



**TOP GLOVE CORPORATION BHD
(474423-X)**

Board Diversity Policy

Updated as at 14 December 2022

CONTENT

	Page
BOARD DIVERSITY POLICY	
1. Principle and Objective	1
2. Scope	
2.1 Independence	1
2.2 Skills and Experience	1
2.3 Gender	2
2.3 Ethnicity	2
2.4 Age	2
3. Measurable Objectives	2 ~ 3
4. Monitoring and Reporting	3
5. Publication and Revision	3

1. Principle and Objective

- 1.1 Diversity in Board composition and Senior Management level is an essential measure of good governance and a driver of Board's effectiveness. It is a critical attribute of a well-functioning Board and contributing to the sustainable development of the Group.
- 1.2 Diverse Board and Senior Management enhances decision-making capability and effectiveness in discharging their duties and responsibilities through leverage differences in thoughts and perspectives.
- 1.3 This Policy provides a Group Framework which:
 - a) is characterized by a broad range of viewpoints rather than just diversity in skills and experience; diversity in viewpoints would exist if there is diversity in gender, nationality, age, cultural and socio-economic backgrounds;
 - b) has sustainable development as its core value, and thus promotes the interests of all our stakeholders, particularly the long term interests of our shareholders, fairly and effectively.

2. Scope

The Board considers that the concept of diversity incorporates a number of different aspects, such as professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and cultural background.

2.1 *Independence*

The Board includes a balanced composition of Executive Directors, Non-Independent Non-Executive Directors and Independent Non-Executive Directors so that there is a strong element of independence in the Board. The Independent Non-Executive Directors shall be of sufficient caliber and standing for their views to carry weight.

2.2 *Skills and Experience*

The Board and Senior Management possess a balance of skills appropriate for the requirements of the business of the Group. The Directors have a mix of finance, legal, academic, engineering and management backgrounds that taken together provide the Company with considerable experience in a range of activities including varied industries, education, government, banking, investment and the professions.

2.3 Gender

The Board maintains the pursuit of its target of at least 30% women participation on the Board of the Company and Senior Management level of the Group. The Board will take necessary measures to ensure women candidates are sought in its recruitment exercise for Board and Senior Management.

The diverse Board and Senior Management level makes prudent business sense and promotes better corporate governance.

2.4 Ethnicity

To cope with the Top Glove Group's businesses, we aspire to having the Board and Senior Management with different nationality or ethnic backgrounds who can contribute their knowledge and understanding from diverse perspectives.

2.5 Age

The Board is fully committed to promoting age diversity, valuing the contribution of its members regardless of age, and seek to eliminate age stereotyping and discrimination on age.

3. Measurable objective

- 3.1 Having due regard to the benefits and needs of the Board and Management, selection of candidates will be based on a range of diversity perspectives, including but not limited to professional experiences, business experiences, skills, knowledge, gender, age, ethnicity and educational background. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board as well as the Management. The composition of the Board and Management composition (including gender, ethnicity and age) will be disclosed in the Corporate Governance Overview Statement as well as Corporate Governance Report annually.
- 3.2 The Board acknowledges the importance to promote gender diversity and aims to appoint and maintain at least 30% women participation on its Board and Management level.
- 3.3 The Board Nomination and Remuneration Committee ("BNRC") is responsible in ensuring that gender diversity objectives are adopted in Board's and Senior Management's recruitment, Board performance evaluation and succession planning processes.
- 3.4 The BNRC will consider the balance in Board composition in terms of skills, experience, independence as well as diversity in carrying out the annual

performance assessment on the effectiveness of Board, Board Committees and individual Directors.

- 3.5 The Company is committed to maintain a suitable working environment of respect for people regardless of their gender in all business dealings and achieving a workplace environment free of harassment and discrimination on the basis of gender, physical or mental state, ethnicity, nationality, religion, age or family status.

4. Monitoring and reporting

- 4.1 The BNRC is responsible in ensuring that the Board and Management diversity objectives are adopted in the recruitment and succession planning process of the Group.
- 4.2 In terms of gender diversity, the Board through BNRC will review the participation of women in Senior Management to ensure there is a healthy talent pipeline for succession planning.
- 4.3 The BNRC will assess and report to the Board the following :
- initiatives undertaken by the Board in relation to Board Diversity and to achieve the measurable objectives;
 - progress in achieving the measurable objectives; and
 - make recommendations to the Board regarding the measurable objectives.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board Diversity.

5. Publication and Revision

- 5.1 This Policy is also available on the Company's website www.topglove.com.
- 5.2 Any revisions to the Policy as recommended by the BNRC will be submitted to the Board for consideration and approval.

<p>Adopted by Board: 14 October 2014 Updated and Adopted by Board on: 18 June 2019 Updated and Adopted by Board on : 14 December 2022</p>
--