate our dedication to promoting universally shared values.

Physical Impacts of Climate Change

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators

Top Glove's Approach

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

Material Opportunities

- Develop strategies to expand climate finance. For example, in renewable energy, green building, adaptation solutions
- Energy cost saving and technological adaptations to solve problems
- New revenue from climate friendly products by introducing biodegradable products

Material Risk

- Asset damage from extreme weather
- Higher operational costs due to upcoming carbon pricing regulations
- Disruption in logistics and sourcing

Related UN SDGs



Initiatives & Metrics

Refer to pages 25 to 33.

Greenhouse Gases Emissions

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators

Top Glove's Approach

As a critical component of our production operations, our objective is to minimise carbon emissions as part of our contribution to address climate change.

Material Opportunities

- Lower utility costs such as electricity, natural gas, and chemical costs
- Attractive to access in low carbon markets such as the EU, China, and the US
- Leadership in low carbon production can enable access to new markets and green financing opportunities

Material Risk

- Exposure to regulatory penalties by stringent countries
- Rising regulatory requirements (e.g., carbon pricing, disclosure obligations) may increase compliance costs
- Reputation damage due to high emissions

Related UN SDGs



Initiatives & Metrics

Refer to pages 34 to 35.

Energy Consumption

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators

Top Glove's Approach

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

Material Opportunities

- Reduced operational expenditure through adoption of renewable energy solutions such as solar and biomass
- Implementation of energy efficient measures
- Low emission product developments

Material Risk

- Fluctuation of natural gas prices due to economic & political uncertainties
- Energy supply instability due to unforeseen disasters/events

Related UN SDGs



Initiatives & Metrics

Refer to pages 35 to 38.

Environmental Compliance

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators, Local Communities, NGOs

Top Glove's Approach

Guided by the Company's Sustainability Policy, Environmental Policy and Environmental Management System standards, we manage environmental compliance at the Group level through board governance, cross-department cooperation, and compliance to best regulatory practices.

Material Opportunities

- Improve stakeholder trust in our business robustness
- Achieving and maintaining certifications, such as ISO 14001:2015, reinforces compliance credibility and strengthens stakeholder confidence

Material Risk

- Exposure to penalties for non-compliance with environmental regulations
- Increased operational costs from scheduled waste and solid waste management if circular economy solutions are not implemented

Related UN SDGs



Initiatives & Metrics

Refer to page 38.



SECTION 1: CREATING SUSTAINABLE VALUE

Materiality Matters

Materiality Matters

Water Management

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Local Communities

Top Glove's Approach

We address water scarcity as a global concern and are committed to managing our water resources with a holistic water management approach. We are dedicated to reducing water consumption in our operations. We track and analyse data to plan initiatives that effectively benefit all.

Material Opportunities

- Reduce operation cost by reducing water cost
- Minimise dependencies on municipal water supply by implementing alternative water sources, such as rainwater harvesting, recycled water, or on-site treatment systems

Material Risk

- Disruption to production due to water disruption or water scarcity issues

Related UN SDGs



Initiatives & Metrics

Refer to pages 43 to 45.

Waste & Effluent

Affected Stakeholders

Government/Regulators, Local Communities, NGOs

Top Glove's Approach

We manage our waste and effluent in compliance with laws and regulations, and are also committed to reduce waste generation through operational eco-efficiency.

Material Opportunities

- Develop new solutions to reduce waste, upcycle materials, and create sustainable products that strengthen Top Glove's competitive edge
- Adoption of membrane systems, advanced biological treatment, or automation to improve efficiency
- Upcycling of sludge into bricks, cement to reduce landfill disposal

Material Risk

- Potential contamination of water bodies, groundwater pollution, and impact on biodiversity
- Community complaints, negative media coverage, or stakeholder concerns from environmental incidents

Related UN SDGs



Initiatives & Metrics

Refer to pages 39 to 42.

Occupational Health & Safety

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Government/Regulators

Top Glove's 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 safety processes within our operations, providing necessary technical and educational support in occupational safety and health as well as enhancing our healthcare initiatives.

Material Opportunities

- Create a strong Zero Harm culture that improves worker trust and retention
- Enhanced global customer confidence as buyers prioritise suppliers with strong OSH practices
- Continuous maintained certifications (ISO 45001:2018) that strengthen competitiveness

Material Risk

- Workplace accidents leading to injuries, fatalities, or disabilities
- Potential regulatory penalties under Occupational Safety and Health Act 1994 (as of 1 June 2024)
- Production stoppages or delays due to accidents
- Reputational damage from reported safety lapses

Related UN SDGs



Initiatives & Metrics

Refer to pages 57 to 62.

Human Rights

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers Government/Regulators, Local Communities, NGOs

Top Glove's 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.

Material Opportunities

- Strengthen market access by aligning with global human rights standards (BSCI, SMETA, ILO)
- Reduce regulatory risk of import bans (e.g., US Customs and Border Protection (US CBP) Withhold Release Order (WRO))
- Gain investor confidence and ESG ratings by showing strong human rights compliance

Material Risk

- Non-compliance can lead to legal penalties, reputational damage, loss of customer trust, and potential disruption to the supply chain
- Loss of business opportunities

Related UN SDGs



Initiatives & Metrics

Refer to pages 62 to 66.



SECTION 1: CREATING SUSTAINABLE VALUE

1 2 3 4 5



Materiality Matters

Materiality Matters

Labour Management Relations

Affected Stakeholders

Employees, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators, NGOs

Top Glove's Approach

Top Glove upholds fundamental labour rights, promotes equitable treatment and works actively with relevant stakeholders to prevent any form of forced labour or unfair practices. We seek to foster a supportive environment where employees feel valued, respected and empowered. Our commitment underpins our broader responsibility to create a safe, inclusive and respectful workplace for all.

Material Opportunities

- Attracts skilled talent and retain experienced employees, reducing recruitment and training costs
- Reduced operational and compliance risks stemming from proactive labour engagement. This lessens the likelihood of disputes, strikes or non-compliance findings from audits

Material Risk

- Forced labour or unethical recruitment allegations leading to bans (e.g., US CBP WRO)
- Negative perceptions of labour practices, especially involving migrant workers, can harm the company's global reputation, affecting investor confidence, customer demand and long-term business relationships

Related UN SDGs



Initiatives & Metrics

Refer to pages 62 to 66.

Security Management

Affected Stakeholders

Employees, Local Communities

Top Glove's Approach

The safety and security of our employees, premises including staff hostels and assets, are a top priority for Top Glove. As one of the few companies in Malaysia with its own Auxiliary Police and dedicated internal security team, we ensure comprehensive protection of our workforce and facilities across all operations.

Material Opportunities

- Strengthen employee and community trust by ensuring workplace security
- Protect company assets, IT systems, and intellectual property from theft and misuse
- Opportunity to adopt advanced Industry 4.0 cybersecurity systems
- Minimise disruptions to production by safeguarding against sabotage or external threats

Material Risk

- Theft or vandalism
- Cybersecurity breaches leaking intellectual property (glove formulations, customer contracts)
- Risk of violence or unrest affecting worker safety
- Non-compliance with Malaysia's Personal Data Protection Act (PDPA) 2010

Related UN SDGs



Initiatives & Metrics

Refer to pages 78 to 79.

Diversity, Equity & Inclusion (DEI)

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Local Communities

Top Glove's 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.

Material Opportunities

- Access to a larger and more diverse talent pool (local and foreign workers)
- Foster innovation by encouraging diverse perspectives in problem-solving and R&D
- Improve employer brand and helps attract young talent
- Opportunity to score ESG assessment index and achieve recognition for workplace inclusivity awards

Material Risk

- Risk of negative media/NGO scrutiny if discriminatory practices are exposed

Related UN SDGs



Initiatives & Metrics

Refer to pages 67 to 68, 72 to 75.

Local Communities

Affected Stakeholders

Employees, Local Communities, NGOs

Top Glove's Approach

We are committed to create 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.

Material Opportunities

- Build strong social license to operate
- Improve corporate image & brand trust
- Opportunity to co-create social value (education, health, environment)
- Partnerships with NGOs, universities & local councils

Material Risk

- Reputational damage if seen as neglecting surrounding communities
- Potential conflicts with local communities or authorities affecting the company's social license to operate

Related UN SDGs



Initiatives & Metrics

Refer to pages 80 to 81.



SECTION 1: CREATING SUSTAINABLE VALUE



Materiality Matters

Materiality Matters

Ethics, Integrity & Governance

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers, Governments/Regulators, NGOs

Top Glove's Approach

Top Glove demonstrates high standards of corporate governance, which is a cornerstone in building a foundation of credibility and integrity for our stakeholders. We strive to implement comprehensive risk management, demonstrate good boardroom practises, and instill a culture of anti-bribery, anti-corruption, good ethics and conduct.

Material Opportunities

- Strengthen investor and regulator trust through transparent reporting
- Foster a workplace culture of accountability and ethical conduct
- Attract long-term institutional investors who value strong governance
- Enhance resilience against fraud and corruption by promoting integrity

Material Risk

- Exposure to bribery, corruption, or fraud if controls are weak
- Reputational damage impacting market access and partnerships

Related UN SDGs



Initiatives & Metrics

Refer to pages 83 to 92.

Supply Chain Management

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers

Top Glove's Approach

Ensuring sustainability in our operations is important, but engaging the entire value chain amplifies our impact. Guided by Top Glove's Sustainability Policy and revised Business Partners' Code of Conduct, we share our sustainability values with our business partners, to ensure a sustainable business relationship and business operation in all the key important areas, including human rights, environmental compliance, business ethics, etc.

Material Opportunities

- Build resilience by diversifying suppliers and sourcing locally
- Reduce environmental footprint by engaging in sustainable sourcing and logistics
- Deepen supplier partnerships via training and ESG alignment

Material Risk

- Raw material price volatility (e.g., nitrile, natural rubber, chemical)
- Risk of supply disruptions due to geopolitical, climate-related, or pandemic events
- Potential supplier non-compliance with labour, human rights, or environmental standards
- Reputational risks from association with unethical suppliers

Related UN SDGs



Initiatives & Metrics

Refer to pages 97 to 102.

Product Quality & Safety

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts, Suppliers

Top Glove's Approach

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

Material Opportunities

- Strengthen global reputation by delivering safe, high-quality gloves
- Ensure compliance with international healthcare and safety standards, opening new export markets
- Gain competitive advantage through product sustainability (biodegradable, low-carbon gloves)
- Build customer loyalty and brand trust through consistent quality
- Position company as an innovator in sustainable medical products

Material Risk

- Stricter product safety regulations leading to higher compliance costs
- Competitive pressure from low-cost producers
- Rising expectations from customers for sustainable and ethical products

Related UN SDGs



Initiatives & Metrics

Refer to pages 94 to 97.

Customer Experience

Affected Stakeholders

Employees, Customers, Shareholders/Investors/Bankers/Analysts

Top Glove's Approach

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

Material Opportunities

- Build long-term customer loyalty through reliable service and consistent product performance
- Enhance reputation by being responsive and proactive to customer needs
- Strengthen relationships with healthcare providers through collaborative innovation
- Expand market share through strong after-sales service and digital engagement tools

Material Risk

- Potential loss of customers to competitors offering lower-cost or more innovative solutions
- Increased exposure to customer demands for ESG transparency in procurement
- Increased customers' preferences towards sustainable and responsibly produced products

Related UN SDGs



Initiatives & Metrics

Refer to page 103.



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

Environmental
To Tackle Climate Change and Restore Nature

Environmental



GOAL 1:
Transitioning into a Net Zero Carbon Business




UN SDGs Aligned





Aligned with TEN ZERO Commitments under sustainability roadmap FY2025 to FY2028:





FY2025 HIGHLIGHTS


- 


Committed to decarbonisation by achieving a **20.2% reduction in carbon intensity**
- 


Consecutive increment of **solar energy generation by 5.4%**, equivalent to **11.7 GWh**
- 

Advanced our transition to cleaner operations by utilising **793 GWh of green energy** in glove manufacturing
- 

Scheduled waste intensity reduction by 15% in operations, strengthening our responsible waste management
- 

Strengthened our sustainable procurement practices by sourcing **99% of packaging materials from recycled materials**
- 

Reduced paper usage by 77% through digitalisation and resource efficiency
- 

150 mangrove propagules planted in continuous support of ecosystem restoration
- 

First manufacturer to adopt the Zero Discharge Policy License in the state of Selangor, reflecting our continuous commitment towards sustainable water management

All highlights are measured against the baseline, as referenced on pages 7 to 9.

Top Glove is committed to upholding environmental stewardship by driving a low-carbon transition across our business operations. This strategy is in direct alignment with the goals of the Paris Agreement and Malaysia's national targets.

Our comprehensive approach focuses on optimising resource efficiency, reducing emissions, improving energy conservation, and accelerating the shift toward cleaner, sustainable practices. By integrating these efforts, we aim to build operational resilience and contribute meaningfully to a sustainable future for all our stakeholders.

Top Glove understands the growing importance of climate and nature-related risks and opportunities for our business and environment. We are dedicated to reducing negative environmental impacts of our operations and supply chain while pursuing potential benefits that climate action can offer. We are proactively addressing business challenges resulting from climate change through strategic planning guided by our TEN ZERO Commitments. developing a long-term sustainability roadmap to streamline the Company's direction roadmap to align with Malaysia's national climate agenda and the Paris Agreement objective of limiting global temperature rise to well below 1.5°C, supporting the transition towards a low-carbon and sustainable future.

PHYSICAL IMPACTS OF CLIMATE CHANGE

Climate and Nature-related Risk Governance

Climate governance is helmed by the Board of Directors, who ultimately steer the Company's strategies with sustainability at its heart. Moving down the governance structure is the Board's advisory arm, the BSC, providing counsel in all matters pertaining to sustainability. The SSG is the executive function in the hierarchy who carry out the day-to-day activities based on the direction set by Top Management. Efforts pursuant to the Company's sustainability agenda are facilitated by the Group's Sustainability department with roles spanning from managing reported ESG data to linking the SSG with the BSC. For more information on the organisational structure and respective responsibilities, visit page 3.

Climate and Nature-related Risk Strategy Framework

Top Glove employs a systematic framework to identify, assess and mitigate sustainability risks, including climate- and nature-related risks, through quarterly risk assessments covering operational, financial and reputational impacts. Controls are in place to monitor emissions, energy use and resource efficiency, guided by frameworks such as ERM, Task Force on Climate-related Financial Disclosures (TCFD), Taskforce on Nature-related Financial Disclosures (TNFD), and IFRS S2.

We recognise that climate and nature-related risks also present opportunities. Through scenario analysis, we assess physical risks like extreme weather and transition risks driven by regulatory changes, market shifts and stakeholder

expectations. Guided by our TEN ZERO Commitments, we are implementing adaptation and mitigation measures such as renewable energy adoption, energy efficiency initiatives and process optimisation, while strengthening resilience across our operations and supply chain.

Our proactive approach aims to safeguard the business, support low-carbon growth and build a climate-resilient future. We are committed to achieving net zero emissions by 2050, supported by strategies to enhance efficiency, reduce direct and indirect emissions and advance our transition to a low-carbon economy.

Risk Management

The Group's ERM framework is designed to align with the ISO 31000:2018 Risk Management Standard, ensuring ongoing identification of risks associated with business and manufacturing operations. Our approach employs both qualitative and quantitative analysis to evaluate the likelihood and impact of identified risks, as detailed within the ERM framework. Risk Management department collaborates consistently with risk owners across all business units and geographic locations to identify, evaluate and mitigate climate-related risks, adhering strictly to the procedures established in the ERM framework. The Group is committed to promote risk management culture across the Company where such initiatives have been conducted throughout FY2025. Our Risk Management department has successfully conducted training programmes with 275 participants from different departments and factories. Manufacturing risk owners in each facility engage in regular reviews of operational risks on quarterly basis. Departmental and managerial meetings provide a structured forum for addressing these risks, incorporating insights from Senior Management.

Climate and Nature-related Dependencies, Impacts, Risk and Opportunities

Top Glove proactively identifies and addresses climate and nature-related risks that may impact our business, both direct and indirectly. As regulatory frameworks on decarbonisation and nature-positive practices continue to advance globally, Top Glove Group may face a rising compliance cost. These developments could impact the group's short- and medium-term financial performance, while underscoring the importance of long-term sustainability strategy. In order to contribute to climate change adaptation, mitigation and nature positive, we will develop our carbon neutrality targets by 2050 across our scope boundaries.

Our climate scenarios are derived from the Representative Concentration Pathways (RCPs) proposed by the IPCC, specifically targeting the RCP 2.6 and RCP 8.5 pathways. We analysed climate-related risks and opportunities under two distinct and extreme scenarios over short-, medium- and long-term periods to highlight contrasting possible futures. Our climate scenario analysis incorporated the established methodology of our ERM framework to ensure a thorough and effective approach to managing climate-related risk.

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

Top Glove may be impacted financially due to the increase in operational costs over the short to long-term horizons. Without effective adaptation and mitigation measures, Top Glove's financial position, performance and cash flows could be materially impacted due to:

- Higher operational costs from climate adaptation strategies and compliance with evolving regulations.
- Reduced revenue from lower yields and declined productivity as well as potential impact from supply chain disruptions.

Climate-related Risk: Physical Risk (Acute & Chronic)										
Climate scenario aligning with RCP8.5 Limited climate action leading to global warming of 4°C above pre-industrial levels by 2100										
Risk Type	Risk Description	Potential Financial Impacts	Time Horizon	Strategies						
<p>Droughts</p> <p>Material topic:</p> <ul style="list-style-type: none"> • Water Management • Greenhouse Gases Emissions • Physical Impacts of Climate Change <table border="1"> <tr><td>Impact</td><td>Minor</td></tr> <tr><td>Possibility</td><td>Possible</td></tr> <tr><td>Risk rating</td><td>Low</td></tr> </table>	Impact	Minor	Possibility	Possible	Risk rating	Low	<p>Drought is an emerging risk that exacerbates water scarcity. This is driven by rising carbon emissions, which elevate atmospheric temperatures and, in turn, increase evaporation rates and the frequency of droughts.</p>	<ul style="list-style-type: none"> • Reduction in sales volume due to reduced production output and lack of water supply for daily operation usage • Increased operation cost from manpower due to lack of clean water for drinking and sanitation, which affecting health, safety • Increased operating cost due to increase cost for resources such as industrial water use and potential conflicts over limited water usage 	<p>Long-term</p>	<p>As a manufacturer, we are actively working on enhancing water management within our operating facilities (refer to pages 43 to 45).</p> <ol style="list-style-type: none"> 1. Enhance water management by setup water treatment plants, providing reverse osmosis water to our operating facilities. 2. Expansion of Reverse Osmosis Water Treatment Plant Capacity by 300m³/hr Meru, Klang to reduce the risk. 3. Implement rainwater harvesting projects as sustainable water source. 4. Implement water recycling by using Integrated Industrial Effluent Treatment System (IETS). 5. Extend reverse osmosis water project to operating facilities in Thailand.
Impact	Minor									
Possibility	Possible									
Risk rating	Low									
<p>Storm & Floods</p> <p>Material topic:</p> <ul style="list-style-type: none"> • Water Management • Greenhouse Gases Emissions • Physical Impacts of Climate Change <table border="1"> <tr><td>Impact</td><td>Moderate</td></tr> <tr><td>Possibility</td><td>Likely</td></tr> <tr><td>Risk rating</td><td>Medium</td></tr> </table>	Impact	Moderate	Possibility	Likely	Risk rating	Medium	<p>Flood is a climate risk where the frequency of flood has increased in recent years. Increase in carbon emissions leads to global warming effect, which results in rise of sea level and frequency of flood.</p>	<ul style="list-style-type: none"> • Reduction in revenue due to disruption in production, supply chain, logistic and transportation • Increase repair & maintenance costs for damaged facilities • Supply chain delays affecting raw material delivery/export shipments • <i>Estimated quantitative financial impact: RM200k per incident per factory</i> 	<p>Short-term to Long-term</p>	<p>As a manufacturer, we are committed to reduce the operational impact towards any climate change risk:</p> <ol style="list-style-type: none"> 1. Implemented flood mitigation initiative, including flood pumps around our Klang operating facilities and residential areas in preventing of flood. 2. Invested in backup power system (gensets, solar) (refer to page 36).
Impact	Moderate									
Possibility	Likely									
Risk rating	Medium									

Climate-related Risk: Physical Risk (Acute & Chronic)(cont'd)										
Climate scenario aligning with RCP8.5 Limited climate action leading to global warming of 4°C above pre-industrial levels by 2100										
Risk Type	Risk Description	Potential Financial Impacts	Time Horizon	Strategies						
<p>Heatwaves (Chronic Physical Risk)</p> <p>Material topic:</p> <ul style="list-style-type: none"> • Greenhouse Gases Emissions • Physical Impacts of Climate Change • Energy Management <table border="1"> <tr><td>Impact</td><td>Minor</td></tr> <tr><td>Possibility</td><td>Likely</td></tr> <tr><td>Risk rating</td><td>Low</td></tr> </table>	Impact	Minor	Possibility	Likely	Risk rating	Low	<p>Rising frequency of extreme heat events (Klang already records >35°C during hot spells). Heatwaves increase cooling demand in factories.</p> <p>Increasing cooling/energy demand.</p> <p>Rising temperatures affecting energy and water demand.</p>	<ul style="list-style-type: none"> • Increased operating costs from higher electricity consumption for cooling • Extreme heat can accelerate wear on equipment and infrastructure, potentially leading to premature asset depreciation or replacement costs 	<p>Short-term, to Medium-term</p>	<p>As a manufacturer, we are committed to reduce the operational impact towards any climate change risk:</p> <ol style="list-style-type: none"> 1. Invest in energy-efficient cooling & Insulation by upgrading cooling systems and improve building insulation to reduce energy consumption and maintain consistent indoor temperatures. 2. Enhance workplace ventilation to improve airflow and air quality to ensure a comfortable and safe working environment for employees.
Impact	Minor									
Possibility	Likely									
Risk rating	Low									
<p>Sea Level Rise (Chronic Physical Risk)</p> <p>Material topic:</p> <ul style="list-style-type: none"> • Water Management • Greenhouse Gases Emissions • Physical Impacts of Climate Change <table border="1"> <tr><td>Impact</td><td>Moderate</td></tr> <tr><td>Possibility</td><td>Likely</td></tr> <tr><td>Risk rating</td><td>Medium</td></tr> </table>	Impact	Moderate	Possibility	Likely	Risk rating	Medium	<p>Klang lies in a low-lying coastal area prone to tidal flooding. Rising sea levels could increase flooding risk in factory sites and supply chain routes.</p>	<ul style="list-style-type: none"> • Increase capital expenditure due to physical damage to assets, warehouses, and equipment • Disruption of logistics and supply chains, including ports and transport networks, causing operational delays and potential revenue loss • Higher insurance premiums or uninsured losses 	<p>Long-term</p>	<p>As a manufacturer, we are committed to reduce the operational impact towards any climate change risk by:</p> <ol style="list-style-type: none"> 1. Conduct flood risk mapping by assessing flood vulnerability for all facilities to identify high-risk areas and inform mitigation planning. 2. Improve factory drainage & flood barrier to enhance infrastructure to manage storm water effectively and prevent flood related disruptions. 3. Relocate critical assets from ground floors to move essential equipment and materials to higher levels to minimise damage during flooding events.
Impact	Moderate									
Possibility	Likely									
Risk rating	Medium									



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

Climate & Nature-related Risk: Transition Risk					
Climate scenario aligning with RCP2.6 Aligns with the goals of the Paris Agreement and requires steep global annual emissions reductions, sustained for decades, to stay within a 1.5°C carbon budget					
Nature scenario approach aligning with sustainable management approach for business operation					
Risk Category	Risk Description	Risk Related	Potential Financial Impacts	Time Horizon	Strategies
Policies and Legals Material topic: <ul style="list-style-type: none"> Environmental Compliance Waste & effluent Ethics, Integrity & Governance 	Stricter climate and environmental regulations on waste and effluent management.	Climate & Nature	Waste & Effluent management <ul style="list-style-type: none"> Increase of legal liabilities due to regulatory fines and penalties, lawsuit and litigation expenses Increased remediation cost (e.g. cleanup cost and cost to restore ecosystem) 	Short-term	As a manufacturer, we are committed to comply with local and international standards on waste & effluent management (refer to pages 38 to 42) . <ol style="list-style-type: none"> Regular maintenance on wastewater treatment system. Regular monitor on effluent quality. Schedule waste disposal according to regulations and guide.
	Mandates on and strengthening of regulations for existing products and services (e.g. EUDR).	Nature	Biodiversity conservation <ul style="list-style-type: none"> Increase operating cost (e.g. maintaining/ extending compliance certification, implementation of digitalised geolocation) Increase material cost due to high demand on EUDR field latex, and lack of supply in the market/ competitive market for field latex Increase operating costs (e.g. compliance cost) 	Medium-term	As a manufacturer, we are committed to biodiversity conservation by: <ol style="list-style-type: none"> Engaging proactively in workshops, trainings and webinars on deforestation related issues. Setup internal Traceability taskforce to develop in-house supply chain traceability system to align with EUDR (refer to pages 97 to 99). Engaging upstream suppliers on traceability of field latex until plantation (refer to pages 97 to 99). As a Public Listed Company (PLC), we are complying with Bursa Listing requirements on Corporate Governance on ESG matters (refer to page 2).

Climate & Nature-related Risk: Transition Risk (cont'd)					
Climate scenario aligning with RCP2.6 Aligns with the goals of the Paris Agreement and requires steep global annual emissions reductions, sustained for decades, to stay within a 1.5°C carbon budget					
Nature scenario approach aligning with sustainable management approach for business operation					
Risk Category	Risk Description	Risk Related	Potential Financial Impacts	Time Horizon	Strategies
	Expansion of carbon emissions reduction requirement <ul style="list-style-type: none"> Emerging regulations on carbon-pricing and carbon tax (e.g. Carbon Border Adjustment Mechanism (CBAM)) Enhanced emissions reporting obligations (e.g. IFRS S1 and S2, ESRS 1&2) 	Climate	Carbon tax mechanism <ul style="list-style-type: none"> Increase asset cost due to impairment of assets and premature retirement of existing assets The implementation of renewable energy systems and the maintenance or extension of compliance certifications can lead to higher operating costs Reduced revenue due to implementation of carbon tax by the exporting nation (e.g. TG potentially needs to share the carbon tax cost with customer in retaining customer) 	Long-term	As a manufacturer, we are committed to carbon pricing and tax related issues by: <ol style="list-style-type: none"> Engaging proactively in workshops, trainings and webinars on carbon pricing and tax-related issues. Transition into renewable energy (e.g. solar and biomass) (refer to page 36). Investment involved: Power Purchase Agreement with Shizen Malaysia Sdn Bhd for 20 years.
Technology Material topic: <ul style="list-style-type: none"> Energy Consumption 	Substitution of existing products with lower emissions options <ul style="list-style-type: none"> Unsuccessful investment in new technologies Costs in transition towards lower emissions technology 	Climate	Write-offs and early retirement of existing assets <ul style="list-style-type: none"> Research and Development (R&D) expenditures in new and alternative technologies Capital investment in technology development Cost to adopt/deploy new practices and processes 	Medium-term to Long-term	As a manufacturer, we are committed to continuously investing in digitalisation to enhance efficiency, strengthen quality control, and drive long-term sustainability: <ol style="list-style-type: none"> Escalate initiatives under the Industry 4.0 framework, which aim to enhance efficiency and staying competitive in the evolving industrial landscape. Invested in accelerating the digitalisation of our production lines to enhance process control, reduce material waste, and improve product quality.



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

Climate & Nature-related Risk: Transition Risk (cont'd)					
Climate scenario aligning with RCP2.6 Aligns with the goals of the Paris Agreement and requires steep global annual emissions reductions, sustained for decades, to stay within a 1.5°C carbon budget					
Nature scenario approach aligning with sustainable management approach for business operation					
Risk Category	Risk Description	Risk Related	Potential Financial Impacts	Time Horizon	Strategies
Market	<ul style="list-style-type: none"> Increasing awareness in climate nature-risk and introduction of new regulation, market structure and changing customer preferences Unclear market trends make strategy adjustments challenging 	Climate & Nature	<ul style="list-style-type: none"> Reduce in usual/common product due to shifting on customers' preferences Change in revenue composition, resulting in decreased revenues Increased operating cost (e.g. extending compliance certification) Financial adjustment due to asset adjustment 	Medium-term to Long-term	As a manufacturer, we are moving towards sustainable development by: <ol style="list-style-type: none"> Expanding developing product Life Cycle Assessment (LCA) (refer to page 48). Expanding and promoting biodegradable glove series (refer to page 47). Adoption of circular economy through the upcycling of byproducts and waste such as former scraps, rubber gaskets, and rubber sealants (refer to page 46). FSC® certification for our printing subsidiary (Eastern Press) and selected glove operating facilities. Product innovation and development.
Material topic:					
<ul style="list-style-type: none"> Customer Experience Product Quality & Safety 					
Reputation	Stakeholders' awareness on climate and nature action increased through the years. Therefore, failure in committing to climate action negatively impacts on Company's image, brand and reputation.	Climate & Nature	<ul style="list-style-type: none"> Reduced revenue from poor sales/demand Affect investors' intentions to invest in the Company Reduced revenue due to decreased productivity and competitiveness in the Company, stemming from lack of skilled workforce 	Short-term to Medium-term	As a manufacturer, we are committed to transparent reporting in retaining the Company's image, brand and reputation. <ol style="list-style-type: none"> Regular updates to both internal and external stakeholders on sustainability initiatives. Bimonthly meeting among Sustainability Steering Group (SSG) to monitor progress of ESG targets. Assurance audit by third-party on annual Sustainability Report (refer to pages 104 to 107).
Material topic:					
<ul style="list-style-type: none"> Customer Experience Ethics, Integrity & Governance 					

Climate & Nature-related Opportunities (Physical & Transition Risks)					
Opportunity Type	Opportunity Description	Opportunity Related	Potential Financial Impacts	Time Horizon	Strategies
Resources Efficiency	Well-management of resources such as water, energy and workforce results in optimisation of efficiency with low cost.	Climate & Nature	<ul style="list-style-type: none"> Reduced operating cost (e.g. through efficiency gains and cost reductions) Increased revenues due to lower operating cost Increased value of fixed assets (e.g. highly rated energy-efficient buildings) Benefits to workforce management and planning (e.g. improved health and safety, employee satisfaction), resulting in lower costs 	Short-term	As a manufacturer, we are aiming for optimisation of resources by: <ol style="list-style-type: none"> Optimising resources in manufacturing facilities such as natural gas and raw materials through process efficiency improvements, recycling initiatives. Optimising transportation efficiency to reduce Scopes 1 and 3 emissions. Adopting a circular economy principle by collaborating with R&D for circular economy and third-party collaboration on cooking oil recycling and fabric recycling initiatives. Enhancing water management by reducing consumption of municipal water (such as wastewater treatment, rainwater harvesting, OSD tank, etc) (refer to page 44). Building with higher resources and energy efficiency. The Top Glove Head Office in Malaysia is in the progress of renewing the Green Building Index (GBI) certification.
Material topic:					
<ul style="list-style-type: none"> Greenhouse Gases Emissions Water Management Environmental Compliance Waste & Effluent 					
Energy Source	Replacing non-renewable energy with renewable energy presents an opportunity to reduce long-term energy cost.	Climate	<ul style="list-style-type: none"> Reduced electricity cost through renewable energy such as solar and biomass 	Long-term	As a manufacturer, we are moving toward low carbon business by transition to lower carbon emission resources by: <ol style="list-style-type: none"> Expanding towards adoption of renewable energy such as solar and biomass in operating facilities in transition towards Net Zero Carbon (refer to pages 26 to 28). Upgrading to energy-efficient equipment, optimising production processes, and improving insulation and cooling systems to cut energy intensity. Reducing consumption of water, raw materials, and packaging through recycling and process innovation.
Material topic:					
<ul style="list-style-type: none"> Energy Consumption 					



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

Climate & Nature-related Opportunities (Physical & Transition Risks)					
Opportunity Type	Opportunity Description	Opportunity Related	Potential Financial Impacts	Time Horizon	Strategies
Products Material topic: <ul style="list-style-type: none"> Product Quality & Safety 	Mapping the product life cycle and providing customer with carbon emissions data encourages a shift towards green products promoting a sustainable future.	Climate & Nature	<ul style="list-style-type: none"> Enhanced competitive positioning to align with evolving consumer preferences and resulting in increased earnings Elevated revenue by diversifying business through the creation of new products through R&D and innovation Boosted revenue by meeting growing demand for eco-friendly and low-emissions products 	Medium-term to Long-term	As a manufacturer, product innovation is the key for business sustainability. Therefore, we are working on: (refer to pages 47 to 48) . <ol style="list-style-type: none"> Mapping product life cycle through life cycle assessment (LCA) in providing carbon emissions data and environmental impact for customer. Continuous innovation in R&D for biodegradable and eco-friendly glove products have started since 2019. The R&D department comprising 60 members is focused on innovating and creating low carbon products through sourcing and evaluation of alternative raw material with lower carbon footprint. Obtained and utilised the LCA logo across product packaging, websites, and marketing materials to demonstrate verified low-carbon emissions throughout the entire product life cycle, from cradle to grave. Obtained the SATRA logo, which represents independent testing, certification, and auditing to ensure our products meet international safety, quality, and performance standards.
Market Material topic: <ul style="list-style-type: none"> Customer Experience 	Market has shifted towards sustainable direction, where low-carbon emissions and eco-friendly products are preferred by customers.	Climate & Nature	<ul style="list-style-type: none"> Increase revenues through access to new and emerging market Increase in financial asset diversity through the expansion of funding sources 	Short-term	

Short-term: 0 to 3 years,
 Medium-term: 3 to 5 years
 Long-term: >5 years

Transition Risk on Carbon Pricing

The Malaysian government recently announced the intention to introduce a carbon tax on emission intensive sectors such as steel & iron, and energy products in 2026. As countries across the globe race to meet carbon emission reduction goals, policymakers are increasingly utilising mandatory carbon pricing schemes, such as carbon tax, to encourage corporations and industries to decarbonise.

Top Glove recognises that the introduction of carbon taxes will present both challenges and opportunities for the industry. We acknowledge that higher energy costs arising from carbon taxation will have a cascading impact on our operations and, ultimately, our customers. In anticipation, we are taking proactive steps to strengthen our resilience and align with Malaysia's decarbonisation goals. This includes expanding renewable energy adoption through solar and biomass, upgrading our facilities with more energy-efficient equipment, and optimising processes to reduce overall energy intensity. In addition, we proactively implement comprehensive waste management practices across our operations to reduce carbon footprint within our operation.

Country	Existing Carbon Tax Obligations
Top Glove, Malaysia	<ul style="list-style-type: none"> Malaysia is expected to implement a carbon tax in FY2026, initially covering the iron, steel, and energy sectors. While Top Glove may not be directly taxed at the outset, the policy is likely to increase energy costs, affect supply chains, and tighten export compliance. In response, Top Glove is proactively improving energy efficiency, expanding renewable energy use, and strengthening emissions reporting to stay ahead of regulatory developments and support national decarbonisation goals. At present, the carbon tax does not apply to Top Glove's business operations, and none of the Group's facilities are subject to such taxation.
Singapore	Carbon tax implemented in 2019 <ul style="list-style-type: none"> Applied to all industrial facilities with annual direct GHG emissions of at least 25,000 tCO₂e. Carbon tax rate introduced at S\$5 per tCO₂e (2019 to 2023). Currently S\$45 per tCO₂e (2026 to 2027) with a view of reaching S\$50 to S\$80 per tCO₂e by 2030.
Indonesia	<ul style="list-style-type: none"> Intensity-based ETS covering the power sub-sector, introduced in 2023. Plans to enforce emissions caps for forestry, industrial processes and product use, agriculture, and waste management in the future. Hybrid "cap-tax-and-trade" system scheduled to start by 2025, the rate of which is likely to be linked to the domestic carbon market.

Looking ahead, Top Glove aims to strengthen its climate action efforts through the introduction of an internal carbon tax mechanism across our factory operations. This initiative is designed to promote accountability for emissions reduction and encourage low-carbon decision-making throughout the organisation. By doing so, we reinforce our commitment to Malaysia's decarbonisation agenda and Nationally Determined Contributions (NDCs), targeting a 45% reduction in carbon intensity by 2030, relative to 2005 levels.

Climate and Nature-related Metrics and Targets

Top Glove integrates a robust set of performance metrics to evaluate current and emerging impacts, with KPIs structured to measure strategic execution and monitor material risks. Guided by our TCFD risk assessment, these indicators are embedded within the Top Glove Sustainability Blueprint and disclosed across key areas including Emissions, Water Resource Management, Waste & Effluent Management, and Sustainable Product Management. To reinforce accountability and long-term value creation, 40% of management incentives are directly linked to ESG performance. Among our five key performance areas carbon reduction intensity remains a priority, underscoring our commitment to mitigating climate risks while advancing sustainable growth.

MOVING FORWARD

Top Glove remains committed to achieve a low carbon business by demonstrating a significant emissions reduction from our business operation and supply chain through our strategic TEN ZERO Commitments roadmap.

This pathway builds on ongoing initiatives, including:

Scopes 1 and 2: Expansion of renewable energy adoption, deployment of high efficiency technologies, process control optimisation, digitalisation and automation across our manufacturing facilities and premises.

Scope 3: Top Glove is committed to improve Scope 3 emissions by working closely with our supply chain. Key initiatives include strengthening supplier ESG capabilities through capacity building and utilising the GHG Emissions Calculator developed by Capital Markets Malaysia (CM²) to support our SMEs in accurate emissions accounting and reporting. In addition, environmental criteria are integrated into supplier selection to reinforce sustainable procurement practices. These efforts aim to increase transparency, strengthen resilience, and support the Company's long-term goal of reducing supply chain emissions.



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

1 2 3 4 5



Environmental

Environmental

EMISSIONS

In FY2025, our carbon accounting boundary was expanded to encompass all glove manufacturing facilities in Malaysia, Thailand, and Vietnam. We further strengthened our methodology by applying emissions factors from authoritative sources, including the Intergovernmental Panel on Climate Change (IPCC) and other region-specific datasets, to ensure accuracy and consistency with the GHG Protocol. Building on this enhanced baseline, we have established ambitious, science-aligned targets to drive material reductions in emissions across our operations.

Improvement of Emissions Inventory

In FY2025, we remained Scope 3 GHG emissions reporting to five (5) categories. To enhance data governance and reporting integrity, we have established an internal monitoring mechanism designed to ensure that all relevant data undergoes a thorough validation and maturity process before disclosure. This approach supports consistent, accurate, and credible reporting outcomes. This initiative enhances our understanding of value chain emissions and aligns with the GHG Protocol, reflecting our commitment to transparency and responsible environmental management.

In this reporting cycle, the Company has revised its Scope 1 and Scope 2 GHG emissions data for FY2024 to enhance accuracy and alignment with the latest reporting practices. The revision of Scope 1 emissions reflects improvements in our carbon footprint calculation methodology, incorporating more precise emission declarations and updated data inputs. Meanwhile, Scope 2 emissions have been recalculated using the latest Grid Emission Factor for Malaysia published by Suruhanjaya Tenaga Malaysia, ensuring that our reporting remains consistent with current national guidelines and best practices. These updates demonstrate our ongoing commitment to transparent and credible climate-related disclosures.

Carbon Emissions Data

Financial Year		CO ₂ eq Emission (tonnes)		
		FY2023	FY2024	FY2025
Scope 1	Natural Gas	268,076	344,708	440,371
	Diesel & Petrol	1,761	1,897	2,283
	Fleet Vehicle	1,582	1,086	521
	Coal	2,064	1,447	24,260
	Total (Scope 1)	273,483	349,138	467,435
Scope 2	Electricity (Glove Manufacturing Entities) ¹	139,665	147,626	195,240
	Electricity (Non-Glove Manufacturing Entities) ²	12,738	12,941	14,043
	Total (Scope 2)	152,403	160,567	209,283
Total (Scope 1 & 2)		425,886	509,705	676,718
Carbon Emissions Intensity (Only include glove manufacturing entities) (Tonnes/1,000 pcs Gloves)		0.0207	0.0183	0.0162
Scope 3	Category 1: Purchased Goods & Services ³	N/A	565,307	476,698
	Category 5: Waste Generated in Operations ⁴	1,469	2,977	1,810
	Category 6: Business Travels ⁵	410	311	390
	Category 7: Employee Commuting ⁶	3,057	2,065	4,088
	Category 13: Downstream Leased Asset ⁷	1,097	1,794	3,964
	Total (Scope 3)	6,033	572,454	486,950
Total (Scope 1+2+3)		431,919	1,082,159	1,163,668

Notes:
¹ Data covers all glove manufacturing factories.
² Data covers all non-glove manufacturing entities except for the owned hostel.
³ The data covers all nitrile and latex glove factories and includes chemicals with a total usage more than 0.9% of overall consumption. Emission factor for nitrile has been revised.
⁴ Data covers all types of scheduled wastes in Malaysia only.
⁵ Data covers all types of vehicles except for trains.
⁶ Flights were calculated using the distance and spend-based methods to address data limitations.
⁷ Data coverage for staff commuting is 12% (Malaysia and Vietnam) and 100% for workers in Malaysia.
⁸ Data covers all TGT tenant energy consumption and other tenants whom rent out factory warehouses.

* Top Glove utilises the location-based method for calculating its Scope 2 emissions, with electricity sourced from Tenaga Nasional Berhad. Carbon emissions associated with purchased electricity (Scope 2) are determined using emissions factors obtained from Suruhanjaya Tenaga Malaysia, specifically the Grid Emissions Factor (GEF) for the years 2017 to 2022.
 * Watershed's EEIO emission factor from its Comprehensive Environmental Data Archive (CEDA) was used for spend-based calculated emissions.
 * Other emissions factors used in this accounting are sourced from the latest DEFRA 2025 update.

Historical data should not change, but we always revise historical figures if data quality or science has improved. Data collection uses operational approach for organisational boundary.

Carbon Emissions Performance

In FY2025, we achieved a notable reduction in our carbon intensity by 20.2% compared to our FY2022 baseline. This achievement is the result of our several key initiatives, including process parameter and energy efficiency optimisation, as well as the implementation of low-carbon projects. Strategic expansion of renewable energy sources such as solar and biomass, resumed business, and enhancements to our emissions calculation methods also contributed to the reduction. Through optimising processes and adopting more efficient technologies, we have managed to meet growing demand without a proportional increase in emissions. We gained greater accuracy in tracking and managing our carbon footprint by refining our approach in measuring emissions. The shift towards renewable energy has significantly decreased our dependency on fossil fuels, leading to a substantial drop in carbon emissions. We continually upgrade equipment, optimise manufacturing processes and invest in energy saving technologies in our commitment to energy efficiency.

Note:
 * The reduction target applies to Scope 1 and Scope 2 emissions for glove manufacturing only.

ENERGY MANAGEMENT

Energy Consumption

Financial Year		Energy Consumption (MWh)	
		FY2024	FY2025
Scope 1	Natural Gas	1,915,147	2,446,634
	Diesel & Petrol	6,771	41,926
	Fleet Vehicle	4,682	3,693
	Coal	4,001	64,306
Scope 2	Electricity (Glove Manufacturing Entities)	201,361	265,470
	Electricity (Non-Glove Manufacturing Entities)	19,381	20,199
Scope 3	Downstream Leased Asset	2,367	5,122
Total Energy Consumption (MWh)		2,153,716	2,847,350

Note:
 * FY2025 Petrol and Diesel using respective conversion factor from liter to MWh.

Top Glove recognises efficient energy management as a key driver of operational excellence and long-term sustainability. Our Energy Policy provides a structured framework to optimise energy consumption, mitigate environmental impact, and reduce exposure to climate-related risks, in alignment with our broader sustainability strategy. We actively monitor both absolute electricity usage and energy intensity across operations, supported by the Smart Energy Monitoring System (SEMS) installed in selected factories. SEMS enables real-time data analytics, early detection of inefficiencies, and rapid corrective actions, strengthening cost efficiency and resilience. Our comprehensive evaluation covers production equipment such as motors, pumps, industrial chillers, compressors, and Significant Energy Utilities (SEU) suppliers, ensuring that energy efficiency is embedded throughout the value chain. These initiatives not only advance our decarbonisation goals but also reinforce our commitment to delivering sustainable value creation for stakeholders.

The recent revision of Malaysia's electricity tariff under Regulatory Period 4 (RP4), including the transition from the Imbalance Cost Pass-Through (ICPT) mechanism to the Automatic Fuel Adjustment (AFA) mechanism, provides Top Glove with a strategic opportunity to save on operating costs. In contrast to the ICPT, which revised fuel costs on a six-month basis, AFA makes monthly adjustments, offering improved cost visibility and supporting more precise forecasting of energy expenditures. The extension of off-peak periods allows Top Glove to optimise production scheduling more effectively by shifting energy-intensive processes into lower-tariff hours. This strategic adjustment strengthens our energy management practices, delivering both cost savings and carbon reduction benefits. In turn, it helps mitigate cost volatility while enhancing long-term financial resilience and sustainability performance.

Energy Policy



Scan the QR code to view our Energy Policy.



[https://www.topglove.com/storage/sustainability-policies/November2025/\(Latest\)%20ApX-02%20L%20GM%20Energy%20Policy%20Ver%201.3.pdf](https://www.topglove.com/storage/sustainability-policies/November2025/(Latest)%20ApX-02%20L%20GM%20Energy%20Policy%20Ver%201.3.pdf)

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

1 2 3 4 5



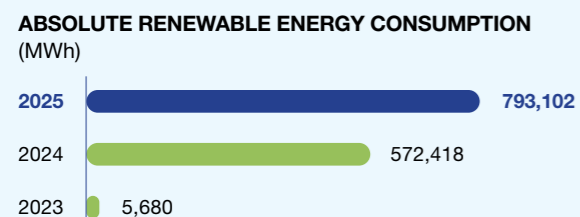
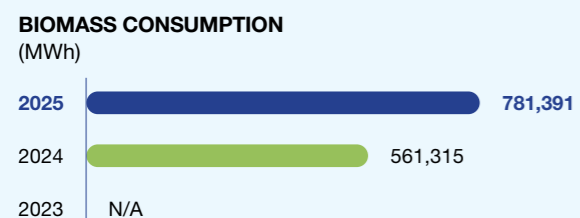
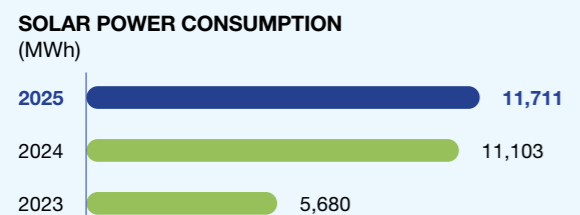
Environmental

Environmental

Driving Renewable Energy Adoption Through Solar & Biomass Investments

Top Glove has made notable progress in advancing its renewable energy transition. Through a Power Purchase Agreement (PPA) with Shizen Malaysia and the installation of its own solar systems, the group has achieved a total installed solar capacity of 11.19 MWp, with 22 factories currently powered by solar energy. Our current solar system is projected to generate around 14,054 MWh of renewable electricity each year. By FY2028, we plan to increase our solar capacity by 30% from the FY2025 baseline, reflecting Top Glove's dedication to renewable energy and decarbonisation. This significant shift aligns with our sustainability goals and underscores our commitment to reduce our carbon footprint. This mixed initiative reflects our strategic investment and unwavering commitment to ecosystem restoration and preservation, driving measurable progress in our journey toward environmental sustainability. To ensure high efficiency of our outright solar panel, we have conducted periodic maintenance and cleaning, enabling the system to consistently operate at high efficiency. In FY2026, we will continuously and closely monitor and review the implementation of solar installations considering the revised tariff structure, while maximising generation capacity to ensure optimal utilisation of resources and sustained financial and environmental benefits.

Renewable Energy Generated



Note: * Biomass data has been accounted for starting in FY2024.

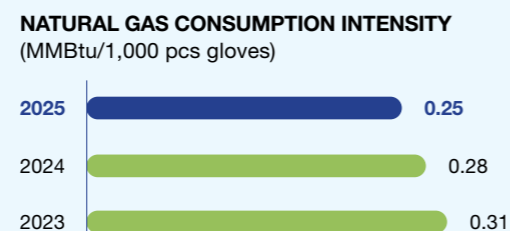
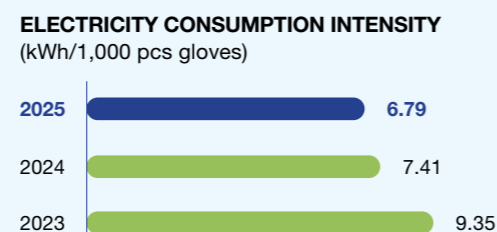
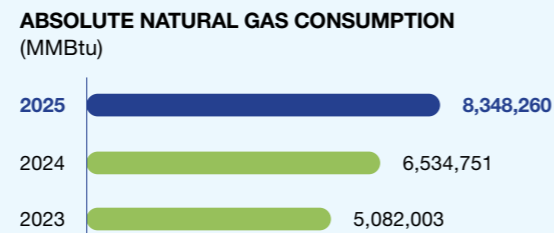
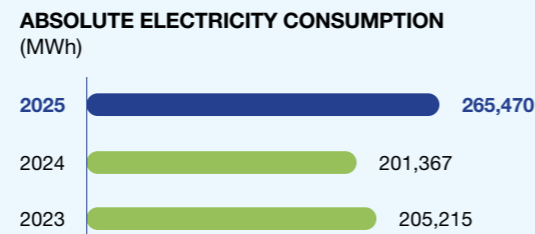
793,102 MWh of green energy is utilised for glove manufacturing

Avoided 613,861 tonnes of CO₂eq

The quantified CO₂ avoidance underscores the impact of our solar and biomass investments, demonstrating measurable progress towards our carbon reduction targets and reinforcing our commitment to a low-carbon future.

Combined with the use of biomass in four (4) of our factories, we anticipate avoiding 613,861 tonnes of CO₂eq emissions annually. To put this into perspective, this reduction is equivalent to planting 29 million trees.

Note: 1 tree absorbed approximately 21 kg of carbon dioxide (CO₂) annually (Source: <https://globalone.org.uk/plant-a-tree/>).



Notes: 1. Coverage of energy data includes all manufacturing plants and offices in Malaysia, Thailand, Vietnam. 2. Electricity consumption refers to electricity generated from non-renewable energy sources.

In the reporting year, we have achieved a 22% reduction in electricity consumption intensity compared to the FY2022 baseline. This demonstrates the tangible impact of our expanded renewable energy portfolio and sustained process optimisation efforts, reinforcing our commitment to energy efficiency and decarbonisation.

Top Glove's Energy Efficient Practices

Top Glove implements practical energy efficiency measures across its operations to minimise wastage and reduce environmental impact.

Applications of Alternative Energy Solutions

1. Heat Pump



Top Glove has implemented heat pump systems as part of its alternative energy solutions, which use a compression cycle to capture low-grade waste heat from sources such as exhaust air and wastewater. The recovered heat is reused to maintain wet tank process temperatures, allowing burners to be turned off, which reduces gas consumption and cooled water returns to the chiller system, improving overall cooling efficiency and reducing the cooling energy consumption from chillers.

2. Combined Heat and Power (CHP)



Combined Heat and Power (CHP) systems improve energy efficiency by using natural gas to produce electricity and capture the waste heat for hot water generation. This simultaneous process reduces fuel consumption, lowers emissions, and optimises resource utilisation compared to separate systems. The Combined Heat and Power (CHP) system reduces carbon emissions by utilising natural gas for heating while simultaneously generating electricity.

3. Gas Catalyst



This leads to lower fuel consumption, reduced GHG emissions, and overall improved energy efficiency in production operations. The installation of a fuel catalyst in the gas pipeline improves combustion efficiency, resulting in reduced carbon dioxide and other harmful emissions, while also lowering overall fuel consumption. The project has been implemented in several factories, with further studies planned to enhance the efficiency and lifespan of the fabricated catalyst.

4. Equipment Retrofitting Efforts



Top Glove is enhancing energy management by upgrading its assets with energy-efficient technologies, including variable speed drives and high-efficiency motors, as well as optimising chiller set points and compressed air boilers, to reduce energy consumption and improve overall system efficiency.

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

Environmental

Environmental

5. Practicing Green Operations

a. Advancing Digitalisation and Reducing Material Usage:

Top Glove is dedicated to promoting responsible consumption through diligent monitoring and reduction of material usage in our operations. The Company actively reduces paper consumption by advancing digitalisation and enhancing operational efficiency, while also minimising the use of virgin plastic stretch film through the adoption of recycled materials and more sustainable packaging solutions. These initiatives reflect our long-term vision of becoming a resource-efficient and environmentally responsible manufacturer.

b. Commitment to Responsible Consumption:

In alignment with our commitment to responsible consumption, we initiated the monitoring of our raw material consumption nitrile, latex and chemical to drive efficiency improvements and reduce waste.

ENVIRONMENTAL COMPLIANCE & WASTE

Environmental Compliance

Top Glove's unwavering commitment to sustainability is demonstrated through the systematic implementation of environmentally responsible practices across all business operations, aimed at minimising negative environmental impacts. We maintain the ISO 14001:2015 certification for 21 factories, a testament to our dedication in upholding environmental compliance within our operations.

21 factories certified with
ISO 14001:2015
Environmental Management System

Top Glove reaffirms its obligation as a responsible corporate citizen by prioritising strict adherence to local, national, and international environmental and climate regulations.

All factories comply with applicable environmental regulations. However, in FY2025, one of our facilities experienced a temporary closure directed by the Department of Environment (DOE) due to an effluent-related issue. The management collaborated with the DOE and local authorities to accurately identify the root cause, and corrective measures were promptly implemented, including improvements to site infrastructure. The facility has since resumed operations, and enhanced preventive measures have been put in place to strengthen our environmental management and safeguard surrounding communities.

We are also proud to be the first manufacturer in Selangor to receive the Discharge of Return Water License from the Selangor Water Management Authority (LUAS) on 20 September 2024. This achievement reflects our leadership in implementing the state's Zero Discharge Policy (ZDP) and underscores our ongoing commitment to sustainable and responsible water management. As a frontrunner in environmental stewardship, Top Glove remains dedicated to supporting Selangor's journey towards a more sustainable future.



▲ Selangor Water Management Authority (LUAS) director, Haji Hasrolnizam Shaari (left), presenting the zero-discharge policy license to Top Glove Corporation Bhd Managing Director, Mr Lim Cheong Guan. Witnessed by the Selangor Exco for Public Health & Environment, Ms Jamaliah Jamaluddin (second from the left) and Top Glove COO, Mr Ng Yong Lin.

Apart from water management, addressing air quality and odour control is equally important in keeping a healthy and sustainable working environment in the glove manufacturing industry. At Top Glove, we have undertaken several initiatives to minimise the impacts of odour and comply with the Environmental Quality (Clean Air) Regulations 2014.

These efforts include:

1. Installing air pollution control systems for chlorine gases that come from operations by removing or neutralising harmful gases and particulates before they are released into the atmosphere.
2. Engaging with accredited laboratories to ensure emissions from chimneys are always within the statutory limits.
3. Raising awareness on safety and proper operation standards among our employees through trainings and chlorine drills.

Environmental Policy



Scan the QR code to view our Environmental Policy



[https://www.topglove.com/storage/sustainability-policies/May2025/Environmental%20policy%20\(English\)%20Website.pdf](https://www.topglove.com/storage/sustainability-policies/May2025/Environmental%20policy%20(English)%20Website.pdf)

WASTE MANAGEMENT

Here at Top Glove, we diligently apply the principles of the waste management hierarchy in our daily operations. We adhere to the 5R principles of waste management, prioritising the prevention of waste, minimising waste generation, maximising the value of materials through reuse, promoting recycling for a second life, recovering waste as valuable energy resources, and ensuring responsible disposal practices.

Our practices are strengthened by our compliance with relevant national regulations, namely the Environmental Quality Act 1974, Environmental Quality (Scheduled Wastes) Regulations 2005, and the Solid Waste and Public Cleansing Management Act 2007, to effectively manage our two waste categories: hazardous and non-hazardous wastes.



Hazardous waste :

1. Innovative Research and Development (R&D)

Our commitment to continuous improvement in waste management is driven by innovative research and development. We invest in cutting-edge R&D initiatives aimed at reducing waste generation, enhancing recycling rates, and minimising the environmental impact of our waste streams. In FY2025, we partnered with our waste management partner convert around 479,710 kg of sludge into bricks, showcasing our dedication to pioneering sustainable solutions.

2. Comprehensive Training and Education Programmes

We cultivate a culture of sustainability through comprehensive training and education programmes for our employees and stakeholders. In FY2025, ISO 14001:2015 awareness training was conducted for factory representatives, with 42 participants from 22 factories. These representatives are responsible for cascading the training to their respective staff and subsequently to all workers at the factory level, ensuring comprehensive awareness across all certified sites.



Hazardous waste :

Top Glove embeds a culture of waste reduction across its operations by establishing KPIs that drive the continual minimisation of both hazardous and non-hazardous waste. These KPIs are integrated into departmental performance targets to encourage accountability and resource efficiency at every level. Through measures such as optimising production processes, improving material utilisation, and enhancing segregation practices, the Company aims to reduce waste generation at the source. This structured approach not only supports compliance with environmental regulations but also reinforces Top Glove's commitment to sustainable manufacturing and responsible waste management.



Hazardous waste :

In line with the 5R principles, Top Glove actively implements reuse practices across its operations to optimise resource efficiency and minimise waste. One key initiative involves the reuse of ceramic formers in the production process. The formers undergo the following process before they are reused:

1. Worn out or defective formers from the production lines are sorted at the in-house kiln facility to identify and segregate formers that can be reglazed.
2. Once sorted, formers eligible for reuse are reglazed according to the standard parameters and surface specifications requested by the end users.
3. A dedicated quality check (QC) team inspects the newly glazed formers to ensure they meet the end user's requirements.
4. Finished goods are packed and delivered to the end users.

This approach not only reduces material consumption but also supports the company's efforts toward sustainable production by extending the usable lifespan of our equipment. For more information on this initiative, please refer to page 46.

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

RECOVER

Hazardous waste :

In line with its commitment to resource efficiency, Top Glove implements waste recovery practices to capture value from by-products and non-recyclable waste. This includes exploring recovery options such as converting production residues into usable materials or directing certain waste streams for energy recovery through authorised facilities. By prioritising recovery as part of its waste hierarchy, the Company ensures that residual waste is managed in the most sustainable manner possible, contributing to reduced environmental impact and optimised resource use. Read more about Top Glove's recovery initiatives on pages 41 to 42.

RECYCLE

Hazardous waste :

As a component of the 5R principles, Top Glove actively promotes recycling across its operations in alignment with the waste management hierarchy. Employees at all levels are trained on recycling fundamentals under the ISO 14001:2015 Environmental Management System, fostering a culture of environmental responsibility. On the practical level, sorting bins are provided throughout all Top Glove's premises to facilitate effective waste segregation at the source. Other than that, scrap materials generated from production activities are sold to trusted partners for recycling into reusable materials, contributing to the circular economy. For example, scrap formers are collected, crushed to desired sizes, and distributed to Top Glove's recycling partners to be made into filler for sanitaryware industries, refractory products, and clay bricks.

Top Glove also obtains its packaging materials from recycled content, with our packaging facilities certified under the Forest Stewardship Certification (FSC®) to ensure responsible material sourcing (for more information, refer to Sustainable Packaging Material on page 47). Fabric recycling efforts are also carried out once every two months through Top Glove's CSR arm, where staff members donate excess clothing to charity. This initiative helps divert textile waste from landfills while supporting communities in need.

RESPONSIBLE DISPOSAL

Hazardous waste :

1. Strategic Engagement with DOE-Licensed Waste Collectors

In our pursuit of exemplary waste management, we have strategically partnered with Department of Environment (DOE) licensed waste collectors. These partnerships ensure our waste is managed and disposed of in strict compliance with environmental regulations and standards. By collaborating with DOE-certified collectors, we reinforce our commitment to regulatory compliance and environmental stewardship throughout our waste management operations.

2. Advanced Waste Monitoring and Reporting

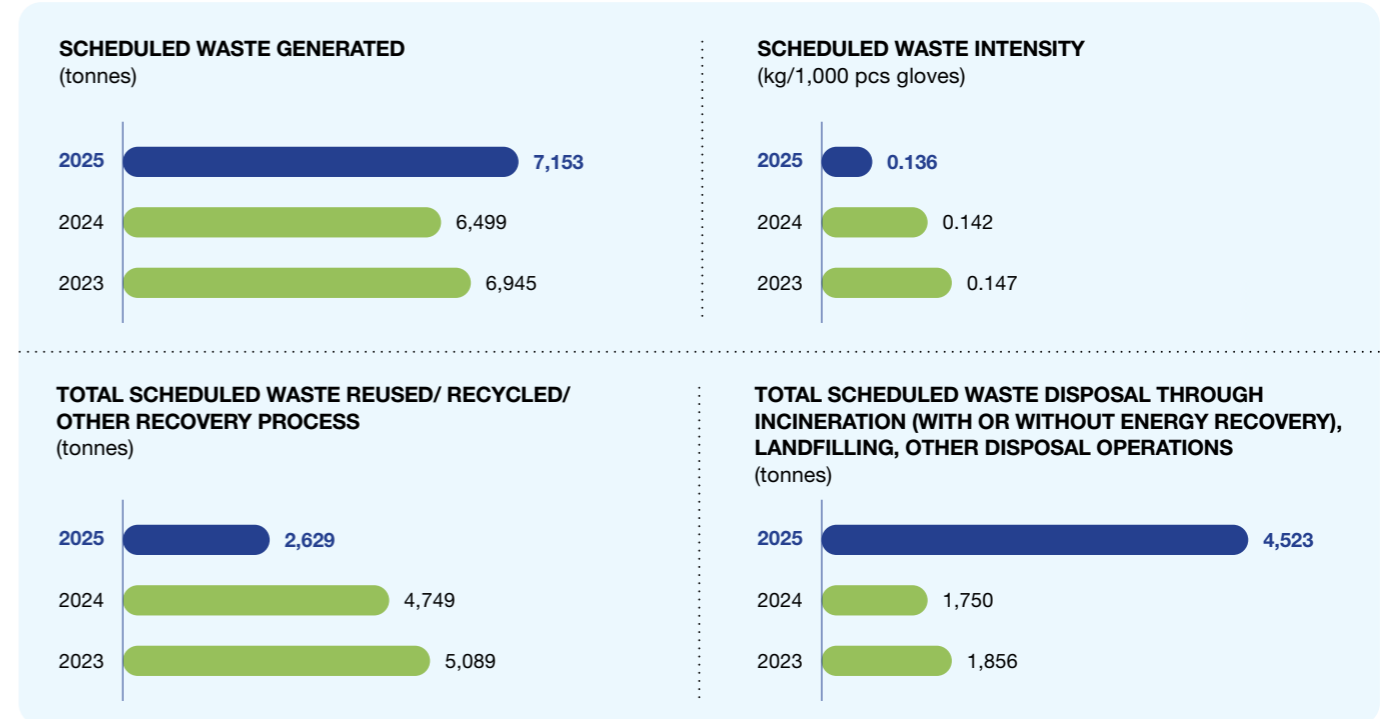
We have established an advanced waste monitoring and reporting system to meticulously track and analyse our waste generation and disposal activities. This sophisticated system enables us to evaluate our waste reduction initiatives, pinpoint areas for improvement, and measure our progress towards achieving sustainability targets. Through regular, detailed reports, we provide transparency and accountability to our stakeholders, demonstrating our dedication to sustainable waste management.

3. Rigorous Audits of Licensed Scheduled Waste Collectors

To uphold the highest standards of waste management, we conduct rigorous site audits of our licensed scheduled waste collectors. These comprehensive audits evaluate their facilities, equipment, and waste handling procedures. By consistently assessing our waste management partners, we ensure they meet stringent environmental regulations and our own sustainability criteria, thereby mitigating potential environmental risks.

These initiatives are designed to increase awareness of responsible waste management, promote best practices, and foster effective waste reduction strategies. By equipping our team with the knowledge and skills necessary for sustainable decision-making, we ensure that responsible waste management is seamlessly integrated into our daily operations, significantly reducing our environmental footprint.

Scheduled Waste Management Data



Solid Waste Management Data



¹ Recorded solid waste generation reduction by 13% from FY2021 baseline

Our comprehensive waste management strategy bore fruit as evidenced by our FY2025 performance whereby Top Glove successfully:

Reduced 15%
of scheduled waste intensity against the baseline

Diverted 37%
of scheduled waste disposal from licensed landfill to licensed recovery facilities

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

1 2 3 4 5



Environmental

Environmental

Top Glove set a KPI to divert 74% of its scheduled waste from licensed landfills to licensed recovery facilities. During the reporting year, 37% was achieved due to the stringent approval process with the relevant authorities for recovery methods which took longer than anticipated. Throughout this period, the Group ensured continuous environmental compliance by responsibly sending scheduled waste to licensed landfills as an interim solution. At the same time, Top Glove remained proactive in pursuing recovery options and successfully secured the required approvals by the end of the financial year, positioning the Group to achieve higher diversion rates moving forward.

Effluent Data:

Financial Year	FY2023	FY2024	FY2025
Total water discharged (m ³)	6,175,124	5,801,807	8,349,408
Discharge intensity (m ³ /1,000 pcs gloves)	0.348	0.235	0.236
Water Quality: Environmental Quality (Industrial Effluent) Regulations 2009	Standard B for All Top Glove Malaysia Factories. Factory 33 (Nilai) complies to Standard A		
Final Discharge to Main River (Malaysia Factories)	Meru, Selangor	: Sg. Kapar Kechil	
	Banting, Selangor	: Sg. Langat	
	Lukut, Negeri Sembilan	: Sg. Sendayan	
	Nilai, Negeri Sembilan	: Sg. Semenyih	
	Kulim, Kedah	: Lembangan Sg. Perai	
	Kota Bharu, Kelantan	: Sg. Raja Gali	

Zero Discharge Commitment

For the Thailand operations, a zero-discharge policy is actively practiced. The treated water is repurposed both within operations and for irrigation of palm plants. Routine inspections conducted by government authorities and external auditors consistently verify compliance, with no issues raised regarding the zero-discharge policy. This initiative reflects our commitment to sustainable water management practices.

Water Land and Air Pollution Control

Effluent Treatment Solutions	Rigorous Monitoring and Compliance Procedure
<p>Our dedication to environmental sustainability is reflected in our sophisticated approach to effluent treatment. We have implemented basic and conventional systems, which are designed to ensure that all effluent produced during our operations is processed to comply with environmental standards. It helps to effectively eliminate pollutants and contaminants, ensuring that only fully treated, environmentally safe effluent is released into natural water bodies.</p>	<p>Effective monitoring and adherence to regulatory requirements are central to our environmental management strategy. We are closely monitoring our quality of effluent by conducting periodic laboratory analysis to track and ensure compliance with local, national, and international environmental regulations. By maintaining strict oversight and promptly addressing any compliance issues, we minimise potential environmental impacts and uphold our commitment to environmental integrity.</p>
Engaging in Environmental Awareness and Education	Comprehensive Key Performance Indicators (KPIs)
<p>We place a strong emphasis on creating awareness and educating our employees and stakeholders about the importance of effluent management and pollution control. Our educational initiatives are designed to raise awareness about responsible water use and the significance of effective effluent treatment. By engaging our team and community in these efforts, we foster a culture of environmental responsibility and ensure that our sustainability goals are supported by informed and proactive partners.</p>	<p>To measure and enhance our effluent management performance, we have established a set of detailed KPIs. These KPIs are tailored to align with our environmental sustainability targets and include metrics such as effluent quality levels, waste reduction achievements, and compliance rates. Regular evaluation and reporting of these KPIs provide critical insights into our progress and effectiveness. This data-driven approach enables us to continuously improve our waste management practices and reinforce our commitment to achieving our environmental objectives.</p>



WATER RESOURCE MANAGEMENT

Top Glove is committed to sustainable water management by actively working to lessen our dependence on municipal water supplies. Our strategy includes upgrading in-house water treatment facilities, on-site water detention (OSD), enhancing rainwater harvesting systems and improving in-house water recycling processes. Additionally, we have implemented monitoring measures to prevent water wastage. Our efforts aim to safeguard freshwater availability for future generations. In our reporting year, we successfully reduced municipal water intensity by 12% for our operations in Malaysia and Thailand, achieving a rate of 0.200m³ per 1,000 gloves produced compared to the FY2021 baseline. This accomplishment highlights our dedication to responsible water use and our ongoing efforts to integrate sustainable practices into our operations.

12% reduction of municipal water consumption in FY2025

Water Data:

Financial Year	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Water Withdrawal Intensity (m³/1,000 pcs gloves)	0.280	0.290	0.362	0.397	0.365	0.331
Municipal Water Withdrawal Intensity (m³/1,000 pcs gloves)	N/A*	0.230	0.222	0.180	0.164	0.200
Water Consumption Intensity¹ (m³/1,000 pcs gloves)	NA	0.043	0.078	0.387	0.130	0.283
Water Withdrawal Intensity at Headquarter⁵ (m³/occupant)	19	31	32	43	35	47
Water Withdrawal at Headquarter (m ³)	35,436	34,913	34,340	36,913	32,939	40,549
Grand Total of Headquarter Users (including tenants)	1,843	1,125	1,073	861	945	860
Source of Water Withdrawal⁴ (Total m³)	18,456,616	18,182,568	16,282,460	8,405,774	9,482,776	13,426,641
Municipal	12,498,389	14,081,233	9,689,639	3,561,405	4,248,835	8,092,064
Pond Water	3,305,478	2,386,019	3,400,150	1,871,598	1,629,065	1,649,581
Rainwater	221,366	287,751	303,578	286,394	329,797	293,071
Water Reclaims² (Total m³)	2,431,382	1,427,565	2,889,093	2,686,377	2,972,609	4,025,818
Water Treatment Plants ³	1,129,229	891,616	2,352,395	2,377,621	2,972,609	3,391,925
Industrial Effluent Treatment System (IETS)	1,302,153	535,949	536,698	308,756	290,090	633,893

Notes:

- ¹ Water consumption is determined by taking the overall withdrawal and subtracting the total discharge.
- ² Water reclaim: Water recycling and reusing water within facilities.
- ³ Water Treatment Plant: Malaysia and Thailand.
- ⁴ Water withdrawal is the water extracted to supply facilities.
- ⁵ Top Glove Tower, Setia Alam (Selangor).

In FY2025, there was an overall increase in water consumption, which led to a corresponding rise in water withdrawal as our business operations resumed. Nevertheless, we are pleased to report that both our water consumption and withdrawal intensities have shown a reduction trend compared to FY2023. This improvement highlights the effectiveness of our water management practices across our operating facilities.

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

1 2 3 4 5



Environmental

Environmental

Water Management

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



Objectives:

To treat surface water via reverse osmosis (RO), producing supply for Meru factories to lessen municipal water usage, thereby decreasing our water cost per carton (CPC).

Beneficiary Factories:

All Klang factories (19 factories)

Expansion Plan:

In FY2025, we achieved a significant milestone with the commissioning of new water treatment plants at our Thailand operations. At our home base, we are actively working to expand our water treatment capacity by an additional of 300 m³/hour, with the aim of strengthening self-sufficiency from municipal water supplies by maximising in-house treatment capabilities. Through this expansion, we anticipate increasing our independence from municipal water sources to 90%, up from the current 70%. To date we have a total of three (3) centralised water treatment plants.

On-Site Detention (OSD) Tanks



Objectives:

Installing on-site detention (OSD) tanks for surface water recycling can reduce drain water volume during heavy rain, strengthen water security, and provide diversified water sources for factories, mitigating flood risks and overflow to surrounding land. Water collected in OSD tanks are treated, channelled to factories, and stored in rainwater tanks for production and housekeeping purposes.

Beneficiary Factories:

Across Klang factories

Water Treatment Plant

Rainwater Harvesting



Objectives:

We have elevated the rainwater harvesting systems in our factories to improve efficiency and utilisation. The harvested rainwater is used for housekeeping and operational purposes, helping to reduce reliance on municipal water.

Beneficiary factories:

Across Malaysia factories

In-house Water Recycling Facilities



Objectives:

Our factories are equipped with water recycling systems that treat effluent to a safe standard for reuse in less critical activities such as housekeeping and facility cleaning, thereby reducing dependence on municipal water and supporting more sustainable water management.

Beneficiary factories:

Across Top Glove operations

Baseline Water Stress (BWS)

Top Glove has conducted a comprehensive Baseline Water Stress (BWS) analysis using the World Resources Institute's (WRI) Aqueduct tool to value water-related risks across our all operational sites. The BWS metric measures the ratio of total water demand to available renewable water resources, covering domestic, industrial, agricultural, and livestock uses. It accounts for both surface water and groundwater availability, while also considering the influence of upstream water users and large dams on downstream supply.

Additionally, our analysis incorporates drought risk, which evaluates the likelihood of drought events, the population and assets at risk, and their vulnerability to adverse outcomes. Elevated values indicate heightened drought risk. The overall water risk metric assesses all water-related risks, from Physical Quantity, Quality and Regulatory and Reputational Risk categories. The higher values indicate higher water risk.

Top Glove's operations in Malaysia, Thailand, and Vietnam are exposed to varying levels of water-related risks, including overall water availability, seasonal variability, and drought conditions. In Malaysia and Thailand, risk assessments consistently fall within the low to medium categories, with minimal competition or pressure on water resources. However, medium to high water risks have been identified in our operations in Vietnam, mainly due to increased seasonal variability and growing competition for water resources. Despite this, our production plant in Vietnam operates with low dependency on water for glove manufacturing, allowing us to maintain uninterrupted operations with no recorded disruptions or water quality issues to date.

To address these risks and strengthen our water resilience, Top Glove has implemented several action plans and mitigation measures. These include enhancing water management practices, improving water efficiency and conservation across all production sites, and upgrading infrastructure through water recycling systems, OSD tanks, and water treatment plants. In addition, continuous monitoring and assessment of water stress are conducted to ensure proactive management and sustainable resource use.

Recognising the growing impact of climate change on water availability, Top Glove remains committed to advancing its water management strategies and strengthening operational sustainability. Through these ongoing efforts, we aim to safeguard our operations, minimise environmental impact, and contribute to the resilience of the communities where we operate.

Operating Factories with Baseline Water Stress

Location	Seasonal Variability	Drought Risk	Overall Water Risk
Malaysia	¹ <0.33	0.4 to 0.6	1-2
Thailand	0.33 to 0.66	0.4 to 0.6	2-3
Vietnam	0.66 to 1.00	0.4 to 0.6	3-4

Source: * Source: Aqueduct Country Rankings by World Resources Institute, <https://www.wri.org/applications/aqueduct/country-rankings/?indicator=bws> (As of 24 Sept 2025)

¹ More than 95% of TG operating facilities are located at low-risk area, except 2 factories at Johor.
² Excluding the China plant as it has shut down.

Risk	Low	Low-Medium	Medium	Medium-High	High
Seasonal Variability	<0.33	0.33-0.66	Not applicable	0.66-1.00	1.00-1.33
Drought Risk	<0.2	0.2-0.4	0.4-0.6	0.4-0.6	0.6-0.8
Overall Water Risk	0-1	1-2	Not applicable	2-3	3-4

SUSTAINABLE PRODUCT MANAGEMENT

Driving Sustainable Excellence: Integrating Resource Optimisation, Waste Minimisation, and Sustainable Product Innovation

1. Advancing Digitalisation and Reducing Material Usage

Top Glove is dedicated to promoting responsible consumption through diligent monitoring and reduction of paper and virgin plastic stretch film usage in our operations. This initiative aligns with our long-term vision of becoming a paperless company. In FY2025, we made remarkable progress by reducing our paper usage by 77% compared to our FY2021 baseline. This achievement underscores our commitment to sustainable practices and our proactive approach to minimising environmental impact through digital transformation.

77% reduction of paper usage

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

1 2 3 4 5



Environmental

Environmental

2. Circular Economy Initiatives: Recycling and Upcycling of Waste

At Top Glove, our commitment to sustainability is driven by cutting-edge R&D, which is integral to our circular economy approach. We are dedicated to transforming waste from glove production into valuable resources, exemplifying our commitment to responsible resource management. Our circular economy practices focus on recycling and upcycling common waste materials. Dirty formers, after undergoing a thorough re-glazing process to remove surface contaminants, are seamlessly reintegrated into our production cycle. Similarly, nitrile waste is creatively repurposed into a variety of new products, including rubber gaskets, coasters, insulation mats, mousepads, and shoe outsoles.

These initiatives are part of Top Glove's broader commitment to sustainability and environmental stewardship. Through our recycling and upcycling programmes, we strive to minimise waste generation, thereby lowering our carbon footprint. We continue to explore innovative solutions to enhance our waste management practices and support sustainable development goals.



Former Waste

- 759,132 formers were reglazed and reused
- Cost savings from former conversion process: **RM85,594**
- Cost savings from former reglazing exercise: **RM2,315,535**



Rubber Compound

- Selling and conversion from old inventory stock: **7,623 kg**
- Production of the following from torn nitrile gloves:
 - Rubber Gasket: **517,000 pcs**
 - Rubber Coaster: **681 pcs**
 - Rubber Mat: **617 pcs**
 - Rubber Mousepad: **391 pcs**
 - Shoe Outsole: **272 pcs**

Revenue: **RM322,209**

Cost savings: **RM45,550**

3. Commitment to Responsible Consumption

Parallel to our commitment to responsible consumption, we initiated the monitoring of nitrile, latex, and paper consumption in our operation. This proactive approach ensures that we are consistently evaluating and optimising our use of these materials, thereby reducing our environmental impact and promoting sustainability across our operations.

	2022	2023	2024	2025
Latex consumption (kg/1,000 pcs gloves) ¹	6.81	6.83	6.62	5.72
Nitrile consumption (kg/1,000 pcs gloves) ²	7.89	8.20	7.86	7.05
Paper used (kg/1,000 ctn) ³	0.65	0.62	0.42	0.36

¹ Latex consumption reduced by 14% compared to FY2024
² Nitrile consumption reduced by 10.3% from FY2024
³ Paper used decreased by 77% compared to FY2021 baseline, 64,768 kg

4. Sustainable Packaging Material

As part of this commitment, Top Glove focuses on reducing its environmental footprint through the optimisation of packaging use and the promotion of material sustainability. We have made notable progress by incorporating recyclable and FSC®-certified materials into our packaging solutions. Our in-house packaging facilities are FSC®-certified, ensuring compliance with internationally recognised environmental standards.

We actively encourage the principles of Refuse, Reduce, Repair, Reuse, and Recycle (5Rs) among our employees to foster a culture of responsible resource use and waste minimisation. Nearly 95% of our packaging materials, by volume, are currently sourced from recycled or recyclable materials, further supporting our goal of reducing waste and carbon emissions throughout the supply chain.

Maintain certification for **5 operating factories with FSC®**

95% of inner and outer boxes purchased are made with 100% recycled material or FSC® paper

Product Stewardship Approach

As part of our commitment to environmental responsibility, Top Glove continues to advance sustainable product innovation through the introduction of our Biogreen® Biodegradable Series, inspired by the tagline "Let's Save the Planet Together." This reflects our shared commitment with customers and stakeholders to reduce environmental impact, promote circularity, and contribute to a more sustainable future. Our biodegradable nitrile glove has demonstrated a biodegradation rate of 76% within 660 days under conditions outlined in the ASTM D5511 test method. This performance highlights our proactive efforts to reduce long-term environmental impact associated with disposable glove waste. To further validate our environmental claims, we have obtained the Green Leaf Conformity Statement, which is an independent third-party verification that reinforces the credibility and integrity of our biodegradability assertions. Building on this foundation, we have also expanded our Green Series portfolio with the launch of a biodegradable diamond textured nitrile glove, offering enhanced grip and durability while maintaining a focus on sustainability. These initiatives reflect our ongoing dedication to strengthen our position as a responsible, environmentally conscious organisation.

Our comprehensive Life Cycle Assessment (LCA) for Latex Powder-Free Polymer Coated Examination Gloves is now complete, having undergone a stringent critical review by SATRA. This accomplishment truly underscores our steadfast commitment to sustainability. The strength of our in-house LCA R&D Team is a significant advantage, empowering us to conduct personalised LCAs tailored to specific customer needs. This capability provides crucial insights for expanding the product portfolio, which meets market demands, and secures a powerful competitive advantage in critical tenders. The independent critical review by SATRA validates our efforts, allowing us to feature a trusted logo prominently across the packaging and promotional materials. This not only builds undeniable trust and transparency but also serves as a clear testament to our unwavering commitment to sustainable practices.



Biogreen series



Biogreen Biodegradable Nitrile Tropical Green Glove



Biogreen Biodegradable Diamond Sandblast Black

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

Environmental

Environmental



Cradle-to-Grave Life Cycle Assessment: Driving Transparency and Sustainable Glove Manufacturing

Top Glove adopts the LCA approach in accordance with ISO 14040:2006 and ISO 14044:2006 standards to evaluate the environmental impacts of our products throughout their entire life cycle. Conducted using a cradle-to-grave methodology and verified by independent third-party SATRA Technology, our LCA demonstrates a science-based commitment to sustainable product innovation. This enables us to identify high-impact stages particularly in greenhouse gas emissions, energy consumption, and waste generation and implement targeted improvements.

For customers, LCA enhances transparency and confidence by providing verified data on product environmental performance, empowering informed purchasing decisions and reinforcing trust in our brand. Integrating LCA into product development supports our TEN ZERO Commitments and alignment with the UN SDGs, reflecting our dedication to sustainable manufacturing and responsible consumption.

This commitment extends to our Biogreen® Biodegradable Nitrile Powder Free Glove, which demonstrated exceptional sustainability performance. The 3.5 g Biodegradable Nitrile Powder Free Glove recorded a carbon footprint of 0.02542 kg CO₂e per glove, compared to 0.02772 kg CO₂e for the conventional nitrile glove, an approximate 8.3% reduction in emissions. Building on this success, we expanded our LCA assessment to include latex gloves, beginning with the 5.5 g Latex Polymer Powder Free Glove, which achieved an emission value of 0.01665 kg CO₂e per glove.

To ensure methodological integrity and stakeholder confidence, our LCAs have undergone critical review by an internationally recognised third-party in accordance with ISO 14071:2016 standards, providing assurance on the accuracy, credibility, and reliability of the assessment. As of 2025, Top Glove's cradle-to-grave LCA for both latex and nitrile gloves have been verified by SATRA Technology, further strengthening the robustness and transparency of our environmental performance reporting.



List of products available on the website: <https://www.topglove.com/products#cat-gloves>

Carbon footprint calculator: <https://tgapp.topglove.com/tg-carbon-calculator/>

BIODIVERSITY & CONSERVATION



1. Top Glove's Taskforce on Nature-related Financial Disclosures (TNFD)

Top Glove's operations are inherently dependent on natural resources. Our manufacturing processes utilise significant quantities of natural rubber, petroleum, natural gas, and water which are critical across production and supply chain activities. Efficient management and monitoring of these resources are essential to lessen environmental impact, ensure supply continuity, and support our sustainability and responsible consumption objectives.

We are mindful that over-reliance or unsustainable use of these resources can pose environmental and business risks. In FY2025, we established our TEN ZERO Commitments strategy, together with FY2028 near-term targets. It demonstrates our commitment to minimising environmental impacts.

Nature-linked Commitments



We prioritise responsible sourcing, efficient water use, and stringent industrial effluent management. Our ongoing efforts to recycle available resources and reduce usage are aligned with our commitments to ZERO Waste, ZERO Reliance on Municipal Water, as well as ZERO Deforestation strategies. We are integrating nature-related risks and opportunities into our strategy through the TNFD framework. We recognise that protecting nature is not only the right thing to do, but essential to our long-term resilience and success.

SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE

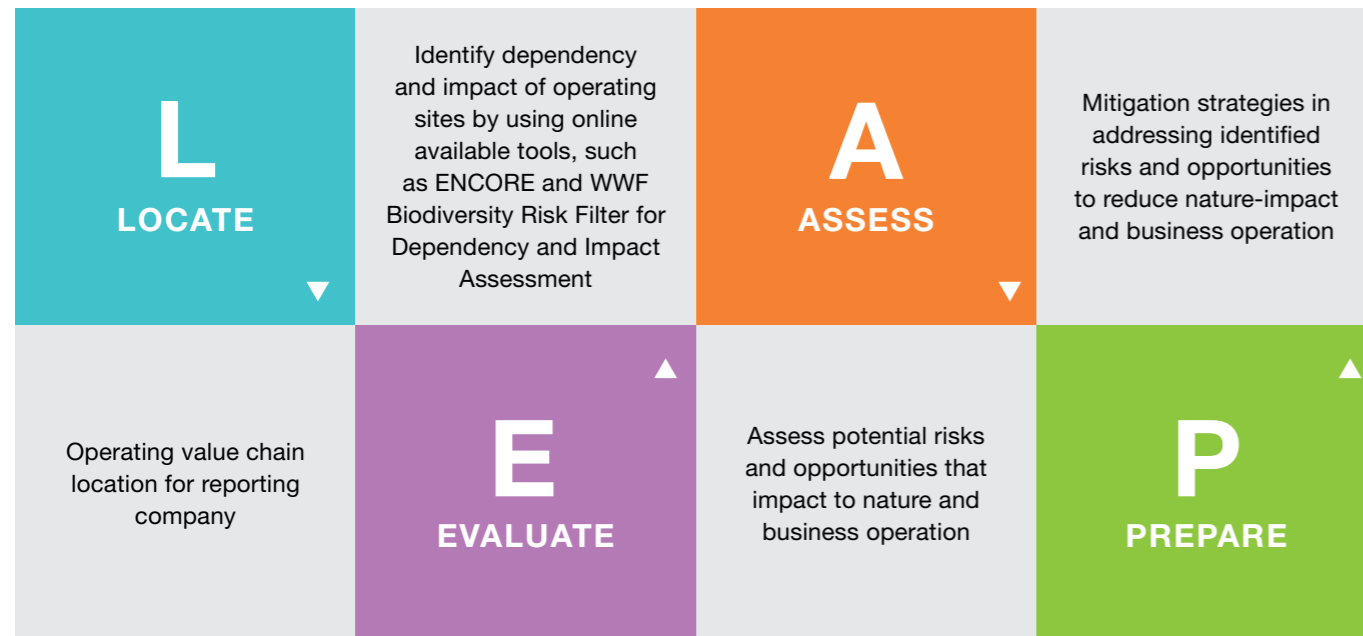


Environmental

Environmental

Top Glove's Strategy

Since 2019, Top Glove has supported the Task Force on Climate-related Financial Disclosures (TCFD), which addresses climate-related risks. To ensure continuity, we extended our business and operational risks to nature-related matters. Therefore, Top Glove has been an active TNFD participant since 2024, an initiative to improve governance and transparency on nature-related issues. Top Glove establishes itself as an adopter and is committed to aligning disclosures with the TNFD framework, beginning with our FY2025 report. Following TNFD's guidance, we have advanced our activities to disclose. Through this report, more data and governance on biodiversity impacts and dependencies, using TNFD's LEAP framework. This four step framework was developed to establish an integrated approach for managing nature-related/biodiversity issues.



L How Top Glove Locates Its Business Operations

For TNFD, we have accessed a total of 45 factories in our business operations including glove manufacturing, latex processing, chemical processing, glove manufacturing and packaging material, which are related to nature. Our scope includes upstream and midstream value chains in Malaysia, Thailand and Vietnam, which are at least 100 km away from protected biodiversity areas based on the Ramsar Site evaluation.

	Raw material supplier	Country
Upstream	<ul style="list-style-type: none"> Latex Synthetic Latex Chemicals 	<ul style="list-style-type: none"> Thailand Malaysia Malaysia
	Operating facilities	Country
Midstream	<ul style="list-style-type: none"> Manufacturing 	<ul style="list-style-type: none"> Malaysia Thailand Vietnam
Downstream	<ul style="list-style-type: none"> Customer/End-user 	<ul style="list-style-type: none"> 195 countries around the world

E How Top Glove Evaluates the Dependency and Impacts using ENCORE and WWF Biodiversity Risk Filter

We apply TNFD Core Guidance, ENCORE and WWF Biodiversity Risk Filter for Dependency and Impact Assessment for both sectoral and site analysis. The environmental dependency and impact findings across 45 Top Glove factories were assessed using the WWF Biodiversity Assessment (Sectoral) framework.

Indicator	Dependency/ Impact /Location	Malaysia										Thailand		Vietnam
		Banting	Ipoh	Kapar	Kluang	Kota Bahru	Kulim	Meru	Nilai	Shah Alam	Siliau	Phuket	Songkhla	Binh Duong
Water availability	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Limited wild flora & fauna availability	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Water condition	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Air condition	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Landslides	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Wildfire hazard	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Plant/Forest/Aquatic pests and diseases	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Extreme Heat	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Tropical cyclones	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Land, freshwater and sea use change	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Forest canopy loss	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Pollution	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Protected/Conserved areas	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Key biodiversity areas	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Other important delineated areas	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Ecosystem condition	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Range rarity	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Resources scarcity Food, Water, Air	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Labour/Human Rights	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Financial Inequality	Impact	●	●	●	●	●	●	●	●	●	●	●	●	●
Media Scrutiny	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Political Situation	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Sites of international interest	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●
Risk Preparation	Dependency	●	●	●	●	●	●	●	●	●	●	●	●	●

Risk Rating: ● Very Low ● Low ● Medium ● High ● Very High

WWF Risk Filter Suite: <https://riskfilter.org/water/explore/scenarios>

Encore: <https://www.encorenature.org/en>

A How Top Glove Assesses Risks and Opportunities

The assessment of Top Glove factories highlights key environmental dependencies that are critical to operational excellence and long-term resilience. With 98% of operations reliant on air-conditioning, the company actively ensures optimal air quality to support a safe and efficient working environment. At Top Glove, we have implemented a comprehensive range of initiatives to minimise odour emissions and ensure full compliance with the Environmental Quality (Clean Air) Regulations 2014, demonstrating our strong commitment to safeguarding air quality, employee wellbeing, and environmental sustainability across our operations.

Similarly, with 100% dependency on water and a 98% high impact, Top Glove prioritises sustainable water management practices, ensuring compliance with the Department of Environment and reinforcing water as a vital resource for glove manufacturing. These proactive measures position the company to effectively manage resource risks while meeting evolving environmental standards.

Finally, the 100% dependency on natural rubber linked to deforestation risks, 89% medium impact reveals the importance of sustainable sourcing, biodiversity protection, and compliance with global due diligence frameworks such as the abbreviate as EUDR.

Together, these findings show that Top Glove must integrate energy transition, water stewardship, and responsible sourcing into its sustainability strategy to meet international climate and environmental requirements while strengthening long-term business resilience.



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

P Top Glove's Response Strategies and Mitigation Actions

Risk Event	Time Horizon	Potential Impact	Magnitude of Financial Impact	Strategies/Mitigation Plan
Opportunity Type	Nature & TG Business		Impact	Strategies
<p>Water Pollution</p> <p>Discharge of wastewater/effluent without proper treatment potentially risks quality of water, leads to water pollution/water basin which impacts nearby communities in short-term and to biodiversity in long-term.</p>	Short to Long-term	<ol style="list-style-type: none"> Discharged untreated water potentially polluted the river & marine life. Potential legal liability to the company due to non-compliance. Increase operating cost due to cleaning of contaminated areas. 	<p>OPEX: Increase Revenue: Reduce</p>	<ol style="list-style-type: none"> Periodic lab testing in ensuring effluent quality compliance. Improvement & maintenance of in-house water treatment system. Actively ensure compliance with Department of Environment (DOE) requirements by engaging competent persons to manage, monitor, and report on environmental matters in accordance with regulatory standards.
<p>Air Pollution</p> <p>Potential emission from operation risks quality of air, leading to air pollution. After disinfection, chlorine residual can only persist in the effluent for hours.</p>	Short-term	<ol style="list-style-type: none"> Potential legal liability to the company due to non-compliance. Increase operating cost due to cleaning of contaminated areas. 	<p>OPEX: Increase Revenue: Reduce</p>	<ol style="list-style-type: none"> Periodic lab testing in ensuring effluent quality compliance. Improvement & maintenance of in-house chlorine treatment system. Actively ensure compliance with Department of Environment (DOE) requirements by engaging competent persons to manage, monitor, and report on environmental matters in accordance with regulatory standards.
<p>Deforestation</p> <ul style="list-style-type: none"> Top Glove operating factories are falling under non-deforestation areas based on Ramsar Site Information Service Rubber plantations are potentially fall under deforestation area; therefore, traceability of raw materials is crucial in avoiding deforestation risk 	Short to Long-term	<ol style="list-style-type: none"> Unsustainable sourcing may lead to deforestation and biodiversity loss, disrupting ecosystems and threatening species survival. Failure to manage biodiversity and deforestation risks can result in reputational damage and reduced stakeholder trust. 	<p>CAPEX: High OPEX: High</p>	<ol style="list-style-type: none"> Aligned with EUDR requirement & conduct supplier site audit. Comply to FSC® for packaging material. Establishment of nature-related policies such as Business Partner Code of Conduct (BPCOC) and Sustainability Policy are mandatory across our supply chain to uphold environmental standards. Promote deforestation-free sourcing by encouraging active commitment from our supply chain business partners.

2. Deforestation Commitment: Aligned with EUDR

“Committed to **DEFORESTATION-FREE** practices by complying with the upcoming EU Deforestation Regulation (EUDR)”

a) Alignment with Practices and Traceability

Top Glove is fully aligned with the EUDR and guarantees that all natural rubber is sourced from land that has not been deforested after 31 December 2020. We ensure compliance through comprehensive due diligence, full traceability from the plantation, and the collection of geolocation data.

- **Reporting Support:** By sourcing natural rubber from low-risk countries, we able to simplify the customer's mandatory Due Diligence Statement (DDS) submission and significantly reduce the likelihood of inspection. We proactively provide all necessary data to support seamless reporting via the EU TRACES platform.

In line with our Sustainability Goals, we have successfully achieved an interim target of “100% traceability of natural rubber sourcing to plantation upon request by EU27 customer” for FY2025. This accomplishment reflects our commitment to enhancing traceability and sustainability within our supply chain.

b) Biodiversity and Operational Commitment

Our commitment extends to proactive biodiversity conservation, operational proximity, & supply chain integration:

- **Biodiversity Conservation:** Top Glove undertakes biodiversity conservation by participating in collaborative initiatives and community-driven projects aimed at protecting and enhancing biodiversity.
- **Operational Proximity:** Our existing operating facilities at Malaysia, Vietnam, and Thailand are at least 100 km away from protected biodiversity areas based on the Ramsar Site Information Service.
- **Supply Chain Integration:** Sustainability policies emphasise a commitment to biodiversity that spans the entire supply chain and is integrated into business partner codes of conduct.

This comprehensive strategy ensures that all operational activities contribute to the preservation and improvement of natural ecosystems.

Source: <https://rsis.ramsar.org/>



SECTION 2: ENVIRONMENTAL: TO TACKLE CLIMATE CHANGE AND RESTORE NATURE



Environmental

Environmental

3. Strengthening Biodiversity through Mangrove Restoration and Conservation

As part of our commitment to environmental stewardship and biodiversity conservation, we have undertaken a mangrove plantation as part as our company initiative to support coastal ecosystems and strengthen climate resilience. Mangroves play a critical role in protecting shorelines from erosion, acting as natural barriers against rising sea levels and extreme weather events, while also serving as vital carbon sinks that capture and store significant amounts of carbon dioxide. In FY2025, we planted approximately 150 mangrove propagules as part of our initiative to restore coastal ecosystems, enhance biodiversity, and strengthen natural climate resilience.

Beyond carbon benefits, our initiative restores critical habitats for marine and bird species, while aligning with global sustainability targets under SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land). By scaling up this programme, we are strengthening nature-based solutions within our climate strategy and advancing long-term resilience for both the environment and local communities.

By continuously expanding our mangrove plantation programme, we are investing in long-term natural climate solutions, while reinforcing our company's responsibility to safeguard the environment for future generations.

4. Nursery and Plantation Activities in Bangka and Belitung

As part of our commitment to environmental sustainability and reforestation efforts, Top Glove Indonesia has been carrying out intensive nursery and planting programmes throughout 2025 in two of our operational regions, Bangka and Belitung. In 2025, we focused on the propagation and maintenance of two main tree species, Acacia Mangium and Calliandra Calothyrsus.

Bangka Island

- In Bangka, total 20,636 trees (various species including Acacia and Paulownia) have been planted cumulatively.
- This includes 825 Acacia trees from June 2025 to July 2025.
- To further uphold this sustainability commitment, a total of 3,300 ready to plant seedlings have been prepared, 2,250 Acacia and 1,050 Calliandra. This demonstrating our continuous efforts to restore and preserve the natural ecosystem.



Belitung Island

- In Belitung, 37,381 trees have been planted cumulatively.
- 500 trees have been planted within the same period from June to July.
- In support of our sustainability efforts, we have prepared 5,530 ready to plant seedlings, including 5,030 Acacia and 500 Calliandra, reaffirming our commitment to ecosystem restoration and preservation.



5. Contribution to the One Million Hectare Simultaneous Corn Planting Programme

On January 21, 2025, the Government of Indonesia, under the directive of President Prabowo Subianto, launched the One Million Hectare Simultaneous Corn Planting Programme as part of the national strategy to achieve food self-sufficiency by 2025. The programme is being implemented nationwide and integrated across 19 provinces.

The Ministry of Agriculture and the Indonesian National Police (Polri) lead the coordination and field implementation, supported by local governments (provincial and district), relevant institutions (such as GABKI and Perhutani), farmer groups, and the Indonesian National Armed Forces (TNI).

The programme aims to achieve national self-sufficiency in corn by 2025, a priority agenda of the President to accelerate food independence. It targets a 25% increase in national corn production, equivalent to an additional 4 million tonnes of harvested corn.

Contribution

- PT. Agro Pratama Sejahtera (APS) Contribution.
- PT. APS has committed to providing land for corn plantation. A total of 10 hectares of corn-based plant has been prepared and planted. In addition, PT. APS has collaborated with several partners to carry out the planting activities.



The distribution of corn seeds by KPHP Bangka for the implementation of the programme to be carried out by PT. APS.



A land in Block III, designated as the corn planting site in collaboration with KTH Tunas Lestari and KTH Berkah Bersama.



Progress of corn planting activities in collaboration with KTH.



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social
To be a People Centric Corporate Citizen

Social



GOAL 2: Promoting Inclusivity & Respecting Human Rights



UN SDGs Aligned



Aligned with TEN ZERO Commitments under sustainability roadmap FY2025 to FY2028:



FY2025 HIGHLIGHTS

<p>Maintained ISO 45001:2018 certification, ensuring continuous health and safety compliance</p>	<p>100% of contractors continuously met the minimum safety standards</p>
<p>386,162 employees training hours achieved in technical, soft skills and core trainings</p>	<p>RM1.8 million invested for annual employee training and upskilling</p>
<p>Increased female leadership to 61% in managerial positions</p>	<p>SMETA audited factories achieved an average of 6 findings</p>
<p>In-house Wellness Team offering holistic mental and physical health services for Top Glove employees</p>	

OCCUPATIONAL SAFETY & HEALTH

Governance of Safety & Health

In accordance with the Group's Occupational Safety & Health (OSH) Policy, our Safety & Health Committee, comprising of 728 members from both management and various departmental teams, is tasked with leading and implementing safety management strategies organisation wide. The safety department collaborates closely with the SSG to provide key safety metrics that contribute to Top Glove's sustainability initiatives.

Management System of Safety & Health

Top Glove remains dedicated to maintaining the highest standards in occupational safety and health through our ISO 45001:2018 certification. As of FY2025, we have successfully maintained certification across all seven (7) of our operating factories¹ including one (1) operating factory based in Thailand. The ISO 45001:2018 system is rigorously audited both internally and externally, covering all employees and third-party providers working on our premises. We are committed to sustaining these high standards and continuing our efforts to uphold our certification.

Note:

¹ One (1) operating factory will discontinue certification as it has ceased operations since May 2024.

7 factories certified with **ISO 45001:2018**
Occupational Health and Safety Management

Safety Hazards: Risk Identification and Assessments

Our OSH Policy is centred on fostering a proactive culture where risks associated with our activities are meticulously controlled, aiming to minimise them as low as reasonably practicable (ALARP). We conduct thorough risk assessments to identify, analyse, and evaluate hazards, leading to enhanced control measures. Identifying hazards is a fundamental aspect of maintaining workplace safety across the Group. Each site conducts comprehensive risk assessments in accordance with local laws and regulations. We categorise our activities according to the risk levels and apply recognised mitigation techniques to effectively manage those risks.

The following assessment monitoring systems are adopted:

- | | |
|---|---------------------------------|
| 1 Chemical Health Risk Assessment (CHRA) | 6 Audiometric |
| 2 Noise Risk Assessment (NRA) | 7 Medical Examination for Noise |
| 3 Control of Industrial Major Accident Hazards (CIMAH) Assessment | 8 Medical Surveillance |
| 4 Chemical Exposure Monitoring (CEM) | 9 Ergonomic Risk Assessment |
| 5 Local Exhaust Ventilation (LEV) | |

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

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

- 1 Observation, interviews and implementation of Hazard Identification, Risk Assessment and Risk Control (HIRARC), relevant training provided to employees.
- 2 Monitoring of Unsafe Condition (UC) and Unsafe Act (UA) through TG Good Safe reporting.
- 3 Sharing of OSH Compliances, Unsafe Act and Unsafe Condition by Safety & Health Committee members during the quarterly Safety and Health Committee Meeting.
- 4 Reviewing the Corrective Action and Preventive Action (CAPA) during Meetings with Management.

Work-related hazards are promptly addressed through the “TG Good Safe” reporting tool. This system aims to ensure quick response from process owners, so that unsafe conditions and practices are resolved before they can lead to serious injuries or illnesses. For work activities involving contractors, they are required to submit documentation such as Hazard Identification, Risk Assessment and Control (HIRARC), method statements, and competency records. Their safety measures must be reviewed and approved before work begins.

Awareness & Trainings

We are committed to fostering a strong safety mindset among all employees and stakeholders through continuous training programmes. These initiatives, covering topics such as HIRARC, Personal Protective Equipment (PPE), Chemical Spill Management, Machinery Handling, Emergency Response, Basic Occupational First Aid, Forklift Safe Driving, Working at Heights, and on-the-job training for Work Instructions (WI) on safety precautions, are designed to prevent accidents and incidents. In FY2025, out of 10,225 total employees, 81%, equivalent to 8,281 employees, received training to enhance their skills and awareness.

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

- a. Conducted weekly hydrant tests
- b. Quarterly Safety & Health Committee workplace inspections
- c. Conducted safety briefings to employees
- d. Conducted toolbox briefings to contractors
- e. Fire and Chemical Drills



Accident & Incident Reporting

Work-related accidents or incidents are identified and assessed through our structured reporting procedure. Each accident or incident is investigated with input from the relevant process owner, and corrective measures are developed based on a hierarchy of controls: elimination, substitution, engineering controls, administrative controls, and PPE. These measures are regularly reviewed and monitored to ensure effectiveness and prevent recurrence.

Safety & Health Performance

In FY2025, the total number of reported incidents increased compared to the previous period, primarily due to higher business activity and a growing safety reporting culture among employees fostered through regular training. Nevertheless, analysis shows that the incident rate per 1 billion gloves produced decreased by 3% compared to the previous financial year, reflecting the larger scale of operations and our ongoing commitment to workplace safety.

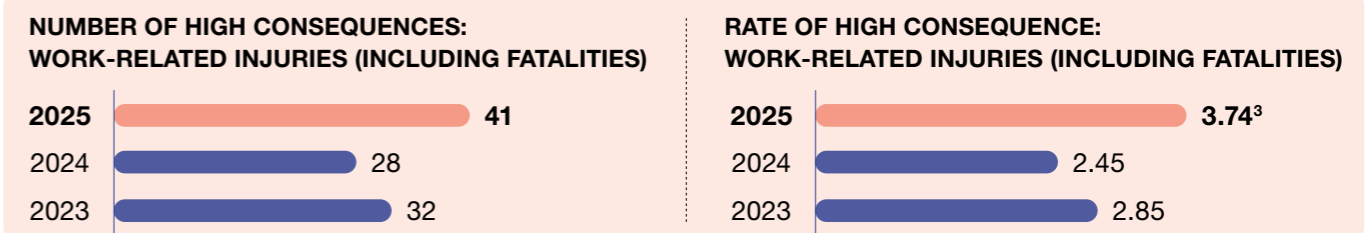
Top Glove’s longstanding culture of prioritising safety, as exemplified by the implementation of ISO 45001:2018, regular safety trainings, and comprehensive risk assessments, encourages its workforce to immediately and transparently flag major and minor incidents to department heads via the accident notification forms. Through this, the Company can swiftly implement rectifications and mitigate risks.

The reported cases serve as learning opportunities for Top Glove to improve its safety measures. To address the rise in incidents, the Safety Committee conducts a thorough analysis of each case to provide tailor-based solutions. We complement this through refresher trainings, stricter contractor oversight, and more vigilant monitoring of high-risk activities. Top Glove remains committed to reducing incident rates over time by fostering a strong safety culture, implementing engineering controls, and prioritising the wellbeing of our workforce.

Employee Safety Data

Financial Year	FY2023	FY2024	FY2025
Percentage of employees covered for LTIFR (%)	100	100	100
Lost-Time Injury Frequency Rate (LTIFR) (number/a million hours worked)	0.81	0.69	1.12
Number of employee fatality case	0	1	1 ¹
Employee fatalities rate	0	8.76	9.13

Note:
¹ One fatal accident was reported at the Thailand plant.



Notes:
 1. Based on the Sustainability Reporting Guide 3rd Edition by Bursa Malaysia, we recorded 0.22 for LTIFR in FY2025.
 2. Industry benchmark: According to the latest data available from the Department of Statistics Malaysia in 2023, the manufacturing accident rate stands at 3.98 (occupational injury) and 2.54 (fatality occupational injury). <https://dosh.gov.my/dashboard/statistik-kecederaan-dan-penyakit/>.
 3. The rate was calculated based on the average headcount in FY2025.

Contractor Safety Data

Financial Year	FY2023	FY2024	FY2025
Percentage of contractors covered for LTFIR (%)	100	100	100
Lost-Time Injury Frequency Rate (LTFIR) (number of lost time injuries/ a million hours worked)	0	0.09	0
Contractor fatalities rate (%)	0	0	0
Number of contractor fatality case	0	0	0
Number and rate of high consequence work-related injuries (including fatalities)	Number: 0 Rate: 0	Number: 1 Rate: 0.12	Number: 0 Rate: 0

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

Social

Social

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 18 Wellness Team Members

13 Medical Professionals & 1 Ambulance

- 4 Medical Doctors
- 1 Dentist
- 1 Dental Assistant
- 4 Medical Assistants
- 1 Front Desk Admin
- 1 Finance Admin
- 1 Radiographer

4 Wellness Professionals

- 2 Nutritionists
- 1 Dietitian
- 1 Health Admin Executive

1 Fitness Professionals

- 1 Fitness Assistant

Our key initiatives in promoting good physical and mental health:

- Promoting 5 Healthy Wells Principle**
(Clean Well, Eat Well, Work Well, Exercise Well, Sleep Well)
- Subsidised access to gymnasium facilities**
- Monthly health talks, health workshops, e-health info for employees**
- Zero harm on Mental Health Programme**
- Complimentary counselling services**
- Worker Health Protection Programme (WHPP)**
- Staff Health Management Programme (SHMP)**

Mental Health Awareness Workshops

Objective

To raise employee awareness on mental health.

Setting Boundaries and Goals for Mental Wellness

(Jan 2025: **190** staff attended)

Nurturing Workplace Relationships and Empathy

(Feb 2025: **156** staff attended)

Stress Resilience in the Workplace

(April 2025: **33** staff attended)



Health Talks

Objective

To raise employee health awareness and obtain regular feedback to improve our health services.

Diabetes

(October 2024: **243** staff attended)

Aging and How to Delay Aging and Extend Health Span

(January 2025: **261** staff attended)

Workplace Period Wellness Programme

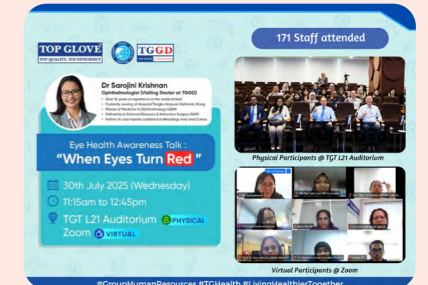
(March 2025: **231** staff attended)

Sinus Health Talk

(April 2025: **156** staff attended)

Eye Health Talk

(July 2025: **171** staff attended)



Workers Health Protection Programme (WHPP) & Staff Health Management Programme (SHMP)

Objective

- As a preventive measure in detecting chronic illness at the primary stage by offering annual free blood screening, medical consultation and dental scaling.
- These are additional health benefits for Top Glove employees on top of the annual medical entitlement.



In FY2025, the Company has spent RM1.2 million in the mandated Foreign Workers' Medical Examination Screening (FOMEMA). This comprehensive FOMEMA health screening includes testing for communicable diseases such as HIV/AIDS, Tuberculosis, and Malaria. Only those certified as medically fit by FOMEMA are eligible to receive a work permit. Foreign workers who do not meet the health standards are prohibited from remaining or working in the country, and employers are obligated to facilitate their repatriation. This protocol is integral to our efforts to control and prevent disease within our workforce. Additionally, Top Glove incorporates a FOMEMA briefing into our new worker orientation to ensure all incoming employees are informed and prepared.

Positive Psychology at Work

Complementary to strong physical health, Top Glove recognises that sound mental health is crucial for both individual wellbeing and organisational success. Top Glove is deeply committed to fostering a supportive workplace by focusing on mental health training and resources.

Our dedication is demonstrated through our comprehensive initiatives, which include periodical awareness training sessions facilitated by our in-house counsellor from the Group Human Resources department. These sessions are designed to enhance mental health awareness, understanding, and support among employees. In addition to the training, our counsellor offers one-on-one support to staff members who require additional assistance.

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

Throughout FY2025, we have provided these valuable training sessions to our employees, covering a range of topics such as “Setting Boundaries & Goals for Mental Wellness”, and “Stress Resilience in the Workplace”. These initiatives underscore our focus on creating a supportive and resilient work environment, ensuring that all employees have access to the resources and support they need.

HUMAN RIGHTS & LABOUR STANDARDS

Our Commitment to Human Rights

Top Glove is dedicated to upholding and promoting human rights across all aspects of its operations. As the world’s largest glove manufacturer, we adhere to globally recognised standards, including the United Nations Guiding Principles (UNGP) on Business and Human Rights, and ILO conventions. Our mission is to ensure ethical, inclusive, and sustainable practices that protect and empower all stakeholders within our value chain.

Overarching Framework on Human Rights

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

- 1 UN Global Compact Ten Principles
- 2 UN Guiding Principles on Business and Human Rights
- 3 International Labour Organization (ILO)
- 4 Amfori Business Social Compliance Initiatives (BSCI) Code of Conducts
- 5 SEDEX Member Ethical Trade Audit (SMETA) Guidelines



This framework is supported by structured awareness initiatives to promote understanding and implementation of BHR principles at all levels of the organisation. The rollout began with top management including the Board of Directors, Chairman, and Executive Committees through a dedicated

BHR Talk facilitated by YM Tengku Mohamed Fauzi Tengku Abdul Hamid, Commissioner of SUHAKAM in February 2024, reinforcing the Company’s commitment to integrating human rights principles into its business practices. In the second phase, a BHR Awareness Workshop was conducted for Heads of Factories and Group Department Heads in January 2025 to further embed the principles into operational leadership, ensuring alignment and accountability throughout the organisation.

Policies on Human Rights Practices & Labour Standards

At Top Glove, our unwavering commitment to human rights is encapsulated in our comprehensive Human Rights Policies which align with global standards. We have meticulously defined requirements guiding our practices, including the elimination of debt bondage, ensuring fair working hours, protecting freedom of association, recognising collective bargaining rights, and prioritising occupational safety and health. We steadfastly prohibit all forms of forced labour, bonded labour, modern slavery, and child labour. Our strict policy ensures no employee under the age of 18 is hired, supported by a rigorous verification process.

To broaden our impact, Top Glove is actively enhancing its BHR framework to cover a more extensive range of areas. Our policies seamlessly interlink and complement existing regulations, reinforcing our commitment to human rights. Key aspects of our policies include:

- 1 Human Rights & Ethical Conduct
- 2 Employee Code of Conduct
- 3 Occupational Safety & Health Policy
- 4 Diversity, Equality & Inclusion (DEI) Policy
- 5 Prevention of Sexual Harassment Policy
- 6 Prevention of Bullying Policy
- 7 Sustainability Policy

These policies reflect our dedication to fostering a respectful and inclusive workplace, where the fundamental rights of every employee are protected and upheld.

At Top Glove, we prioritise inclusive representation for all our workers. In locations without formal unions, the Workers Welfare Committee ensures every employee has a voice. Workers in each factory are empowered to elect their representatives, embracing diversity across all nationalities and genders. Our subsidiary, Eastern Press Sdn Bhd, proudly upholds collective bargaining agreements, providing a structured framework for consultation and negotiation. With 59 union members currently covered under these agreements, we ensure their rights and interests are protected, fostering a collaborative and fair working environment.

We actively engage with the Workers Welfare Committee, represented by workers’ representatives, to address topics related to welfare, safety, health, and labour standards. This inclusive approach underscores our dedication to the wellbeing and rights of all employees.

Top Glove has proactively communicated its expectations to all stakeholders through the Business Partners’ Code of Conduct (BPCOC). We distribute the BPCOC to our supply chain and customers, to ensure they understand and adhere to our standards. Since FY2024, we have made significant enhancements to the BPCOC, emphasising supply chain responsibility towards ESG matters and detailing terms related to critical areas such as child labour and toxic chemicals.

Employees are being oriented to the Employee Code of Conduct, reinforcing our commitment to responsible and ethical practices. This creates a solid framework for maintaining high standards across all stakeholder interactions. We engage in dialogue sessions and meetings with customers, investors, and suppliers, discussing Human Rights policies, initiatives, and expectations. Our dedication to BHR is demonstrated through various initiatives, reflecting our unwavering commitment to ethical practices and stakeholder engagement.

- 1 Environmental, Social and Governance (ESG) Assessments on Critical Suppliers
- 2 Internal Social Audits
- 3 Compliance with Local Laws
- 4 Independent Social Audits
- 5 Audits Requested by customers

Human Rights Due Diligence

The integration of due diligence into our internal processes and social audit compliance underscores our commitment to fulfil 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 biennial internal site or virtual audits consisting of human rights within our own operations and supply chain, allowing us to continually monitor and address any relevant issues proactively.

In FY2025, we conducted several external and internal social compliance audits, which consists of 11 SMETA audits, 1 BSCI audit and 20 Customer Code of Conduct audits to demonstrate our unwavering commitment to safeguard the rights of our employees. The due diligence process covers a range of areas, including forced labour, human trafficking, child labour, freedom of association/right of collective bargaining, remuneration, and discrimination. No violations of human rights were identified from the social compliance audit conducted.

Top Glove is committed to social compliance through independent audits such as BSCI and SMETA. We are continuously improving from findings and recommendations from the auditors to ensure safety and compliance at our workplace. We are dedicated to upskilling our employees’ competencies and certifications.

	FY2024	FY2025
Total number of announced audits	24	30
Total number of semi-announced audits	2	2
Total number of audits initiated and paid by customers	15	1
Total number of audits initiated and paid by Top Glove	11	31

List of Policies



Scan the QR code to view our List of Policies

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

SMETA audited factories with an average of 6 non-conformances per factory

2 factories passed **BSCI** audit with an overall “B” rating

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

Zero Tolerance Statement in DEI Policy

At Top Glove, we uphold a strict zero tolerance policy against any form of discrimination, harassment, or bullying, encompassing but not limited to sexual conduct, race, sex, disability, gender, age, sexual orientation, beliefs, and socioeconomic background. Our foremost priority is to cultivate an inclusive and respectful workplace where every employee feels safe and valued.

Top Glove's commitment to DEI is evident in our recruitment processes, reflected in our diverse workforce. In FY2025, our team comprised of employees from nine (9) nationalities, spanning four (4) generations, and included two (2) individuals with disabilities. We also actively promote internal transfer opportunities, allowing employees to explore new roles beyond their current expertise. This initiative supports personal and career growth, benefiting both our employees and the company.

DEI Policy



Scan the QR code to view our DEI Policy

[https://www.topglove.com/storage/sustainability-policies/March2022/HR%20Manual%20Diversity%20Equality%20and%20Inclusion%20\(DEI\)%20Policy.pdf](https://www.topglove.com/storage/sustainability-policies/March2022/HR%20Manual%20Diversity%20Equality%20and%20Inclusion%20(DEI)%20Policy.pdf)

Access to Remedy: Grievance Channel

Top Glove offers multiple grievance channels to ensure employees can raise concerns anonymously. Various internal grievance channels have been established to obtain feedback. Top Glove is committed to engaging stakeholders during the grievance process and take necessary actions for resolution. We strongly encourage employees to voice out any complaints or concerns regarding unjust treatment, unfair practices, disrespect, harassment, or workplace health and safety issues.

Our grievance channels include:

- 1 **Whistleblowing Channel**
(for more details, see page 91)
- 2 **TG Personal Wellbeing Consultation**
available for employees to report incidents of harassment and bullying
- 3 **Centralised Workers' Helpline**
- 4 **Email**
- 5 **WhatsApp**
- 6 **Worker Representatives**
representatives from each nationality and gender
- 7 **Human Resources Representatives stationed at Factories**
- 8 **HR Connect App (Grievance)**
- 9 **Top Glove Sustainability Grievance Channel**
(for more details, see page 83)

Managed by Group Human Resources, the Company has strengthened its grievance management framework through digitalisation by integrating a grievance feature into the employee mobile application, supported by diverse reporting channels and continuous training to enhance awareness and accessibility. These efforts reflect our ongoing commitment to upholding human rights and promoting a safe, respectful, and equitable workplace, ensuring effective remediation and fostering a culture of transparency and accountability across our operations.

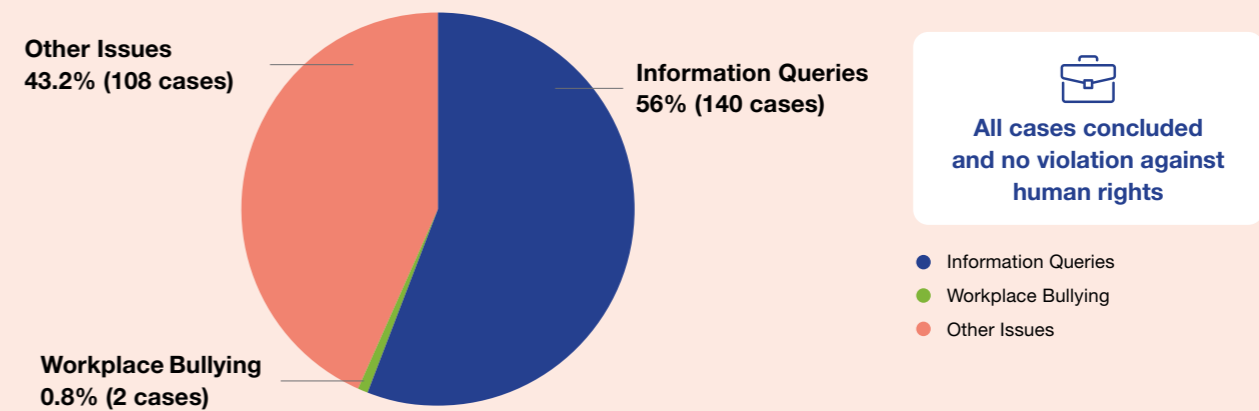
Communication of Grievance Channel Accessibility

- 1 **Regular Communication**
All migrant foreign nationals are well-informed about the TG Whistleblower, TG Centralised Workers Helpline, and HR Connect App (Grievance) platforms. Constant awareness is raised to promote these grievance channels via regular department meetings, monthly workers' welfare meetings, and the TG Workers Induction Programme.
- 2 **Multi-lingual Posters**
We display posters containing grievance helpline numbers and contacts in common areas such as rest areas, assembly areas, departmental notice boards, canteens, and hostels. These posters serve as continuous reminders of our grievance procedures. Additionally, hands-on training for the HR Connect App (Grievance) is provided during the TG Workers Induction Programme.

Our grievance handling procedures are highly transparent. We value the ethical human rights of all our foreign workers and are committed to maintaining confidentiality to protect the identities of individuals.

Internal Helpline Managed by the HR Department:

In FY2025, a total of 250 cases were managed. Of these, the main issue under "Other Issues" involved 33 cases (13%) related to workers' requests for hostel accommodation changes. There were also two (2) cases (0.8%) concerning workplace bullying. All reported cases were successfully resolved, while 140 cases (56%) were categorised as information queries.



Notes:
 1. The above data period is from 1 September 2024 to 31 August 2025.
 2. Other issues consist of requests for accommodation changes, factory/department changes, wages, work permit, and recruitment (general).

Top Glove strictly adheres to transparency in our foreign worker's recruitment procedures. All hiring procedures strictly comply with our zero-cost recruitment policy.

According to our guidelines, if a satisfactory resolution is not achieved, the issue will be escalated to the Head of Group Human Resources for further intervention. It is important to highlight that all reported cases to date have been effectively addressed and resolved at the levels of the Head of Factory/Group of Department, Factory Human Resources, and Group Human Resources.



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

Reinforcing our Respect for Human Rights through Training

Top Glove has consistently reinforced its commitment to human rights through a robust training and education programme:

- 1 **Internal Training Programmes:**
Our internal trainers have delivered comprehensive in-house training to Department Heads and Human Resources Business Partners, focusing on key areas such as:
 - Business Social Compliance Initiative (BSCI)
 - Business and Human Rights
 - 11 International Labour Organization (ILO) indicators of forced labour
- 2 **Extensive Training Hours:**
In FY2025, we dedicated 1,743 hours to training our staff and 51,374 hours to training our workers on human rights policies and procedures pertinent to our operations. This initiative observed the number of trained staffs and workers in Malaysia is 470 for staffs and 7,593 for workers respectively in FY2025.
- 3 **Information Social Standard Posters:**
Posters detailing social standards like BSCI, Ethical Trading Initiative (ETI) Base Code, and ILO Forced Labour Indicators are prominently displayed in workers' native languages on notice boards in hostels and factories.

These initiatives highlight our unwavering dedication to upholding human rights, ensuring that our workforce is knowledgeable, empowered, and aligned with our ethical standards.

EMPLOYEE BENEFITS

Employee Accommodation

We ensure full compliance with Act 446: Employees' Minimum Standards of Housing, Accommodations, and the Amenities Act 1990. Our accommodations are designed to provide a comfortable and convenient living environment for our workers. They include essential amenities such as a laundromat, canteen, mini market, and recreational facilities, making it easy for our workers to meet their daily needs and enjoy their leisure time.

Work-life Integration for Employees

At Top Glove, we believe in nurturing the wellbeing of our employees by helping them achieve a healthy work-life integration. Since FY2022, we have introduced several initiatives to support our employees through Family-Friendly Policy guidelines.

- 1 **Family-Friendly Policy**
Supporting employees in balancing their family responsibilities with work.
- 2 **Flexible Working Hours**
Empowering employees to manage their time effectively.
- 3 **Work from Home (WFH) Policy**
 - **Working Parents and Pregnant Mothers:**
Offering flexibility to employees with young children or those who are expecting.
 - **Caregivers:**
We provide 4 days of flexible WFH arrangements per calendar year for employees caring for immediate family members such as parents, parent in-laws, spouses, children, and grandparents or siblings. Local employees can request shift changes, subject to operational needs and prior approval.

- 4 **Nursing Room**
Creating a supporting environment for nursing mothers.
- 5 **Parental Leave**
Ensuring parents can take the time they need with their families.
- 6 **Healthcare Benefits**
We promote health and wellbeing through comprehensive healthcare support. We provide a Staff Health Management Programme (SHMP) and Dental SHMP – Oral Health services once per Financial Year, with 100% subsidies.

These initiatives reflect our dedication to fostering a compassionate and flexible workplace where employees feel supported and valued, allowing them to thrive both personally and professionally.

Scope	Gender	FY2023	FY2024	FY2025
Total number of staffs that were entitled to parental leave	Female	1,150	637	1,348
	Male	1,351	671	1,303
Total number of staffs that took parental leave	Female	208	123	69
	Male	220	93	65
Total number of staffs that returned to work in the reporting period after the end of parental leave	Female	173	97	69
	Male	218	75	65



DIVERSITY, EQUITY & INCLUSION (DEI)

Forum and Programmes on Women Empowerment

Top Glove is proud to lead the charge in women's empowerment within the workplace. As part of this year's Women Empowerment Month initiative, our Talent Development and HR Branding team organised a forum titled "Accelerate Progress". Speakers from diverse backgrounds shared inspiring stories and offered valuable insights, promoting a collective commitment to advancing gender equality. With 131 staff members participating in the forum, this initiative is a testament to our efforts to raise awareness and drive progress on gender equality in the workplace.

Throughout the month, numerous programmes such as flower gifting, a screening of the female-directed Golden Globes award-winning movie 'Barbie', and make-up tutorials were conducted by the HR Branding team to foster a culture of appreciation for women led landscapes and arts as well as strengthen workplace bonding through shared interests across female and male colleagues alike. With a commitment to DEI, the programmes have reached out to a broad spectrum of backgrounds, encompassing various races, religions, genders, ages, sexual orientations, disabilities and nationalities. Through these initiatives, the women in Top Glove are encouraged to achieve greater heights and contribute to a more just and equitable society.

Achieved **61% female leadership** in managerial positions



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social



Festive Celebration of Inclusivity for Religion, Race, and Culture

At Top Glove, our festive sessions embody our dedication to DEI. These events are more than just occasions for decorations and gourmet meals; they represent our commitment to celebrating the vibrant diversity within our team. These gatherings are pivotal, creating immersive environments where authentic connections and a deep understanding of each other's backgrounds and traditions flourish. Through shared stories, laughter, and cherished customs, we strengthen our collective bonds and foster an environment of genuine belonging. This approach not only nurtures inclusivity and equity but also underscores the strength and innovation that arise from our diverse perspectives and unified values.

Prevention of Harassment & Bullying

In FY2025, Top Glove has addressed and resolved two (2) harassment and two (2) bullying incidents with a strong focus on protecting the affected employees. We ensure their identities are kept confidential to prevent any risk of retaliation and offer access to professional counselling services to support them through difficult times. Should an investigation confirm wrongdoing, we impose stringent disciplinary actions, including dismissal.

Since 2019, Top Glove introduced e-Learning modules via the Top Glove Workers' Learning App, including multilingual videos and infographics, which have been accessed by over 98% of our workers. These resources are designed to enhance awareness and underscore our zero-tolerance stance on harassment and bullying.

Our comprehensive approach to prevent harassment includes:

- 1 **Policy Enhancement**
Grievance Procedures: Involving worker representatives to play a role in resolving grievances effectively.
- 2 **Regular Policy Review**
Ongoing evaluations and updates to ensure our policies remain effective and relevant.
- 3 **Employee Training and Awareness**
Targeted training for managers, executives, and workers to promote a culture of respect and safety in the workplace.

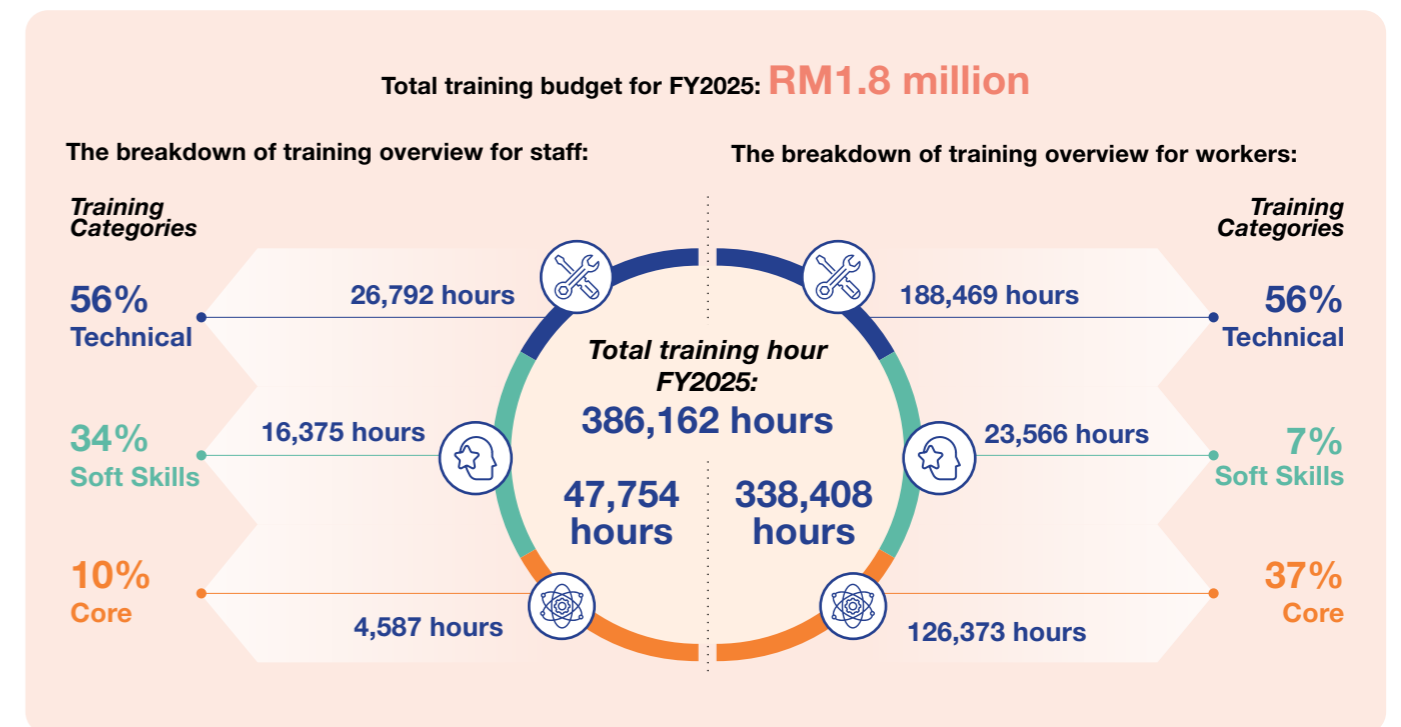
These initiatives demonstrate our unwavering commitment to maintain a safe and inclusive environment where every employee feels valued and supported.

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.

At Top Glove, we are dedicated to foster a culture of continuous learning and development. We offer a variety of learning opportunities, including training programmes, e-Learning modules, coaching, and mentoring, all aimed at enhancing skills, expanding knowledge, and nurturing a growth mindset among our employees. By focusing on learning and development, we empower our employees to excel in their fields, adapt to evolve market conditions, and drive the success and innovation of our organisation.

As aforementioned, our workers based in Malaysia have had access to mobile-based learning through the Top Glove Workers' Learning App. This app, in conjunction with our classroom training, features over 300 e-Learning modules that include multilingual videos, articles, and assessments on topics ranging from technical skills and safety to soft skills and mental health. This blend of digital and traditional learning methods supports our employees in staying ahead and continuously improving.



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN



Social

Social

Technical & Functional Training

At Top Glove, our Technical and Functional Training programmes are designed to equip employees with the specialised skills necessary for excelling in their roles while maintaining our Company’s high standards. These programmes are intricately woven into our Key Performance Index (KPI) assessments to enhance employee proficiency, promote awareness, and encourage active participation.

In FY2025, we focused on professional certification training programmes to equip and upskill our employees with the essential skills needed to perform their daily tasks completely. A total of 149 staff members attended and earned certifications in various training courses.

Certification trainings	Number of Attendees
1. CePBFO	4
2. CePIETSO-BP	2
3. CePIETSO-PCP	15
4. CePSO	6
5. CePSWAM	14
6. Safety and Health Officer (SHO)	2
7. Occupational Safety and Health Coordinator (OSH C)	7
8. Authorised Gas Tester & Entry Supervisor for Confined Space (AGTES)	6
9. Authorised Entrant & Standby Person for Confined Space (AESP)	15
10. Basic Occupational First Aid, CPR & AED Training	73
11. Kursus Asas Polis Bantuan (PBAB)	3
12. Senior Talent Management Practitioner Certification Programme	2

Leadership

The inaugural TG Leadership Masterclass was launched from April 2024 to January 2025, featuring four insightful sessions from the Board of Directors and an invited external speaker, concluded with a group project presentation. The program initially began with 60 identified successors and talents, of whom 15 successfully graduated, resulting in a 25% graduation rate. Participants were evaluated based on their final project presentation at the conclusion of the programme.



Top Glove Annual Leadership Summit (TGALS)

TGALS is a yearly event that aims to ignite a fighting spirit, inspire unity, and foster innovation to create strategies and solutions that propel Top Glove to new heights. It exemplifies our commitment to embracing individuals of all ages and harnessing the collective potential of diverse generations.

This year’s summit, themed “The End of Our Setback, The Start of Our Comeback”, reflects our focus on recovery and resilience. With the slogan “We Rise, We Strive, We Thrive”, we are inspired by the phoenix which is symbolic of our ability to rebound from uncertainty. As we navigate the challenges ahead, the summit reaffirms our commitment to strategies focused in mastering quality and optimising costs, emphasising our collective strength and adaptability.

We believe in our workforce’s vital role in driving success. Hence, this year’s summit is dedicated to unlocking their potential while fostering a culture of excellence and recovery.



Performance Management System (PMS)

In FY2025, our Performance Management System (PMS) continued to operate based on established practices. The process begins with goal-setting discussions, where employees and supervisors collaboratively define performance objectives for the upcoming financial year. To support capability building, five key refresher training modules were also introduced on the e-Learning platform for all employees.

The enhanced PMS enables continuous performance tracking, allowing supervisors to monitor progress and provide meaningful coaching throughout the year. It incorporates two 360° performance reviews, one conducted mid-year and another at year-end, where employees can share feedback on their interactions with managers, peers, and direct reports.

To promote fairness and objectivity, supervisors’ performance ratings are further reviewed through calibration sessions with department and factory leaders, helping to mitigate bias and favouritism. In addition, at least 40% of management incentives and remuneration are linked to ESG metrics. This ensures a holistic approach to performance management, aligning individual and organisational goals with Top Glove’s broader commitment to sustainability and social responsibility.

386,162 training hours

Budgeted RM1.8 million for employee upskilling

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

Recruitment data

Scope	FY2023	FY2024	FY2025
Total new recruits (number)	1,820	2,311	698
Breakdown by age group (%)			
Below 30	62	70	84
30 to 50	36	30	16
Above 50	2	0	1
Breakdown by gender (%*)			
Female	50	27	48
Male	50	73	52
Breakdown by locality (based in Malaysia, %)			
Local	94	28	100
Non-local	6	72	0

Notes:
 * Only referencing data based on the administration staff.
 ** Data for FY2025 excludes interns.

Turnover data

Staff Turnover	FY2023	FY2024	FY2025
Turnover rate	64.33%	38.00%	24.30%
Breakdown by age group (%)			
Below 30	67.41%	57.73%	52.44%
30 to 50	28.80%	39.00%	42.86%
Above 50	3.79%	3.27%	4.70%
Breakdown by locality (based in Malaysia, %)			
Local	99.70%	90.39%	99.40%
Non-local	0.30%	9.61%	0.60%

Note:
 Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24% in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>).

Worker Turnover	FY2023	FY2024	FY2025
Turnover rate	60.67%	20.00%	22.20%
Breakdown by age group (%)			
Below 30	52.87%	52.55%	59.60%
30 to 50	45.99%	46.05%	39.40%
Above 50	1.14%	1.40%	0.99%
Breakdown by locality (based in Malaysia, %)			
Local	31.09%	21.59%	58.30%
Non-local	68.91%	78.41%	41.60%

Note:
 Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24% in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>).

Employee Turnover	FY2025	
	Number	Percentage
Staff Turnover		
Executive Management (EM)	0	0%
Senior Management (SM)	11	0.49%
Upper Management (UM)	80	3.53%
Middle Management (MM)	325	14.30%
Junior Management (JM)	137	6.04%
Total	553	24.30%
Worker Turnover		
Lower Management (LM)	1,721	22.20%

Notes:
 1. Industry Benchmark: According to the data available from Information Management and Business Review, the manufacturing turnover rate stands at 24%.
 2. Only declared for permanent and contract employees, exclude interns in 2019 (Source: <https://ojs.amhinternational.com/index.php/imbr/article/view/3599>).

Our Diverse Workforce

Group	Category	FY2023	FY2024	FY2025	
Total Number of Employees		11,213	11,354	10,225	
	By Country (Nationality)	Malaysia	3,895	3,209	2,640
		Thailand	892	490	461
		China	21	6	6
		Vietnam	37	83	99
		Myanmar	193	710	66
		Indonesia	383	302	278
		Nepal	3,215	4,199	3,736
		Bangladesh	2,567	2,336	2,241
		Others	10	19	698
By Employment Type		Permanent	9,572	11,307	7,595
	Contract	1,641	47	2,630	
	Interns	48	61	44	
By Job Category	Executive Management (EM)	15	5	5	
	Senior Management (SM)	64	52	40	
	Upper Management (UM)	503	397	353	
	Middle Management (MM)	1,544	1,113	978	
	Junior Management (JM)	1,086	835	722	
	Lower Management (LM)	8,001	8,952	8,127	
By Region (Based on Malaysia Operation)	Local	3,902	3,204	2,634	
	Non-local	6,376	7,019	6,415	
By Ethnicity (Based on Malaysia Operation)	Malay	2,648	2,328	1,914	
	Chinese	724	445	351	
	Indian	479	397	339	
	Others	51	34	30	

Note:
 Employment data is excluding interns.



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

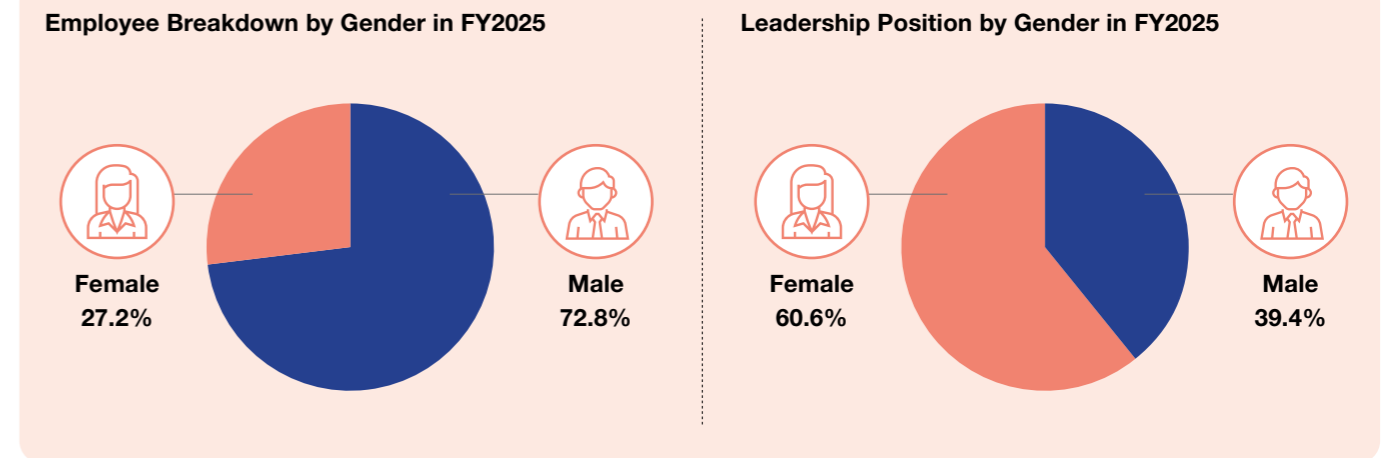
Gender Diversity FY2025

Job Category	Gender	Age	FY2025	
Executive Management (EM)	Male	Below 30	0	
		30 to 50	2	
		Above 50	3	
	Total Male			5
	Female	Below 30	0	
		30 to 50	0	
Above 50		0		
Total Female			0	
Senior Management (SM)	Male	Below 30	0	
		30 to 50	7	
		Above 50	15	
	Total Male			22
	Female	Below 30	0	
		30 to 50	12	
Above 50		6		
Total Female			18	
Upper Management (UM)	Male	Below 30	7	
		30 to 50	121	
		Above 50	9	
	Total Male			137
	Female	Below 30	5	
		30 to 50	189	
Above 50		22		
Total Female			216	
Middle Management (MM)	Male	Below 30	167	
		30 to 50	184	
		Above 50	27	
	Total Male			378
	Female	Below 30	298	
		30 to 50	285	
Above 50		17		
Total Female			600	
Junior Management (JM)	Male	Below 30	185	
		30 to 50	248	
		Above 50	35	
	Total Male			468
	Female	Below 30	94	
		30 to 50	150	
Above 50		10		
Total Female			254	
Lower Management (LM)	Male	Below 30	2,772	
		30 to 50	3,636	
		Above 50	24	
	Total Male			6,432
	Female	Below 30	865	
		30 to 50	776	
Above 50		54		
Total Female			1,695	

Note: Only declared for permanent and contract employees, exclude interns.

Financial Year		FY2023	FY2024	FY2025
Employee breakdown by gender				
Female	Number	3,145	3,048	2,783
	Percentage	28%	27%	27.2%
Male	Number	8,068	8,306	7,442
	Percentage	72%	73%	72.8%
Leadership positions (managers & above) held				
Female	Number	208	251	149
	Percentage	52%	55%	60.6%
Male	Number	193	203	97
	Percentage	48%	45%	39.4%

Notes:
 * As of 31 August 2025.
 ** Include Malaysia, Thailand and Vietnam.



The basic salary ratio of men to women for entry-level positions
1:1 Male and Female employee ratio of entry level wage to minimum wage

- 61%** of female employee in leadership positions
- 0.11%** of Malaysia staffs with disability
- 2** Staffs with differing abilities
- 73.7%** of employees in managerial positions in a management position in the Marketing department

SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

Social

Social

Training Hours

Total Training Hours			
Job Category	FY2023	FY2024	FY2025
Executive Management (EM)	95	162	118
Senior Management (SM)	2,176	1,582	995
Upper Management (UM)	21,977	16,475	10,396
Middle Management (MM)	59,380	39,193	26,618
Junior Management (JM)	33,943	28,668	9,627
Lower Management (LM)	239,687	284,966	338,408
Training Details per Staff*			
	FY2023	FY2024	FY2025
Average training hours*	44 hours	42 hours	27 hours
Average days of training*	5.5 days	5.3 days	3.4 days
Average training hours (female staff)*	49 hours	46 hours	51 hours
Average training hours (male staff)*	39 hours	38 hours	57 hours
Effectiveness of training (percentage of training has met its objective)*	93%	98%	100%

Note:
* Data only covers staff based in Malaysia.

Employee Engagement Survey

In FY2025, we conducted an anonymous in-house Employee Engagement Survey as part of our continuous efforts to enhance workplace satisfaction, strengthen inclusivity, and foster open communication across all levels. The survey assessed four (4) key aspects: job satisfaction, teamwork, work environment, and overall engagement, providing valuable insights to guide improvement initiatives.

a) Staff Survey

	FY2023	FY2024	FY2025
Percentage of total employees covered	81%	88%	91%
Overall Engagement Score	75%	75%	76%

b) Worker Survey

	FY2023	FY2024	FY2025
Percentage of total employees covered	97%	90%	90%
Overall Engagement Score	82%	80%	80%

These results highlight the effectiveness of our continuous engagement efforts, including periodic townhall sessions, leadership dialogues, enhanced welfare programmes, and accessible grievance mechanisms. The insights gathered through the surveys are systematically reviewed to promote continuous improvement across our operations.



GOAL 3: Improving Community Livelihood

FY2025 HIGHLIGHTS



Donated **RM194,273** to support 922 beneficiaries



Employees collectively contributed **4,993 hours** in volunteering work



Continued adherence to **ISO 18788:2015** certification, reinforcing our commitment to excellence in Private Security Operations Management System



Deployed a **165-strong security team** across all Top Glove Malaysian premises



TGGD Medical Centre provides accessible healthcare services for employees and local communities



UN SDGs Aligned



Aligned with **TEN ZERO** Commitments under sustainability roadmap FY2025 to FY2028:



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

SECURITY MANAGEMENT

At Top Glove, we don't just emphasise security, we embed it in every operation. As an active player among Malaysian companies, we operate our own Auxiliary Police (AP) force and dedicated internal security team, delivering unmatched protection for our employees, facilities, and assets.

In FY2025, we strengthened our security framework by deploying 86 AP officers and 79 in-house security personnel across all Top Glove premises, including our headquarters at Top Glove Tower, hostels, and factories throughout Malaysia. Our commitment to excellence is demonstrated by maintaining SIRIM certification for ISO 18788:2015 since FY2019, with all 32 Malaysian facilities now certified. This milestone reflects our unwavering dedication to rigorous, standardised security protocols.

Our security tagline

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

Security Management Initiatives in FY2025

Joint OPS with Polis Diraja Malaysia (PDRM) & Majlis Bandaraya Diraja Klang (MBDK)

Top Glove maintains ongoing security collaborations with PDRM and local authorities to ensure safe premises and lawful communities. Our primary objective is to uphold security standards through continuous partnerships and proactive measures.

We conduct regular joint operations with enforcement agencies to monitor and address unauthorised activities. Any security concerns are immediately reported to relevant authorities for swift action. Through these sustained efforts, we enforce compliance and maintain order across all locations.

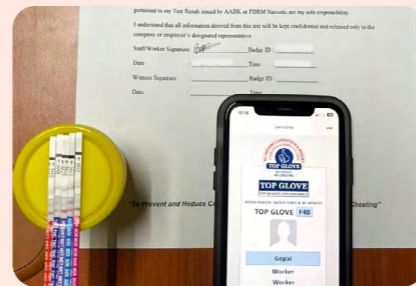
Top Glove remains committed to working closely with officials to deliver lasting security for our employees and surrounding communities.



Drug-Free Workplace Programme

We conduct regular drug testing to keep our workplace safe and productive. Our goals are to prevent accidents caused by substance abuse, comply with regulations, protect employee health, and maintain high productivity.

We test workers identified through our compliance system, especially those with records of smoking, drinking, or behavioral issues. This programme continues as part of our commitment to a safe, drug-free workplace.



Drug Awareness Programme at Workplace

This programme is conducted by the National Anti-Drugs Agency (AADK) and Royal Malaysia Police (PDRM) to educate our staff and workers about the dangers of drugs. The objectives are to teach everyone to say "no" to drugs, raise awareness on how to avoid drug involvement, and explain Malaysia's drug laws including the serious consequences and heavy penalties for drug possession.



Spot Checks by Auxiliary Police (AP)

AP, assisted by warden teams, conduct random inspections at hostels, especially at night, to prevent unhealthy activities and security risks. These surprise inspections will continue regularly to maintain safety and order in all living quarters.



Shooting Training

Shooting training helps AP improve their accuracy and precision through regular practice. The programme builds confidence in handling firearms and maintaining control during high-pressure situations. We focus on developing quick response times for emergencies while strengthening discipline and concentration. These skills are essential for effective shooting performance.



Stop-and-Talk Security Awareness

AP conducts regular stop-and-talk sessions with workers walking alone or in pairs outside company premises. The objectives of this initiative are to raise awareness about potential crime risks in the area, remind workers to remain vigilant of their surroundings, and provide personal safety tips when travelling outside work hours.

During these brief interactions, AP shared crime prevention advice and encouraged workers to report any suspicious activities. This ongoing programme helps maintain a security conscious workforce and reduces vulnerability to criminal incidents.



Helmet Compliance Monitoring Programme

AP conducts regular monitoring to enforce mandatory helmet use for workers riding motorcycles off company premises, with key objectives to ensure worker safety through proper helmet usage, reduce accident risks and head injuries, promote compliance with traffic regulations, and strengthen our workplace safety culture. When workers are observed without helmets, they receive immediate on-the-spot reminders about this vital safety requirement, as part of our ongoing commitment to safeguarding employee wellbeing both within and beyond our facilities.



Gotong Royong

This initiative brings teams together to keep our spaces clean and safe. Through collaboration, we build unity while encouraging personal responsibility for our environment and a proactive approach to sustainability.



SECTION 3: SOCIAL: TO BE A PEOPLE CENTRIC CORPORATE CITIZEN

1 2 3 4 5



Social

Social

LOCAL COMMUNITIES

We remain dedicated to creating positive change through Corporate Social Responsibility (CSR) initiatives that prioritise education, environmental sustainability, and community welfare. The Top Glove Foundation spearheads these programmes, ensuring that our contributions provide meaningful impact to individuals, families, and communities.

For greater participation, Community Engagement Hours (CEH) are incorporated into employee KPI, encouraging staff to take an active role in our CSR activities.

Total CSR Investment:
RM194,273

Total Beneficiaries:
922 individuals and local communities

Contribution of Basic Grocery Essentials During Festivals

We supported underserved families through festive aid distributions, with total expenses amounting to RM5,707.



Chinese New Year:
Groceries distribution for 10 families in collaboration with ADUN Meru.



Deepavali:
Groceries distribution for 50 families in collaboration with ADUN Meru.



Hari Raya Aidilfitri:
Bubur Lambuk distribution to 300 people and groceries for 25 families of students with disabilities to SMK Meru, Klang.



CSR Activities in Indonesia:
Donation to Dinas Kehutanan/Environmental and Forestry Law Enforcement GAKKUM team (Penegakan Hukum Lingkungan Hidup dan Kehutanan) in Bangka Belitung Province.

Education Support

We believe in empowering future generations through education-focused initiatives, with total expenses amounting to RM10,415.



School Facility Upgrades:
RM10,415 donated to improve classroom temperatures at SJKC Soo Jin, Kapar and upgrade canteen tables at SMK Meru, Klang for better durability and comfort.

Environmental Stewardship

We champion sustainability through hands-on environmental projects:

4,993 volunteer hours

1,839 staff volunteers



Fabric Recycling Initiative:
Fabric recycling programmes to reduce waste and encourage sustainable practices.



Go Green Go Plogging with Tzu Chi Foundation:
Top Glove staff and leadership, including Executive Chairman Tan Sri Dr. Lim Wee Chai, participated in Malaysia's largest plogging event organised by Tzu Chi Foundation. Held across more than 50 locations nationwide, this initiative combines fitness and environmental care, reinforcing our commitment to sustainability and community engagement.

Financial Contributions

Monetary donations amounting to RM194,273 were provided to various charitable causes, extending our support to communities in need.

In FY2025, Top Glove contributed RM34.8 million in income tax towards nation building, as part of sustainable economic growth.

Malaysia:
RM22.4 million

China:
RM4 million

USA:
RM6.7 million

Thailand:
RM1.7 million

Note:
The income tax data is reviewed solely by the Tax Working Group and is separate from the SIRIM assurance process.

Access to Healthcare

In our commitment to ensuring easy access to healthcare equipment and supplies, we prioritise equitable distribution, the development of affordable glove products, and support for our customers, as well as those in need of selecting the right products.

In addition, we continuously ensure that our employees and neighboring communities have access to healthcare services through our partnership with Global Doctor Malaysia, which has established a clinic and ambulance service in the Setia Alam area.

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT



Governance

To Create Long-term Value Through Ethical Business Practices and Continuous Stakeholder Engagement



GOAL 4: Strengthening Good Corporate Governance & Responsible Business Culture



UN SDGs Aligned



Aligned with TEN ZERO Commitments under sustainability roadmap FY2025 to FY2028:



FY2025 HIGHLIGHTS

<p>Maintained ZERO bribery, corruption & fraud cases</p>	<p>Invested RM2 million to enhance cybersecurity system resilience</p>
<p>Successfully upgraded ISO 27001:2022 certification for Information Security Management System</p>	<p>Maintained ZERO cases in security breaches</p>
<p>At least 40% of management incentives were linked to ESG metrics, reinforcing accountability and sustainable governance</p>	
<p>Continuously upholding integrity through ISO 37001:2016 Anti-Bribery Management System certification</p>	

Governance

As the world's largest glove manufacturer, Top Glove leverages its influence to drive sustainability throughout the supply chain. We aim to lead by example, inspiring our suppliers and business partners to integrate sustainable practices. By fostering a sustainable value chain and actively engaging our partners, we ensure an outstanding customer experience that consistently surpasses expectations.

ETHICS, INTEGRITY & GOVERNANCE

Top Glove Sustainability Grievance Channel

Since July 2022, Top Glove introduced the Grievance Handling Protocol, following the implementation of our Sustainability Policy. This protocol serves as a crucial platform for both internal and external stakeholders to express concerns related to sustainability, including environmental, human rights, and ethical issues within our operations and supply chain. It guarantees complete confidentiality and offers optional anonymity for all stakeholders, including local communities, NGOs, suppliers, contractors, and employees. This ensures they can raise concerns freely, without fear of retaliation or negative consequences.

The Grievance Handling Protocol is designed to ensure the efficient management of grievances, with a primary focus on overseeing and enforcing compliance with Top Glove's Sustainability Policy and Business Partners' Code of Conduct. It features a comprehensive procedure for addressing grievances, effectively linking business operations with grievance resolution processes. This protocol becomes operative once grievances are assessed and verified as breaches of our policies. This approach fosters a collaborative environment, reinforcing our dedication to sustainable and ethical business practices. In FY2025, Top Glove had zero cases on environmental, social or governance concerns through our dedicated Sustainability Grievance Channel.

We aim to collaborate closely with stakeholders to understand their concerns, assess potential impacts, and develop effective solutions. Fostering synergy and reinforcing our dedication to sustainable and ethical business practices is paramount at Top Glove.

Sustainability Grievance Procedure



Scan the QR code to view our Sustainability Grievance procedure



<https://grievance.topglove.com/#:~:text=Grievance%20Mechanism,-Communicate%20the%20%0AGrievance&text=Public%20can%20raise%20grievances%20against,the%20legitimacy%20of%20grievance%20%0Acase.%20>

Corporate Governance

At Top Glove, we are committed to the highest standards of corporate governance, enabling our Board of Directors to play a crucial role in strategic planning and risk management. This commitment is fundamental to the sustainable success of our Group.



For an in-depth look at our corporate governance practices, please refer to the Corporate Governance Overview Statement on pages 61 to 92 in the Integrated Annual Report 2025.

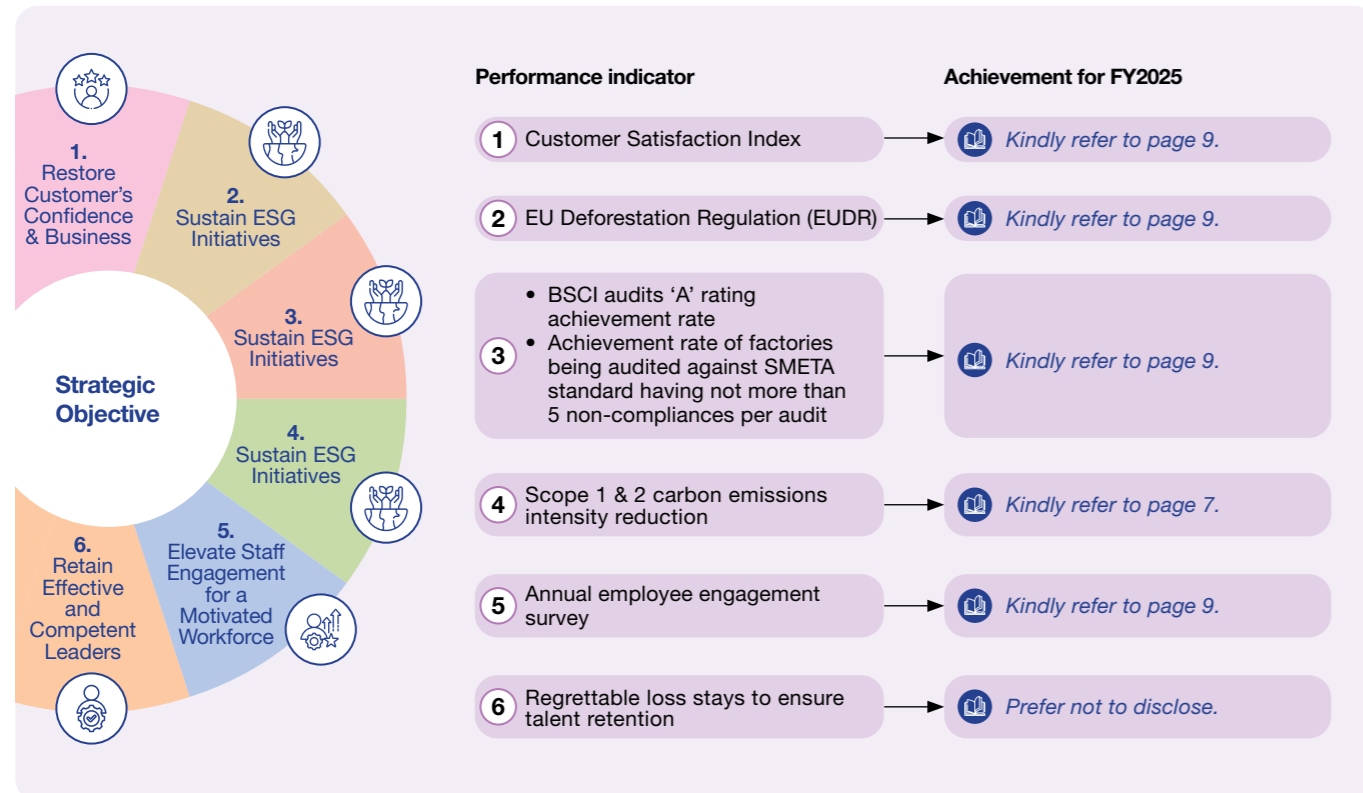
Since FY2021, we pioneered a significant initiative by linking at least 40% of management incentives and remuneration to ESG metrics, starting from FY2022 performance management. This approach ensures management accountability for achieving both sustainability and corporate objectives, while maintaining alignment with IFRS S2 requirements on share-based payment and performance-linked compensation. To further integrate financial and non-financial measures, the Group also adopted the Balanced Scorecard framework in FY2022. This strategic tool aligns our mission, vision, and strategies by defining clear goals, measurable KPIs, and structured initiatives, thereby embedding ESG considerations into long-term value creation.

In our reporting year, we successfully achieved a score of 35% of management incentives and remuneration being directly linked to ESG metrics. This marks a substantial accomplishment, demonstrating measurable progress in aligning leadership performance with our sustainability goals. By integrating ESG into our incentive structure, we reinforce accountability at the management level and ensure that sustainability remains a key driver of our business strategy.

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

Governance

ESG Metrics Linked to 40% of the Management's Incentives and Remuneration in FY2025



In view of the rise of stricter environmental regulations, such as carbon taxes, stakeholders are expected to increasingly prioritise environmental compliance in their decision-making. To address this shift, we have restructured the ESG weightage to better reflect our business priorities and stakeholder expectations, while strengthening the integration of environmental considerations into our sustainability strategy.

FY2025 Governance Highlights

- Engagements between Non-Executive Directors and Management, as well as Non-Executive Directors with factory operations staff and workers' representatives.
- The FY2025 Board Effectiveness Evaluation was independently facilitated by the Institute of Corporate Directors Malaysia (ICDM).
- Diverse gender and skills across the Board of Directors, with 44% of female directors.
- Adopted the Conflict-of-Interest Policy since October 2023 and updated in November 2024.
- The Board imposed at least 40% of management incentives and remuneration to ESG metrics.
- Continued implementation of the Balanced Scorecard to align KPIs with business strategy at all levels.

Board of Directors' Diversity

Gender Diversity

Financial Year		FY2023	FY2024	FY2025
Female	Number	5	3	4
	Percentage	42%	33%	44%
Male	Number	7	6	5
	Percentage	58%	67%	56%

Age Diversity

Financial Year	FY2023	FY2024	FY2025
Under 30 years old	0	0	0
30 to 50 years old	1	1	1
Over 50 years old	11	8	8

Note:
FY2025 data has been updated based on the IAR FY2025 report for standardisation purposes, including adjustments related to Board members who have resigned.

Engagement Between Non-Executive Directors and Management

The Non-Executive Directors' Committee (NEDC) held its first meeting for FY2025 in October 2024. The NEDC discussed key governance and sustainability matters, including talent strategies, succession planning and employee engagement sessions. Updates were provided on the Company's corporate proposals, staff engagement survey, internal audit updates, and workers' welfare initiatives. The NEDC also reviewed and provided inputs on the draft Integrated Annual Report 2024, with suggestions to further enhance communication clarity, stakeholder representation, and governance disclosures, reinforcing Top Glove's ongoing commitment to transparency, accountability, and continuous improvement.

The NEDC had its second meeting in December 2024, focusing on strengthening internal audit functions and operational oversight, optimising foreign currency loan management, and enhancing marketing efforts for the Company's biodegradable gloves. The NEDC was also briefed on the Company's glove export performance for the first quarter of FY2025 and emphasised the importance of leveraging available tax incentives for new operations. The NEDC recognised the importance of reinforcing corporate culture and communication, improving audit processes, and ensuring robust internal controls. Additionally, the NEDC reviewed action plans arising from the Board Effectiveness Evaluation (BEE) outcome, assessed opportunities to enhance the Company's positioning in sustainability-related market indices, and reviewed key business operating agreements.

In March 2025, the NEDC held its third meeting, focusing on matters relating to utilisation of tax incentives, ongoing sustainability efforts and corporate culture. The NEDC also reviewed progress on key projects, with discussions centred on governance, compliance requirements, and opportunities to strengthen execution planning and risk oversight for future projects. The NEDC discussed the plan and structure of the Company's Board Away Day 2025, aimed at developing strategies and action plans for the financial year. Organisational structure and branding initiatives were also key themes reviewed by the NEDC. In addition, the NEDC expressed their support for continued engagement sessions with factory staff and workers to promote inclusivity and better understanding of workforce concerns.

The NEDC convened two meetings in June 2025. Key matters deliberated included Company's risk oversight and potential impact of tariffs affecting global trade and its impact towards the Company's exports. The NEDC emphasised the importance for consistency in product quality, pricing, and fulfilment of commitments. The NEDC was apprised of the latest updates on the utilisation of tax incentives, operational matters, internal and external communication. The NEDC had also reviewed the Directors' fees and remuneration, as well as succession planning for key leadership roles. Additionally, the NEDC was updated on the Company's ongoing Brand Survey 2025, and discussed the need to address identified gaps based on findings. The NEDC further underscored the importance of addressing sustainability, governance and social compliance matters to safeguard the interests of institutional investors and stakeholders.

Engagement Between Non-Executive Directors and Factory Operations Staff & Workers' Representatives

As part of the Company's ongoing commitment to transparency, inclusivity and continuous improvement, the Non-Executive Directors (NEDs) dedicated time from their schedules to hold three (3) engagement sessions in FY2025 with factory operations staff and workers' representatives.



SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

In May 2025, the NEDs visited the Kenangan Meru Hostel for a dialogue session aimed at fostering open communication and gaining insights into key areas such as workplace matters, hostel living conditions, compensation and benefits, and the overall employee experience. The session also provided a platform to raise awareness of ongoing support initiatives, including the Workers' Representative Management System. The NEDs acknowledged both the encouraging feedback and the concerns shared, addressing them constructively with the support of the HR team. The session concluded with a call for the representatives to continue serving as strong ambassadors of the Company.



In a separate engagement held at Factory 40 in June 2025, the NEDs met with operations staff and workers' representatives to further strengthen employee relations and gather feedback on areas such as career development, team building, performance recognition, manpower support, and accommodation arrangements. The factory operations staff expressed overall satisfaction with their roles, highlighting a supportive work environment and opportunities for growth through training and development programmes. Workers also shared constructive suggestions, including enhancing manpower support, reward and recognition system, and relocating fitness facilities to more accessible locations. The session also included updates on planned hostel relocations aimed at further improving workers' living conditions.



In its engagement session in August 2025, the NEDs were apprised of feedback on career progression, welfare, recognition, workload, manpower, social media perception, and hostel facilities. Opportunities for further improvement were discussed, including manpower planning, recognition initiatives, and refining certain criteria to account for factory capacity differences, alongside positive reflections on teamwork, culture and work environment as well as career development opportunities. Workers also expressed general satisfaction with hostel facilities, with suggestions for improved ventilation. The NEDs assured participants that their input would be conveyed to the Management and emphasised the importance of proactive sharing of concerns as well as ongoing constructive dialogue aligned with the Company's financial performance and long-term goals.



These engagement sessions underscore the Board's hands-on approach to listening to the voice of the workforce and reaffirm its commitment to continuously enhancing employee welfare, workplace satisfaction, and overall engagement across all levels of the organisation.

DATA PRIVACY & CYBERSECURITY

We are persistently enhancing our data protection measures to keep pace with the rapidly evolving digital threat landscape, as the data security environment remains dynamic throughout FY2025. We invested a total of RM2 million to further strengthen our cybersecurity systems as part of our continued efforts to improve cybersecurity that includes endpoint, server, and network security system.

We place great importance on safeguarding private and confidential information. The Personal Data Protection Act of 2010 (PDPA) mandates that all employees handle client personal and sensitive information with the utmost confidentiality, serving as the Group's guiding principle. Our interactions with third parties are equally confidential, requiring them to read, understand, and agree to a Non-Disclosure Agreement (NDA) whenever confidential matters are discussed or involved to maintain compliance with data privacy regulations. Furthermore, all service agreements with third parties include standard personal data protection clauses to ensure adherence to PDPA and to strengthen our privacy governance.

Governance

As a part of our integrated approach to data security, we strive to ensure that all employees are accustomed with our Cybersecurity Policy, which outlines each employee's roles and responsibilities for ensuring appropriate and ethical use of our email system and preserving the confidentiality of all customer and company data. All service agreements with third parties include a standard personal data clause as an additional security safeguard. We provide learning materials with pertinent information on cybersecurity and how cyber dangers could appear in employees' daily tasks in an effort to raise awareness among our people. The cybersecurity bulletin and recurring learning modules serve as reminders to all staff to stay vigilant about current cybersecurity threats and occurrences. Employees are encouraged to report on any abnormalities identified.

Our IT department conducted simulations since FY2022 to increase staff awareness of phishing dangers. Our dedicated and highly skilled IT team, responsible for developing and implementing our robust cybersecurity and IT infrastructure, is the driving force behind our efforts. The Risk Management and Sustainability Committee regularly reviews the Group's risk profile and performance, including cybersecurity risks, to ensure adequate and appropriate measures are in place to mitigate such risks. Risk management is governed at the highest level by the Board of Directors.

Cybersecurity and Data Privacy Key Highlights in FY2025

- 1 Zero incidents of client data loss, theft, or leakage were recorded.
- 2 Invested RM2 million to enhance our cybersecurity system.
- 3 Our staff have a greater understanding of IT security as part of our efforts to reduce the risk of cybersecurity breaches.
- 4 Since FY2021, our IT infrastructure and Information Security Management System have been certified under ISO/IEC 27001:2022. As of January 2025, we have successfully upgraded our certification to ISO/IEC 27001:2022.
- 5 Awareness training activities are conducted on regular basis.
- 6 Full alignment with Malaysia's PDPA to ensure responsible data processing, protection and transparency across all operations.



SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

Governance

Corporate Integrity

In accordance with ISO 37001:2016 Anti-Bribery Management System (ABMS) standards, we have refined and maintained our Integrity Functions into Corporate and Operational levels. At the Corporate level, the Central Integrity Function (CIF) oversees Enforcement & Implementation and Awareness & Promotion of ethics and integrity initiatives for all employees. Meanwhile, the Factory Integrity Function (FIF) is primarily focused on Enforcement & Implementation at the operational level. These functions are supervised by Top Management, the Board Audit Committee (BAC), and the Board Risk, Investment & Compliance Committee (BRICC), ensuring a robust anti-corruption and anti-bribery framework.



▲ Top Glove marks its ninth consecutive year of annual assurance for its Ethics & Integrity practices, conducted by SIRIM QAS International Sdn Bhd in accordance with the stringent ISO 37001:2016 Anti-Bribery Management System (ABMS) standard.

In FY2025, we maintained Top Glove Corporation Bhd as the main certificate holder with eight (8) entities located in Malaysia after we embarked on the expansion of the harmonised Malaysian Anti-Corruption Commission (MACC) Adequate Procedures & ISO 37001:2016 Anti-Bribery Management System (ABMS) project to comply with Corporate Liability Provision Section 17A that was enforced on 1 June 2020. The ISO 37001:2016 certification of Factory 9 in 2017 marked a groundbreaking achievement for our Company as the first private manufacturer in Malaysia to attain this standard. As of now we continue implementing ABMS scope and implementation to all our subsidiaries. Annual external and independent audits are conducted to ensure compliance with ISO 37001:2016 standards, aligned with Section 17A (Corporate Liability Provision) and the T.R.U.S.T. Principles' Guidelines on Adequate Procedures. This underscores our commitment to continually enhancing our W.H.I.T.E Integrity Culture, which is embedded in Top Glove's core values, business principles, and policies prioritising ethics and anti-corruption. W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate.

8 entities maintained ISO 37001:2016 Anti-Bribery Management System

We continue to uphold our ethical standards through annual audits in compliance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018 (MACC Act). In FY2025, we entered our third certification cycle and second surveillance certification, reaffirming our dedication to integrity and compliance. Top Glove remains committed to ensuring the continued implementation and certification of the ABMS for existing certified entities and will strive to expand whenever opportunities arise to extend this to other entities.

Corruption Risk Assessment

At Top Glove, our corruption risk assessment is integral to establishing a robust management system and fortifying our anti-corruption efforts. This rigorous assessment mandates risk owners to implement appropriate processes, systems, and controls to effectively mitigate corruption risks.

Our comprehensive corruption risk assessment encompasses the following activities:

- Identifying opportunities for corruption and fraudulent activities
- Scrutinising financial transactions to detect disguised corrupt payments
- Assessing business activities with elevated corruption risks
- Ensuring compliance among external parties
- Evaluating relationships with third parties within the supply chain

We have instituted detailed procedures featuring corruption process mapping and key risk areas, all governed by our Enterprise Risk Management (ERM) framework. Proactive internal Anti-Bribery and Anti-Corruption (ABAC) control measures are implemented in high-risk areas, tailored to their specific risk profiles. Continuous monitoring ensures the effectiveness of these measures, safeguarding against violations under the MACC Act 2009 and protecting our Company's reputation and integrity.

Since FY2021, all (100%) of Top Glove Corporation Bhd in Malaysia have undergone comprehensive corruption risk assessments, an initiative that has also been extended to our factories in Malaysia and Thailand. Embracing digital solutions, we successfully implemented our user-friendly risk management software, TG RISK, after its introduction in December 2022. TG RISK serves as a collaborative tool, offering an efficient platform for risk assessors to manage and mitigate risks swiftly. It also encourages broad participation to ensure comprehensive coverage.

In alignment with our commitment to combat bribery and corruption, we have addressed key offences under the MACC Act 2009 in related processes. By continuously enhancing our risk assessment procedures and enforcing stringent control measures, Top Glove remains committed to upholding the highest standards of corporate governance, integrity, and transparency.

Charitable Donations & Sponsorship

To safeguard against the misuse of charitable donations or sponsorships as a form of bribery, we implement a stringent verification process. This process includes the following steps:

- 1 Confirming registration with the Department of Social Welfare (JKM)
- 2 Validating Section 44(6) Registration with the Inland Revenue Board of Malaysia
- 3 Reviewing the Company Registration Form
- 4 Evaluating the Company Profile
- 5 Checking prior support records by Top Glove

This rigorous approach ensures that all contributions are made transparently and ethically, aligning with our commitment to integrity and corporate responsibility.

Stakeholders Due Diligence & Commitment

To ensure integrity in our business operations, we conduct comprehensive background checks on all stakeholders before engaging in any business dealings. We utilise multiple external resources, including the MACC portal, to assess financial histories and identify any records of bribery or corruption. Our supplier audit criteria place a strong emphasis on anti-corruption measures, and we clearly communicate these expectations, requiring our suppliers to adhere to the highest ethical standards.

In line with our commitment to strong corporate governance, we have published an updated Anti-Bribery and Anti-Corruption (ABAC) eHandbook on our website. This resource covers key topics such as facilitation payments, money laundering, political donations, and antitrust practices. By making this handbook publicly available, we reinforce our dedication to ethical and sustainable business practices. Additionally, we require all stakeholders to commit to these principles, ensuring integrity and transparency in every interaction.

Stakeholders	Anti-Bribery, Anti-Corruption & Ethic's Commitment
Suppliers & business associates who have financial dealings with Top Glove	<ul style="list-style-type: none"> • Letter of Enforcement of Corporate Culture (LECC) • Business Partners' Code of Conduct
Customers	<ul style="list-style-type: none"> • Letter of Enforcement of Corporate Culture and Business Ethics on The Issue of Bribery and Corruption (LECCBC)
Employees	<ul style="list-style-type: none"> • Employee Code of Conduct • Ikrar Bebas Rasuah (IBR) • Letter of Enforcement of Corporate Culture (LECC) during onboarding of new staff
Board of Directors	<ul style="list-style-type: none"> • Directors' Code of Conduct & Ethics • Ikrar Bebas Rasuah (IBR)



SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

Governance

Governance Training

Number of staffs that have received training on anti-bribery and anti-corruption training by category:

Job Category	FY2023	FY2024	FY2025	Total Headcount FY2025	Percentage staff (%) FY2025
Senior Management (SM)	30	6	5	40	12.5
Upper Management (UM)	401	85	59	353	16.7
Middle Management (MM)	1,086	248	112	978	11.5
Junior Management (JM)	646	138	22	722	3
Lower Management (LM)	N/A	N/A	1,339	8,127	16.5

Anti-Bribery and Anti-Corruption data:

Financial Year	FY2023	FY2024	FY2025
Number of corruption and bribery cases	1	0	0
Political contributions made	0	0	0
Facilitation payments made	0	0	0
Money laundering involvement	0	0	0
Insider trading occurrence	0	0	0
Fines imposed in relation to corruption, bribery & anti-competitive business practices	0	0	0

Anti-Bribery and Anti-Corruption Commitment



Scan the QR code to view our Anti-Bribery and Anti-Corruption Commitment

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

Business Ethics & Integrity Initiatives: W.H.I.T.E* Integrity Culture

To enhance Top Glove's anti-corruption efforts, we are continuously and actively advancing a robust ethics and integrity programme across our workforce and value chain. This initiative supports our commitment to the Corporate Liability Provision Section 17A, which took effect on 1 June 2020. The programme includes:

Ethics and Integrity Programme



1 W.H.I.T.E* Integrity Culture Presentations



2 Comprehensive Ethics & Integrity Training

- Raising awareness about the W.H.I.T.E* Integrity Culture, including ISO 37001:2016 ABMS, the Anti-Bribery & Anti-Corruption Policy, the TG Gift Policy & Online Declaration, Whistleblowing Policy & Procedure, and Document Control.
- In-depth training on ISO 37001:2016 ABMS, addressing each clause of the standard.

Corruption-Free Pledge Ceremonies (Ikrar Bebas Rasuah (IBR))

3

- The IBR represents an individual oath taken by the organisation's leadership to uphold accountability and prevent engagement in corrupt practices.
- Top Glove also anticipated their Board of Directors, advisors, and Senior Management for IBR declaration emphasising its dedication to combatting corruption and promoting integrity within the company and among its business associates.

Notifications on W.H.I.T.E* Integrity Day

4

- These initiatives equip Top Glove employees with vital anti-bribery and anti-corruption knowledge, reinforcing our commitment to a corruption-free workplace. The training encompasses a wide array of topics, including facilitation payments, money laundering, political donations and involvement, anti-trust and more, as outlined in our comprehensive e-handbook.

Note:

* W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate.

Whistleblowing

Since 2019, Top Glove established its Whistleblowing Policy and Procedures (WBPP) to create a secure and confidential avenue for reporting misconduct. The WBPP's definition of "improper conduct" is comprehensive yet adaptable, ensuring it encompasses actions that could harm stakeholders or present risks.

Top Glove's WBPP underscores our commitment to the principles of honesty, integrity, and transparency. The Whistleblowing Committee diligently manages all incidents, ensuring investigations are conducted impartially and without conflicts of interest. The confidentiality of whistleblower information is paramount, handled with the utmost sensitivity and in full compliance with the Whistleblower Protection Act 2010.

Any bribery incident will be promptly reported to the relevant enforcement authorities, demonstrating our commitment to transparency and responsible corporate conduct. To foster a culture of accountability, Top Glove provides a comprehensive report on whistleblower complaints and the resolutions during the quarterly Board Audit Committee (BAC) meetings. In FY2025, there were zero bribery and corruption cases reported. However, we thoroughly addressed four (4) whistleblower reports which were non-bribery/corruption cases, but categorised under grievances, misconduct, and other issues related to policies and procedures. Each case was resolved with decisive action. This proactive approach reinforces Top Glove's unwavering commitment to upholding the highest standards of ethical business practices.

Category	Number of Cases	
	FY2024	FY2025
Bribery/Corruption	0	0
Fraud	0	0
Grievances/Misconduct	3	2
Others (on policy & procedures)	1	3

Whistleblowing Policy and Procedure



Scan the QR code to view our Whistleblowing Policy and Procedure

[https://www.topglove.com/storage/sustainability-policies/May2025/Whistleblowing%20Policy%20&%20Procedure%20\(WBPP\)%20ENGLISH.pdf](https://www.topglove.com/storage/sustainability-policies/May2025/Whistleblowing%20Policy%20&%20Procedure%20(WBPP)%20ENGLISH.pdf)

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

Governance

Business Ethics & Conduct

Our Employee Code of Conduct outlines the fundamental principles, dedication, diligence, and professionalism that guide our contributions to social and environmental development in the communities where we operate. Every employee must acknowledge the Code upon joining the company and adhere to its policies, which are periodically reviewed and updated to reflect evolving standards.

In FY2025, we addressed 82 incidents involving violations of the Employee Code of Conduct, including attendance fraud, false overtime claims, and alterations of medical certificate. The implicated employees were required to provide explanations, leading to thorough internal investigations. Based on the severity of the violations, disciplinary actions were implemented, ranging from reminder letters and warnings to suspensions, acceptance of voluntary resignations, or dismissals upon confirmation of guilt.

To strengthen our ethical foundation, Top Glove conducts regular training sessions focused on our Corporate Values, R.I.V.E.R. (Respect, Integrity, Value, Empowerment & Relationship), and the W.H.I.T.E* Integrity Culture. These initiatives aim to enhance employee awareness and reinforce our commitment to the highest standards of conduct and integrity.

Note:
* W.H.I.T.E is an abbreviation for Top Glove's 5 Healthy Wells, Honesty, Integrity, Transparency, and Educate.

Strengthening Integrity, Together

On 9 July 2025, our Executive Chairman, Tan Sri Dr. Lim Wee Chai, and Managing Director, Mr. Lim Cheong Guan, joined by our Corporate Integrity team, visited the Chief Commissioner of the MACC, Tan Sri Dato' Sri Haji Azam Baki, at the MACC Headquarters in Putrajaya.



The courtesy visit reaffirmed our commitment to strong corporate governance and open dialogue on integrity best practices. We look forward to working together to raise awareness and support national efforts to combat and prevent corruption.

Comprehensive Anti-corruption and Governance Strategies Training

During the ISO 37001:2016 ABMS Recertification Audit conducted by SIRIM in August 2024, auditors highlighted the need to further strengthen the knowledge of Top Glove's Integrity Functions (Central IF and Factory IF). In response, the Group engaged the Malaysia Anti Corruption Academy (MACA) to deliver targeted training on Corruption Risk Management, Conflict of Interest, Commercial Organisation Offences (MACC Act Section 17A), and the Whistleblower Protection Act.

Two training sessions were conducted to ensure broad coverage and effective participation:

- 1 **1st Batch:** 19 to 22 November 2024
- 2 **2nd Batch:** 13 to 14 and 19 to 20 February 2025

This initiative reflects Top Glove's continued commitment to reinforcing its anti-bribery framework and strengthening governance practices in alignment with ISO 37001:2016 and national anti-corruption standards.



GOAL 5: Emerging As A Trusted Company With A Sustainable Value Chain

FY2025 HIGHLIGHTS

100% traceability of natural rubber sourcing to plantation upon request by EU27 customer

Maintained CE certificate under the latest EU Medical Device Regulation (EU MDR 2017/745)

100% of operating plants continuously certified with **Quality Management System**

ZERO incidents of non-compliance with relevant regulations and **ZERO product recall**

Leading the way in **complying with EUDR**

95% of critical suppliers were assessed using **QESG metrics**

Achieved **82% customer satisfaction rate**

Pioneering glove manufacturing adopter of the Simplified ESG Disclosure Guide (SEDG) for SMEs under the "Large Companies with Supply Chains" category by Capital Market Malaysia (CM²)

UN SDGs Aligned



Aligned with TEN ZERO Commitments under sustainability roadmap FY2025 to FY2028:



SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

Governance

As the world's largest glove manufacturer, Top Glove leverages its influence to drive sustainability throughout the supply chain. We aim to lead by example, inspiring our suppliers and business partners to integrate sustainable practices. By fostering a sustainable value chain and actively engaging our partners, we ensure an outstanding customer experience that consistently surpasses expectations.

PRODUCT QUALITY & SAFETY

Top Glove recognises that innovation and advancements in processes and technology are fundamental to our business and are the cornerstones of our pursuit of quality excellence. To remain competitive in the global market, continuous improvement is indispensable.

Our key strategies for enhancing the quality and safety of our products are as follows:

a) Investing in R&D, Digitalisation and Automation

At the forefront of R&D and innovation in the glove industry, we prioritise product quality and safety. Our commitment is driven by a deep understanding of the critical role gloves play in various industries, including healthcare, manufacturing, and food services.

<p>Material Selection</p> <p>We begin with meticulous material selection, ensuring materials meet or exceed industry standards for durability, flexibility, and comfort. This process includes evaluating factors such as latex or synthetic compositions, chemical and heat stability to achieve the optimal balance between protection and user comfort.</p>	<p>Innovative Design and Engineering</p> <p>Our team continuously explore novel designs and engineering solutions to enhance glove performance. This includes ergonomic designs to reduce hand fatigue, specialised textures for improved grip, and advanced coatings for additional protection.</p>	<p>Rigorous Testing Protocols</p> <p>We subject our glove prototypes to comprehensive tests under real-world conditions. These tests cover mechanical stress, chemical resistance, barrier properties, and microbiological safety. Any potential weaknesses are identified and rectified before production.</p>
<p>Continuous Improvement</p> <p>Embracing a culture of continuous improvement, we regularly incorporate feedback from healthcare professionals, industrial workers, and other end-users to refine our glove designs and manufacturing processes.</p>	<p>Sustainability and Eco-Friendly Practices</p> <p>We are committed to minimising the environmental impact of our products through sustainable sourcing, waste reduction, and minimising our carbon footprint throughout the glove lifecycle.</p>	

b) Implementing Various ISO and Other Standards

Top Glove's journey toward international certification began in 1999 with the achievement of ISO 13485:2016 Quality Management System for Medical Devices at our Klang factories. In FY2025, we reached a significant milestone by obtaining our CE certificate under the latest EU Medical Device Regulations (EU MDR 2017/745) in 2024. This certification demonstrates our compliance with European Union medical device standards and reflects our commitment to providing safe and reliable medical devices to our valued customers.

This achievement underscores our dedication to producing high-quality, safe products that meet stringent regulatory standards, which also applies to our internal suppliers. At Top Glove, continuous improvement is a core practice. We embrace third-party audits to ensure our operations align with global requirements and best practices, fostering a culture of excellence and accountability.

An in-house training programme on ISO 13485:2016 Medical Devices Quality Management System was conducted on 23 May 2025 by an external provider. This training equips individuals and organisations with a clear understanding of the regulatory and quality expectations in the medical device industry. It emphasises the importance of a risk-based, process-oriented approach to product quality and patient safety, while reinforcing the need for strong documentation, effective internal audits, and continuous improvement. By aligning with global regulatory requirements and promoting a culture of compliance, the training not only ensures operational readiness and audit preparedness but also supports strategic business goals such as global market access and enhanced customer trust.

These commitments are reinforced through the certification of our factories with internationally recognised management systems. As of FY2025, Top Glove has attained multiple certifications, which not only demonstrate compliance with global standards but also strengthen our business in several ways. They enhance market credibility and customer trust by signalling adherence to quality, safety, and environmental standards, while driving operational excellence through standardised processes and continuous monitoring.

- 1 **ISO 9001:2015 & ISO 13485:2016 - Quality Management System**
- 2 **EU MDR 2017/745 - EU Medical Device Regulations**
- 3 **ISO 14001:2015 - Environmental Management System**
- 4 **ISO 45001:2018 - Occupational Health and Safety Management System**
- 5 **ISO 37001:2016 - Anti-Bribery Management System**
- 6 **ISO 18788:2015 - Security Operations Management System**
- 7 **ISO 27001:2022 - Information Security Management System**
- 8 **ISO 41001:2018 - Facility Management System**
- 9 **British Retail Consortium Global Standard (BRCGS) for Consumer Products Personal Care and Household, Issue 4**
- 10 **Forest Stewardship Council (FSC®)**
- 11 **HALAL Certification**
- 12 **Good Manufacturing Practice (GMP)**
- 13 **Hazard Analysis Critical Control Point (HACCP)**
- 14 **Medical Device Single Audit Programme (MDSAP)**

Implementing ISO 9001:2015 and ISO 13485:2016 QMS for Medical Devices

As of FY2025 all our operating factories have successfully implemented and maintained various certifications, including ISO 9001:2015 and ISO 13485:2016 for management systems and product safety.

100% of operating plants certified with **Quality Management System**

In addition, selected factories are certified with Hazard Analysis Critical Control Point (HACCP), Good Manufacturing Practice (GMP) and British Retail Consortium (BRC). These certifications reflect our commitment to upholding the highest standards of food safety compliance and operational excellence as well as fulfil the market needs and demands.



SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

1 2 3 **4** 5



Governance

Governance

c) Enhancing Skills and Employee Knowledge

Marketer Training on Product

Our R&D department provides comprehensive training to our marketing team, enabling them to effectively educate customers about our product quality and offerings.

d) Compliance with Product Labelling Regulations

Advertising and Product Representation Principles

In September 2021, we introduced the Top Glove Advertising and Product Representation Principles, ensuring all relevant personnel are trained on core advertising standards and the avoidance of inappropriate claims.

Product Labelling Compliance

We are proud to report that 100% of our significant products are evaluated for product labelling compliance. In FY2025, we had no incidents of non-compliance related to product information, labelling, or marketing communications, including advertising, promotions, and sponsorships.

By implementing these comprehensive strategies, Top Glove ensures that our products not only meet but exceed global quality and safety standards, reinforcing our commitment to excellence in the industry.

Financial Year	FY2023	FY2024	FY2025
Number of Product Recall	0	0	0
Number of Regulatory Agencies Inspection	0	0	0
Number of Form 483 Observations and FDA Warning Letters Received	0	0	0

Top Glove is unwavering in its commitment to delivering superior products that surpass customer expectations. Our approach focuses on:

- 1 Quality Assurance:** Ensuring only top-quality products reach our customers.
- 2 Sales Excellence:** Providing unparalleled sales performance.
- 3 Safety Standards:** Upholding the highest safety standards both internally and externally.

Governance Initiatives



Scan the QR code to view our Governance Initiatives

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

Open Innovation and Collaboration in Top Glove

At Top Glove, we embrace open innovation and strategic collaboration as key enablers of sustainable growth and continuous improvement. By fostering partnerships with universities, research institutions, technology providers, and industry experts, we accelerate the development of new materials, process innovations, and automation solutions that enhance product performance and operational efficiency.

Academic Partners

1 Top Glove is deeply committed to advancing sustainability across all facets of our operations. A key pillar of this commitment is our strategic collaboration with key partners in the latex and glove manufacturing industry. In response to the growing demand for sustainable products, we have established close partnerships focused on translating university-level research into scalable industrial applications. These joint efforts are aimed at accelerating the development of innovative, sustainable solutions and pushing the boundaries of what is possible in our industry.

Technology Provider and Industry Expert

2 Collaborations with technology developers and process innovators drive advancements in automation, digitalisation, and energy-efficient manufacturing systems. Through open exchange of expertise, we continuously improve production efficiency, reduce waste, and optimise resource utilisation in line with our TEN ZERO Commitments.

Third-party Independent Assurances and Verification Bodies

3 We work closely with SATRA Technology and other independent assurance partners to validate the environmental performance of our products, including cradle-to-grave LCA verification and biodegradability testing. These collaborations enhance transparency and credibility in our sustainability reporting.

Government and Industry Associations

4 Top Glove participates actively in webinars, training sessions, conferences, and policy dialogues organised by government bodies, industry associations, and sustainability-focused organisations. These engagements provide valuable platforms for knowledge sharing, ESG capability building, and collective action on topics such as climate resilience, green manufacturing, and responsible business conduct.

SUPPLY CHAIN MANAGEMENT

We prioritise ethical sourcing and responsible consumption to guarantee that our products are sustainably produced. Our approach to sustainable supply chain management involves rigorous traceability protocols and comprehensive supplier evaluations based on ESG criteria, with the FSC® certification serving as one of the potential benchmarks.

Traceability

In line with our sustainability and transparency goals, we recognise the profound impact of the EUDR on the natural rubber industry and are proactively adapting our sourcing practices to align with its due diligence requirements. Our initiative ensures our supply chains remain free from deforestation or forest degradation, driving sustainable outcomes globally.

Top Glove first established a Traceability Committee in 2022, comprising members from various departments, such as the Regulatory Affairs System & Conformance department, Sourcing and Procurement department and Latex Concentration Plant to provide technical support and monitor the overall traceability throughout supply chain. Following the EUDR's entry into force, this committee was restructured in 2023 into a dedicated Traceability Taskforce to spearhead our journey toward timely EUDR compliance. In FY2025, we further intensified efforts by reactivating EUDR implementation ahead of the revised enforcement date on 30 December 2025, which included providing a refresher course for all relevant stakeholders. This dedicated taskforce, with members from both central office and operations team, now monitors and drives EUDR compliance across the entire Top Glove Group.

In July 2025, Top Glove proactively conducted EUDR Townhall sessions for staff and latex suppliers to provide the necessary and compulsory training ahead of the 30 December 2025 enforcement deadline. These sessions focused on the regulation's core requirement for deforestation-free products and the need for comprehensive supply chain due diligence, emphasising the crucial role suppliers play in implementing these regulations to ensure continued access to the EU market. Complementing this internal effort, Top Glove also participated in various external webinars and events, which focused on critical areas such as Supplier Onboarding, training on the EU TRACES digital reporting platform, and understanding Industry Strategy and specific Customer EUDR Requirements. A broad range of staff, including the EUDR Central Committee and various departmental and factory representatives, were involved in these engagements to ensure group-wide readiness and drive timely EUDR compliance.



Traceability is crucial to effective supply chain management and is central to our EUDR compliance. Our approach is guided by our Sustainability Policy and supported by an internal system designed to track natural rubber latex from upstream to downstream. To achieve our goals, we have actively collaborated with our latex suppliers and selected rubber plantations to verify sourcing. This collaboration secures commitments for deforestation-free raw materials, obtains comprehensive supply chain information, and involves our taskforce successfully verifying the suppliers' deforestation-free documentation through sampling methods.

100% Traceability of Natural Rubber Sourcing to Plantation Upon Request by EU27 Customer

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

Governance

Governance



Top Glove's Practices Aligned with EUDR Since July 2024

Top Glove is fully aligned with EUDR, a measure aiming to prevent deforestation associated with commodities like natural rubber. We guarantee that all our natural rubber and rubber products originate from land that has not been deforested or degraded after 31 December 2020. To uphold this, Top Glove ensures full traceability from the plantation by using due diligence, collecting geolocation data, and segregating compliant materials to support our customers' Due Diligence Statement (DDS) submissions.



Top Glove is implementing a comprehensive framework and focusing our efforts on establishing robust systems and processes while fostering collaborative relationships across our value chain.

- 1 **Strengthened Traceability**
We work closely with suppliers to trace rubber from plantation to finished product.
- 2 **Rigorous System Checks**
Regular internal reviews to ensure EUDR compliance is upheld across our operations.
- 3 **Supplier Enablement**
We provide guidance and training to help our suppliers meet EUDR standards.
- 4 **Ongoing Customer Support**
We stay closely engaged with our EU customers to support their compliance needs.

Smarter Sourcing from Low-Risk Countries

Top Glove's EUDR latex is responsibly sourced, which directly assists our EU customers in meeting compliance requirements more efficiently.

By sourcing from Top Glove, which sources from low-risk countries, customers can benefit from simplified due diligence procedures. While still requiring the submission of a DDS and collection of necessary supply chain data, this significantly reduces the need for extensive risk assessment and mitigation.

Furthermore, sourcing from our EUDR supply chain lowers the likelihood of regulatory inspections, with a typical inspection rate of only 1%, compared to higher rates for other countries.

- ✓ Simplified DDS submission
- ✓ Reduced compliance workload
- ✓ Lower likelihood of inspection by EU Competent Authority

Supporting Seamless DDS Submissions for EU Customers

We proactively prepare and provide the required information to support our EU customers in completing their DDS submissions via the EU TRACES platform, which is the official digital system under EUDR. Our teams are actively involved in platform testing and closely tracking its rollout to ensure smooth integration and timely compliance reporting.

Looking Ahead

Top Glove remains steadfast in our commitment to sustainable and responsible manufacturing. We are fully aligned with the EUDR and will continue to keep our stakeholders informed as we maintain and strengthen our compliance efforts.

Supplier Assessment

In FY2025, our supplier assessments included virtual evaluations, on-site inspections, and self-assessments. To effectively address ESG concerns within our supply chain, we developed a comprehensive supplier audit checklist, which has been integrated into our internal system. This migration ensures that all assessments and related documents are digitally stored within our platform. This integration enhances efficiency and enables timely distribution and monitoring of compliance.

100% Supplier Audit for active critical suppliers on ESG metrics

Supply Chain Data

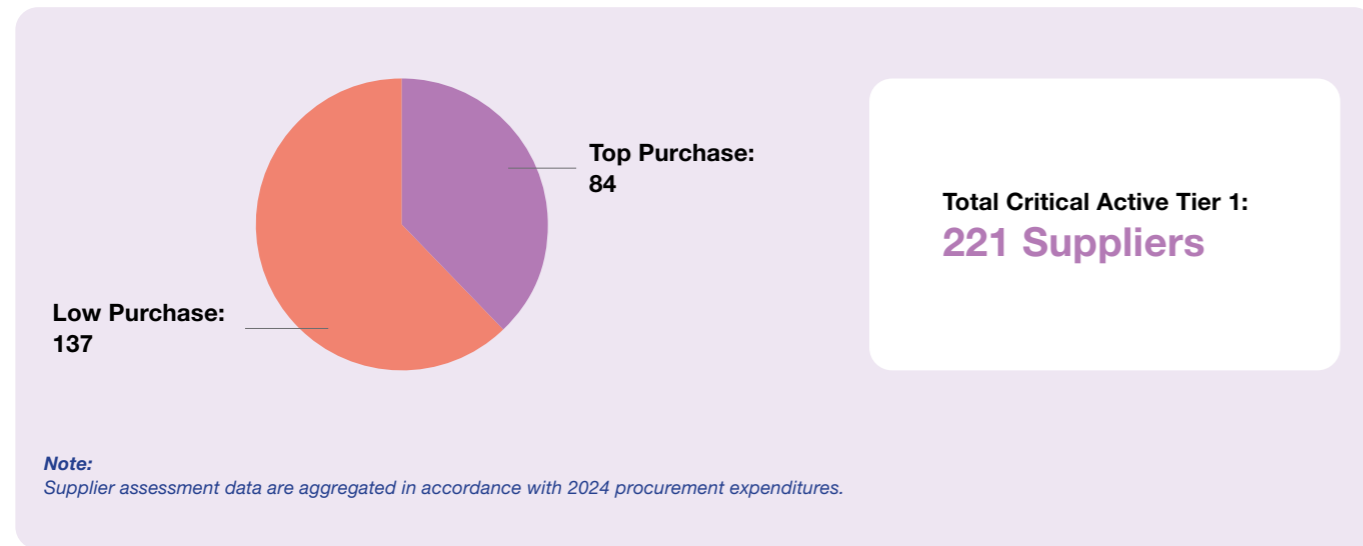
Type of Supplier	Absolute Number of Suppliers	Total Procurement Spent
Total tier 1 suppliers	2,653	100%
Critical tier 1 suppliers	316	69%

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

Governance

Governance

Supplier Assessment Data



Category	Number	Percentage
Existing critical tier 1 supplier (assessed for social and environmental impacts)	80 out of 84	95.23%
Number of self-audits conducted	46 out of 80	57.5%
Number of site-audits conducted	34 out of 80	42.5%

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

Category	Number	Percentage
New critical tier 1 supplier (assessed for social and environmental impacts)	23 out of 23	100%

In our latest supplier assessments, 63% of active suppliers audited attained Grade A or B, demonstrating robust adherence to our ESG standards. The evaluations confirmed the absence of significant environmental or major social non-compliance issues. To address areas requiring improvement, we have issued Improvement Request Forms (IRFs) to the respective suppliers, initiating targeted actions to enhance their compliance and performance.



Top Glove Supplier Training Programme: QESG Assessment Seminar

A collaborative initiative between the Regulatory Affairs System & Certification, Group Purchasing, and Technical Experts from the Quality, Environmental, Social & Governance (QESG) pillars, Top Glove successfully organised the QESG Assessment Seminar in January 2025. The session was conducted for external suppliers categorised as Grade D and E, as well as for Top Glove’s internal suppliers and internal supplier auditors.

The interactive seminar welcomed both physical and virtual participants from our valued supplier network, offering them in-depth insights and practical guidance on navigating Top Glove’s comprehensive QESG assessment process. Following the session, participants received copies of the training materials for continued reference and learning.



SEDG Adopter Programme: Coordinated by CM²

The Simplified ESG Disclosure Guide (SEDG), introduced by the Capital Market Malaysia (CM²), serves as a practical framework to guide companies in embedding sustainability practices and disclosing ESG performance in a transparent and structured manner. Through this initiative, CM² aims to encourage greater corporate responsibility and to strengthen the ESG ecosystem within Malaysia’s business landscape.

Recognising the importance of sustainability leadership and transparent reporting, Top Glove Corporation Bhd officially became an SEDG Adopter on 17 April 2025. As part of its commitment, Top Glove will implement a pilot project under the SEDG framework, focusing on Malaysian suppliers. The initial phase targets nine (9) existing suppliers, with the objective of enhancing ESG data quality, strengthening supplier capacity, and aligning practices with recognised disclosure standards.

To facilitate this transition, Top Glove and its selected suppliers participated in the SEDG Adopter Workshop held on 14 July 2025 at the Securities Commission Malaysia. The workshop covered:

- 1 An overview of the SEDG framework and its key disclosure principles.
- 2 Guidance on integrating ESG metrics into operational reporting processes.
- 3 Practical sessions on using ESG disclosure tools, including the GHG Emissions Calculator.
- 4 Case studies highlighting best practices from other adopters.
- 5 Interactive discussions between adopters, suppliers, and CM² representatives to address implementation challenges and share practical solutions.

SECTION 4: GOVERNANCE: TO CREATE LONG-TERM VALUE THROUGH ETHICAL BUSINESS PRACTICES AND CONTINUOUS STAKEHOLDER ENGAGEMENT

Governance

The SEDG Adopter Programme represents a strategic step for Top Glove in driving sustainable business practices beyond its own operations and extending into its supply chain. By adopting the SEDG framework, Top Glove not only strengthens its ESG reporting capabilities but also empowers its suppliers to meet evolving market and regulatory expectations. The pilot project with nine (9) Malaysian suppliers is expected to serve as a benchmark for future supply chain-wide adoption, reinforcing Top Glove's position as a sustainability leader within the glove manufacturing industry and supporting Malaysia's broader ESG agenda.



Strengthening Supplier Engagement on SEDG

As part of our commitment to advancing ESG practices across our value chain, the Supplier Lifecycle Management System (SLMS) team took proactive steps to build supplier capacity on the SEDG. On 25 August 2025, we launched a series of Dialogue Sessions, beginning with internal suppliers.

These sessions were conducted in an interactive one-on-one format, creating an open platform for suppliers to raise questions and deepen their understanding of SEDG requirements. To enable effective implementation, we provided comprehensive support materials, including the SEDG Full Guide, the User Guide for the SEDG GHG Emissions Calculator, and reference slides from the CM² SEDG Workshop. Internal suppliers were given 21 working days to complete the SEDG Sector Guide Data Collection Template for Manufacturing, ensuring timely and accurate ESG data submission.

By equipping our suppliers with the tools and knowledge they need, we are strengthening transparency, improving ESG data quality, and supporting our collective progress towards sustainable and responsible business practices.

Local Suppliers

Top Glove has achieved 79% to 95% locally sourced materials across its operations in Malaysia, Thailand and Vietnam in this financial year, demonstrating our strong commitment to supporting local suppliers and communities. Complementing this effort, 64% of our total procurement spending within the same operational boundary was channeled to local suppliers. We remain focused on strengthening local partnerships and progressively increasing local sourcing as market conditions improve.

Breakdown of Procurement Budget Spent and the Proportion of Local Suppliers, Categorized by Country

Location of Operation (Country)	Percentage of Local Spending in Each Country of Operation	Percentage of Local Suppliers Sourced in Each Country of Operation
Malaysia	58%	95%
Thailand	93%	87%
Vietnam	35%	79%

In line with Bursa Malaysia's Sustainability Reporting Guide (3rd Edition), Top Glove recognises the importance of responsible and inclusive supply chain management as part of our commitment to sustainable business practices. Sourcing from local suppliers plays a vital role in strengthening our economic, environmental, and social performance.

Business Partners' Code of Conduct



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

https://www.topglove.com/storage/sustainability-policies/June2024/SUS%20POL%2004%20Business%20Partners_%20Code%20of%20Conduct%20Revision%204.0%20Original.pdf

Governance

CUSTOMER EXPERIENCE

Ethical Marketing Practices

Top Glove upholds the highest standards of ethical business practices, as encapsulated in our Sales & Marketing Code of Conduct established in FY2021. This code provides comprehensive guidelines on sales, marketing, and advertising principles, ensuring that our employees consistently demonstrate ethical conduct that surpasses legal requirements. Over the past four financial years, Top Glove has maintained an unblemished record with no legal actions or fines related to anti-competitive behaviour, anti-trust violations, or breaches of monopoly legislation.



Sales & Marketing Code of Conduct



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

https://www.topglove.com/storage/sustainability-policies/March2023/Sales%20and%20Marketing%20Code%20of%20Conduct%20_%20V2%2021032023.pdf

Customer Satisfaction Survey

Our annual customer satisfaction survey focuses on four key areas: price competitiveness, product quality expectation, shipment delivery, and services. Through continuous improvements guided by survey insights, we achieved a significant increase in overall satisfaction scores, rising from 74% in FY2023 to 76% in FY2024, and further improving to 82% in FY2025, surpassing our 80% target. Customers particularly praised our services and responsiveness, ethics and integrity, as well as our shipping document management. Additionally, 96% of respondents indicated they would recommend Top Glove, a 2% improvement over FY2024.

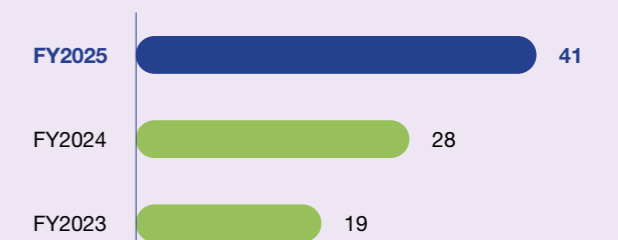
Participation in the survey among active customers rose to 41%, up from 28% in FY2024. To ensure accurate insights, we also focused on our top 50 customers, achieving an 92% response rate within this group.

The lowest scores were for price competitiveness, primarily due to higher production costs for Malaysian glove manufacturers compared to those in China and Thailand, especially in raw materials and energy cost. In response to customer feedback, Top Glove is actively working to reduce production costs by optimising resources and consolidating production lines to address and resolve customer concerns, demonstrating our commitment to continuous improvement and customer satisfaction.

CUSTOMER SATISFACTION (%)



TOTAL CUSTOMERS RESPONDED (%)



SECTION 5: OTHER INFORMATION



Independent External Assurance Statement

Independent External Assurance Statement



SIRIM QAS INTERNATIONAL SDN BHD INDEPENDENT ASSURANCE STATEMENT

To Board of Directors, Stakeholders, and Interested Parties,

SIRIM QAS International Sdn. Bhd. was engaged by Top Glove Corporation Berhad (hereafter referred to as Top Glove) to perform an independent verification and provide assurance of Top Glove Sustainability Report FY2025. The main objective of the verification process is to provide assurance to Top Glove and its stakeholders on the accuracy and reliability of the information as presented in this statement. The verification by SIRIM QAS International pertains to all sustainability performance information (subject matter) as listed below, within the assurance scope which is included in Top Glove Sustainability Report FY2025.

The management of Top Glove was responsible for the preparation of the Sustainability Report FY2025. The objective and impartiality of this statement is assured as no member of the verification team and no other employee of SIRIM QAS International was involved in the preparation of any part of the Top Glove Sustainability Report and the Annual Report 2025.

The assurance engagement was designed to provide limited assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, and BURSA Sustainability Reporting Guide, irrespective of the organization's ability to achieve its objectives, targets or expectations on their subject matter and sustainability-related issues. The assurance process involves verification of material matters as presented in the Sustainability Report within the sustainability framework pillars, the environmental stewardship, social responsibility, and good governance. In addition to this, we also review and verify the sustainability indicators outlined by Bursa Malaysia to ensure the accuracy, completeness, and reliability of the reported information. The results of this verification process have been systematically tabulated in Appendix 1, Appendix 2 and the Report to Management, with further details provided therein.

The verification was carried out by SIRIM QAS International between October and November 2025, with the following methodologies:

- Reviewing and verifying the traceability, consistency and accuracy of information collected from various sources; internal and external documentation made available during the assessment.
- Verification of the data presented in the Sustainability Report, which includes a detailed review of the sampled data.
- Interviewing key personnel responsible for collating information and developing various sections of the report to substantiate the veracity of the claims.

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of other information reported in Top Glove's Annual Report 2025.
- The review excluded all financial-related data, as these are subjected to the company's financial audit.
- As part of this assurance engagement, the verification team visited the corporate office, the Top Glove Tower at Setia Alam, Selangor. However, the verification process did not include physical inspections of any of Top Glove's operations and assets.
- The verification team did not assess or verify any data related to contractors or third parties.

Conclusion

SIRIM QAS International, a Conformity Assessment Body in Malaysia, is accredited to both ISO 17021-1:2015 and ISO 17065:2012 covering all our operational activities. The appointed assessors performing the assurance engagement were selected appropriately based on our internal qualifications, training and experience. The verification process is reviewed by management to ensure that the approach and assurance are strictly followed and operated transparently. During the verification process, issues were raised, and clarifications were sought from the management of Top Glove relating to the accuracy of some of the information contained in the statement. In response to the findings, the Sustainability Report was subsequently reviewed and revised by Top Glove. It is confirmed that changes that have been incorporated into the final version of the Report have addressed all issues. Based on the scope of the assessment process and evidence obtained, the following represents SIRIM QAS International's opinion:

- The level of data accuracy included in Top Glove Sustainability Report FY2025, is fairly stated;
- The level of disclosure of the specific sustainability performance information presented in the Report was found to be properly prepared;
- The personnel responsible were able to demonstrate the origin(s) and interpretation of data contained in the Report;
- The Sustainability Report FY2025 provides a reasonable and balanced presentation of the sustainability performance of Top Glove Corporation Berhad.

List of Assessors.

1)	Ms. Aernida Abdul Kadir	:	Team Leader
2)	Ms. Kamini Sooriamorthy	:	Team Member
3)	Ms. Aine Jamaliah Mohamad Zain	:	Team Member
4)	Ms. Evelyn Liew Yuen Chun	:	Team Member

Statement Prepared by:


AERNIDA BINTI ABDUL KADIR
 Team Leader
 Management System Certification Department
 SIRIM QAS International Sdn. Bhd.
 Date: 7 November 2025

Statement Approved by:


WAN SHAHIMA BINTI MIOR AHMED SHAHIMI
 General Manager
 Management System Certification Department
 SIRIM QAS International Sdn. Bhd.
 Date: 10 November 2025

Note: This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd does not express an opinion on, nor guarantee the integrity and/or accuracy of the information provided with the view that the conclusion was conducted post verification assessment, hence not verified. SIRIM QAS International shall not be responsible for any changes or additions made after the referred date (7 November 2025).

SECTION 5: OTHER INFORMATION

Independent External Assurance Statement

Independent External Assurance Statement

Appendix 1 Performance Data Table - BURSA Malaysia Indicator:	Measurement Unit	2025
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	64
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Senior management	Percentage	13
Upper management	Percentage	17
Middle management	Percentage	11
Junior management	Percentage	3
Lower management	Percentage	16
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	MWh	2,847,350
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	5,077
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the	MYR	194,273
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	922
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Executive management	Hour	118
Senior management	Hours	995
Upper management	Hours	10,396
Middle management	Hours	26,618
Junior management	Hours	9,627
Lower management	Hours	338,408
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	26
Bursa C6(c) Total number of employee turnover by employee category		
Executive management	Number	0
Senior management	Number	11
Upper management	Number	80
Middle management	Number	325
Junior management	Number	137
Lower management	Number	1,721
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.22
Bursa C5(c) Number of employees trained on health and safety standards	Number	8,281
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Executive management Under 30	Percentage	0
Executive management Between 30-50	Percentage	40
Executive management Above 50	Percentage	60
Senior management Under 30	Percentage	0
Senior management Between 30-50	Percentage	48
Senior management Above 50	Percentage	52
Upper management Under 30	Percentage	3
Upper management Between 30-50	Percentage	88
Upper management Above 50	Percentage	9
Middle management Under 30	Percentage	48
Middle management Between 30-50	Percentage	48
Middle management Above 50	Percentage	4
Junior management Under 30	Percentage	39
Junior management Between 30-50	Percentage	55
Junior management Above 50	Percentage	6
Lower management Under 30	Percentage	45
Lower management Between 30-50	Percentage	54
Lower management Above 50	Percentage	1
Gender Group by Employee Category		
Executive management Male	Percentage	100
Executive management Female	Percentage	0
Senior management Male	Percentage	55
Senior management Female	Percentage	45
Upper management Male	Percentage	39
Upper management Female	Percentage	61
Middle management Male	Percentage	39
Middle management Female	Percentage	61
Junior management Male	Percentage	65
Junior management Female	Percentage	35
Lower management Male	Percentage	79
Lower management Female	Percentage	21

Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	56
Female	Percentage	44
Under 30	Percentage	0
Between 30-50	Percentage	11
Above 50	Percentage	89
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of	Number	0
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	30,074
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	18,978
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	11,095

Appendix 2 The topics and subject matters covered in this assessment are tabulated below:	CLASSIFICATION OF DATA			
	HIGH	MEDIUM	LOW	UN SUBSTANTIATED
Creating Sustainable Value				
FY2025 Sustainability Highlights				
Overview of Sustainability				
Environmental: To Tackle Climate Change and Restore Nature Creating Sustainable Value				
FY2025 Highlights				
Physical Impacts of Climate Change				
Emissions	Excluded from the assurance boundary			
Energy				
Environmental Compliance & Waste				
Water Resource Management				
Sustainable Product Management				
Biodiversity & Conservation				
Social: To Be a People Centric Corporate Citizen				
FY2025 Highlights				
Occupational Health & Safety				
Human Rights & Labour Standards				
Employee Benefits				
Diversity, Equity & Inclusion (DEI)				
People Development				
Security				
Local Communities				
Governance: To Create Long-Term Value Through Ethical Business Practices and Continuous Stakeholder Engagement				
FY2025 Highlights				
Ethics, Integrity & Governance				
Data Privacy & Security				
Product Quality, Safety & Sustainability				
Supply Chain				
Customer Experience				

Note 1:
This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd shall not be responsible for any changes or additions made after the referred date (7 November 2025).

Note 2:
The assurance involves activity aims to obtain sufficient appropriate evidence to express a conclusion designed to enhance the degree of confidence of the intended users other than the responsible party, about the subject matter information. It comprises of activities carried out to assess the quality and credibility of the qualitative and quantitative information reported by the organization. This assurance is different from activities used to assess or validate the organization's performance, such as compliance assessments or the issuing of certifications against specific standards.

Note 3:
Definition of HIGH, MEDIUM, LOW and UNSUBSTANTIATED Classification of Data in the Management Report.
HIGH: The data and information reviewed has been confirmed with the direct owners. The source of the data origin was provided during the conduct of the assessment.
MEDIUM: Data and information have been confirmed with the direct owners. However, the source of the data has been based on secondary data, where the data origin is not accessible by the verifiers during the conduct of the assessment.
LOW: Data and information reviewed has been based on information endorsed by the data owners. Verifiers did not have access to the source of the data origin. It has been identified as one of the limitations during the conduct of the assessment.
UNSUBSTANTIATED: The sources of data and information disclosed were not made available during the assessment review period due to reasons like confidentiality, unattainable data source and unavailable data owner. It has been identified as one of the limitations during the conduct of the assessment.

SECTION 5: OTHER INFORMATION

Bursa Malaysia Sustainability Performance Report

Bursa Malaysia Sustainability Performance Report

Indicator	Measurement Unit	2024	2025
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	Percentage	11.50	13.00
Upper Management	Percentage	21.40	17.00
Middle Management	Percentage	22.30	11.00
Junior Management	Percentage	16.50	3.00
Non-executive (Lower Management)	Percentage	No Data Provided	16.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	484,885.00	194,273.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	2,430	922
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Executive Management Under 30	Percentage	0.00	0.00
Executive Management Between 30-50	Percentage	20.00	40.00
Executive Management Above 50	Percentage	80.00	60.00
Senior Management Under 30	Percentage	0.00	0.00
Senior Management Between 30-50	Percentage	48.00	48.00
Senior Management Above 50	Percentage	52.00	52.00
Upper Management Under 30	Percentage	6.00	3.00
Upper Management Between 30-50	Percentage	86.00	88.00
Upper Management Above 50	Percentage	8.00	9.00
Middle Management Under 30	Percentage	52.00	48.00
Middle Management Between 30-50	Percentage	44.00	48.00
Middle Management Above 50	Percentage	4.00	4.00
Junior Management Under 30	Percentage	45.00	39.00
Junior Management Between 30-50	Percentage	50.00	55.00
Junior Management Above 50	Percentage	5.00	6.00
Lower Management Under 30	Percentage	52.00	45.00
Lower Management Between 30-50	Percentage	47.00	54.00
Lower Management Above 50	Percentage	1.00	1.00
Gender Group by Employee Category			
Executive Management Male	Percentage	100.00	100.00
Executive Management Female	Percentage	0.00	0.00
Senior Management Male	Percentage	58.00	55.00
Senior Management Female	Percentage	42.00	45.00
Upper Management Male	Percentage	42.00	39.00
Upper Management Female	Percentage	58.00	61.00
Middle Management Male	Percentage	39.00	39.00
Middle Management Female	Percentage	61.00	61.00
Junior Management Male	Percentage	65.00	65.00
Junior Management Female	Percentage	35.00	35.00
Lower Management Male	Percentage	80.00	79.00
Lower Management Female	Percentage	20.00	21.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	67.00	56.00
Female	Percentage	33.00	44.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	11.00	11.00
Above 50	Percentage	89.00	89.00
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	2,153,716.00	2,847,350.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	1	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.14	0.22
Bursa C5(c) Number of employees trained on health and safety standards	Number	9,043	8,281
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Executive Management	Hours	162	118
Senior Management	Hours	1,582	995

Indicator	Measurement Unit	2024	2025
Upper Management	Hours	16,475	10,396
Middle Management	Hours	39,193	26,618
Junior Management	Hours	28,668	9,627
Lower Management	Hours	284,966	338,408
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.41	26.00
Bursa C6(c) Total number of employee turnover by employee category			
Executive Management	Number	1	0
Senior Management	Number	14	11
Upper Management	Number	149	80
Middle Management	Number	612	325
Junior Management	Number	265	137
Lower Management	Number	1,644	1,721
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	61.30	64.00
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	3,680.969000	5,077.000000
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	25,177.00	30,074.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	19,852.00	18,978.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	5,325.00	11,095.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	349,138.00	467,435.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	160,567.00	209,283.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	572,454.00	486,950.00

SECTION 5: OTHER INFORMATION



GRI Content Index

GRI Content Index

Standard use of	Top Glove Corporation Bhd has been reported in accordance with the GRI Standards for the period 1 September 2024 to 31 August 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standards(s)	Not applicable

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 2: GENERAL DISCLOSURES 2021				
2-1	Organisational details	Our Business Overview, Our Corporate Structure	IAR25 (pages 4, 6 to 7)	Omissions are not permitted for the disclosure of that a GRI sector standard
2-2	Entities included in the organisation's sustainability reporting	Our Business Overview	IAR25 (pages 4, 6 to 7)	
2-3	Reporting period, frequency and contact point	Basis of This Report & Contents	SR25 (page 1) IAR25 (page 245)	
2-4	Restatements of information	Overview Of Sustainability	SR25 (pages 3 to 9)	
2-5	External assurance	Independent External Assurance Statement	SR25 (pages 104 to 107)	
2-6	Activities, value chain and other business relationships	Supply Chain Management, Customer Experience	SR25 (pages 97 to 103)	
2-7	Employees	Employee Benefits, Diversity, Equity, Inclusion, People Development	SR25 (pages 66 to 76)	
2-8	Worker who are not employees	i. the most common types of workers and their contractual relationship with the ii. the type of work they perform;		Omitted due to maintain level of confidentiality
2-9	Governance structure and composition	Overview of Sustainability, Occupational Safety & Health, Human Rights & Labour Standards, Ethics, Integrity & Governance	SR25 (pages 3 to 9, 57, 62, 83) IAR25 (page 64)	
2-10	Nomination and selection of the highest governance body	Corporate Governance Overview Statement	IAR25 (page 69)	
2-11	Chair of the highest governance body	Board of Directors	IAR25 (page 54)	
2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors	IAR25 (pages 54 to 58)	
2-13	Delegation of responsibility for managing impacts	Executive Committee	IAR25 (page 60)	
2-14	Role of the highest governance body in sustainability reporting	Overview Of Sustainability, Ethics, Integrity & Governance	SR25 (pages 3, 83)	
2-15	Conflicts of interest	Board of Directors	IAR25 (page 58)	
2-16	Communication of critical concerns	Corporate Governance Overview Statement	IAR25 (pages 78 to 82)	
2-17	Collective knowledge of the highest governance body	An Empowered Board	IAR25 (page 59)	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement	IAR25 (pages 72 to 75)	
2-19	Remuneration policies	Corporate Governance Overview Statement	IAR25 (page 71)	

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 2: GENERAL DISCLOSURES 2021				
2-20	Process to determine remuneration	Corporate Governance Overview Statement	IAR25 (page 71)	
2-21	Annual total compensation ratio			Omitted due to maintain level of confidentiality
2-22	Statement on sustainable development strategy	Overview Of Sustainability	SR25 (page 4)	
2-23	Policy commitments	Energy Management, Environmental Compliance & Waste, Human Rights & Labour Standards	SR25 (pages 35, 38, 63 to 64)	
2-24	Embedding policy commitments	Energy Management, Environmental Compliance & Waste, Human Rights & Labour Standards	SR25 (pages 35, 38, 62 to 64)	
2-25	Processes to remediate negative impacts	Human Rights & Labour Standards	SR25 (pages 63 to 65)	
2-26	Mechanisms for seeking advice and raising concerns	Human Rights & Labour Standards, Ethics, Integrity & Governance	SR25 (pages 62 to 66, 85)	
2-27	Compliance with laws and regulations	Environmental Compliance & Waste, Human Rights & Labour Standards, Employee Benefits, Product Quality & Safety	SR25 (pages 38 to 40, 42, 62, 66, 96)	
2-28	Membership associations	FY2025 Sustainability Highlights	SR25 (page 2)	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	SR25 (pages 10 to 13)	
2-30	Collective bargaining agreements	Human Rights & Labour Standards	SR25 (page 63)	
GRI 3: MATERIAL TOPICS 2021				
3-1	Process to determine material topics	Materiality Matters	SR25 (page 14)	
3-2	List of material topics	Materiality Matters	SR25 (page 15)	
3-3	Management of material topics	All	SR25 (pages 16 to 23)	
GRI 201: ECONOMIC PERFORMANCE 2016				
201-1	Direct economic value generated and distributed	2025 Key Highlights	IAR25 (page 1)	
201-2	Financial implications and other risks and opportunities due to climate change	Physical Impacts of Climate Change	SR25 (pages 26 to 32)	
201-3	Defined benefit plan obligations and other retirement plans			Omitted due to maintain level of confidentiality
201-4	Financial assistance received from government	Total monetary value of financial assistance received by the organisation from any government during the reporting period		Omitted due to maintain level of confidentiality

SECTION 5: OTHER INFORMATION



GRI Content Index

GRI Content Index

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 202: MARKET PRESENCE 2016				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity & Inclusion (DEI)	SR25 (page 75)	
202-2	Proportion of senior management hired from the local community	Diversity, Equity & Inclusion (DEI)	SR25 (page 73)	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016				
203-1	Infrastructure investments and services supported	Energy Management, Water Resource Management, Employee Benefits, Local Communities, Data Privacy & Cybersecurity	SR25 (pages 36, to 37, 43 to 44, 66, 81, 86 to 87)	
203-2	Significant indirect economic impacts	Energy Management, Water Resource Management, Employee Benefits, Local Communities, Data Privacy & Cybersecurity	SR25 (pages 36, to 37, 43 to 44, 66, 81, 86 to 87)	
GRI 204: PROCUREMENT PRACTICES 2016				
204-1	Proportion of spending on local suppliers	Supply Chain Management	SR25 (page 102)	
GRI 205: ANTI-CORRUPTION 2016				
205-1	Operations assessed for risks related to corruption	Ethics, Integrity & Governance	SR25 (page 88)	
205-2	Communication and training about anti-corruption policies and procedures	Ethics, Integrity & Governance	SR25 (page 90)	
205-3	Confirmed incidents of corruption and actions taken	Ethics, Integrity & Governance	SR25 (page 90)	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016				
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Customer Experience	SR25 (page 103)	
GRI 207: TAX 2019				
207-1	Approach to tax	Notes to Financial Statements	IAR25 (pages 123 to 214)	
207-2	Tax Governance, control, risk management	Corporate Governance Overview Statement	IAR25 (pages 61 to 92)	
207-3	Stakeholder engagement and management of concerns related to tax	Corporate Governance Overview Statement	IAR25 (pages 61 to 92)	
207-4	Country-by-country reporting	Local Communities	SR25 (page 81)	
GRI: MATERIALS 2016				
301-1	Materials used by weight or volume	Sustainable Product Management	SR25 (pages 46 to 47)	
301-2	Recycled input materials used	Sustainable Product Management	SR25 (pages 46 to 47)	
301-3	Reclaimed products and their packaging materials	Sustainable Product Management	SR25 (pages 46 to 47)	

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 302: ENERGY 2016				
302-1	Energy consumption within the organisation	Energy Management	SR25 (pages 35 to 38)	
302-2	Energy consumption outside of the organisation	Energy Management	SR25 (pages 35 to 38)	
302-3	Energy intensity	Energy Management	SR25 (pages 35 to 38)	
302-4	Reduction of energy consumption	Energy Management	SR25 (pages 35 to 38)	
302-5	Reductions in energy requirements of products and services	Energy Management	SR25 (pages 35 to 38)	
GRI 303: WATER & EFFLUENTS 2018				
303-1	Interactions with water as a shared resource	Water Resources Management	SR25 (pages 43 to 45)	
303-2	Management of water discharge- related impacts	Water Resources Management	SR25 (pages 43 to 45)	
303-3	Water withdrawal	Water Resources Management	SR25 (pages 43 to 45)	
303-4	Water discharge	Water Resources Management	SR25 (pages 43 to 45)	
303-5	Water consumption	Water Resources Management	SR25 (pages 43 to 45)	
GRI 304: BIODIVERSITY 2016				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity & Conservation	SR25 (pages 49 to 55)	
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity & Conservation	SR25 (pages 49 to 55)	
304-3	Habitats protected or restored	Biodiversity & Conservation	SR25 (pages 49 to 55)	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity & Conservation		Omitted due to maintain level of confidentiality
GRI 305: EMISSIONS 2016				
305-1	Direct (Scope 1) GHG emissions	Emissions	SR25 (page 34)	
305-2	Energy indirect (Scope 2) GHG emissions	Emissions	SR25 (page 34)	
305-3	Energy indirect (Scope 3) GHG emissions	Emissions	SR25 (page 34)	
305-4	GHG emissions intensity	Emissions	SR25 (page 34)	
305-5	Reduction of GHG Emissions	Emissions	SR25 (pages 34 to 36)	
305-6	Emission of ozone depleting substances (ODS)	Emissions		Omitted due to maintain level of confidentiality
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions		Omitted due to maintain level of confidentiality



SECTION 5: OTHER INFORMATION



GRI Content Index

GRI Content Index

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 306: WASTE 2020				
306-1	Waste generation and significant waste-related impacts	Waste Management	SR25 (pages 39 to 41)	
306-2	Management of significant waste-related impacts	Waste Management	SR25 (pages 39 to 40)	
306-3	Waste generated	Waste Management	SR25 (page 41)	
306-4	Waste diverted from disposal	Waste Management	SR25 (page 41)	
306-5	Waste directed to disposal	Waste Management	SR25 (page 41)	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	SR25 (pages 99 to 100)	
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	SR25 (pages 99 to 100)	
GRI 401: EMPLOYMENT 2016				
401-1	New employee hires and employee turnover	People Development	SR25 (pages 72 and 73)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Occupational Safety & Health, Employee Benefits	SR25 (pages 60 to 62, 66 to 67)	
401-3	Parental leave	Employee Benefits	SR25 (page 67)	
GRI 402: LABOUR/MANAGEMENT RELATIONS 2016				
402-1	Minimum notice periods regarding operational changes	Human Rights & Labour Standards	SR25 (page 63)	
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018				
403-1	Occupational health and safety management system	Occupational Safety & Health	SR25 (pages 57 to 62)	
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety & Health	SR25 (pages 57 and 59)	
403-3	Occupational health services	Occupational Safety & Health	SR25 (pages 60 to 62)	
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety & Health	SR25 (pages 57 to 62)	
403-5	Worker training on occupational health and safety	Occupational Safety & Health	SR25 (pages 57 to 62)	
403-6	Promotion of worker health	Occupational Safety & Health	SR25 (pages 60 to 62)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety & Health	SR25 (pages 57 to 62)	
403-8	Workers covered by an occupational health and safety management system	Occupational Safety & Health	SR25 (pages 57 to 62)	
403-9	Work-related injuries	Occupational Safety & Health	SR25 (page 59)	
403-10	Work-related ill health	Occupational Safety & Health	SR25 (page 59)	

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 404: TRAINING & EDUCATION 2016				
404-1	Average hours of training per year per employee	People Development	SR25 (page 76)	
404-2	Programmes for upgrading employee skills and transition assistance programmes	People Development	SR25 (pages 69 to 71)	
404-3	Percentage of employees receiving regular performance and career development reviews	People Development	SR25 (page 71)	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
405-1	Diversity of governance bodies and employees	People Development	SR25 (pages 73 to 75)	
405-2	Ratio of basic salary and remuneration of women to men	People Development	SR25 (page 75)	
GRI 406: NON-DISCRIMINATION 2016				
406-1	Incidents of discrimination and corrective actions taken	Human Rights & Labour Standards, Diversity, Equity & Inclusion (DEI)	SR25 (pages 63 and 65)	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights & Labour Standards	SR25 (pages 62 to 66)	
GRI 408: CHILD LABOR 2016				
408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights & Labour Standards	SR25 (pages 62 to 66)	
GRI 409: FORCED OR COMPULSORY LABOR 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights & Labour Standards	SR25 (pages 62 to 66)	
GRI 410: SECURITY PRACTICES 2016				
410-1	Security personnel trained in human rights policies or procedures	Security Management	SR25 (page 78)	
GRI 411: Right of Indigenous Peoples 2016				
411-1	Incidents of violations involving rights of indigenous peoples	Human Rights & Labour Standards		This topic is not material to our operations, as we do not have business activities or facilities located in areas inhabited by indigenous peoples.
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programmes	Local Communities	SR25 (pages 80 to 81)	
413-2	Operations with significant actual and potential negative impacts on local communities	Local Communities	SR25 (pages 80 to 81)	



SECTION 5: OTHER INFORMATION



GRI Content Index

GRI Standards	GRI Disclosure Description	Section of Disclosure	Page (IAR/ SR)	Notes and Omission
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
414-1	New suppliers that were screened using social criteria	Human Rights & Labour Standards, Supply Chain Management	SR25 (pages 64 and 100)	
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	SR25 (page 100)	
GRI 415: PUBLIC POLICY 2016				
415-1	Political contributions	Ethics, Integrity and Governance	SR25 (page 90)	
GRI 416: CUSTOMER HEALTH & SAFETY 2016				
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality & Safety	SR25 (page 96)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality & Safety	SR25 (page 96)	
GRI 417: MARKETING AND LABELLING 2016				
417-1	Requirements for product and service information and labelling	Product Quality & Safety	SR25 (page 96)	
417-2	Incidents of non-compliance concerning product and service information and labelling	Product Quality & Safety	SR25 (page 96)	
417-3	Incidents of non-compliance concerning marketing communications	Product Quality & Safety	SR25 (page 96)	
GRI 418: CUSTOMER PRIVACY 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ethics, Integrity & Governance	SR25 (page 8)	

SASB CONTENT INDEX

SASB Code	Disclosure Item	Section of Disclosure	Page
Product Safety			
HC-MS-250a.1	Number of recalls issued, total units recalled	Product Quality & Safety	SR25 (page 96)
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	Product Quality & Safety	SR25 (page 96)
Ethical Marketing			
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Customer Satisfaction	SR25 (page 103)
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Product Quality & Safety	SR25 (page 96)
Product Design & Lifecycle Management			
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Sustainable Product Management	SR25 (pages 45 to 48)
Supply Chain Management			
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I supplier's facilities participating in third-party audit programmes for manufacturing and product quality	Supply Chain Management	SR25 (pages 9, 97 to 102)
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Supply Chain Management	SR25 (pages 97 to 99)
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Managing Our Risk and Opportunity	IAR25 (pages 44 to 46)
Business Ethics			
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Ethics, Integrity & Governance	SR25 (pages 90 to 91)



**EXPORTS TO
195 COUNTRIES WORLDWIDE**



51

FACTORIES



784

PRODUCTION LINES



10,300

EMPLOYEES



95 Billion

GLOVES PER ANNUM

As at 25 November 2025

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