



Top Glove Corporation Bhd

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PRESS RELEASE

For Immediate Release

Top Glove transforms its human capital management platform in Malaysia with SAP SuccessFactors and Deloitte

Shah Alam, Malaysia, Friday, 14 Sept 2018 The world's largest manufacturer of gloves, Top Glove Corporation Bhd, has engaged Deloitte to implement SAP SuccessFactors to transform its Human Capital Management (HCM) platform, thereby strengthening its people processes to attract and onboard the right talent, bringing it closer to its vision of capturing 30% of the world market by 2020.

"Quality people are the foundation of our company. We aim to attract, develop and retain the very best. For this to happen, we must be able to tap into our talents' full potential and meaningfully connect them to Top Glove's purpose and mission, which this engagement with SAP SuccessFactors and Deloitte allows us to do," said Tan Sri Dr Lim Wee Chai, Executive Chairman of Top Glove Corporation Bhd.

"Our promise to everyone is that we are innovating every single day to help connect people to company purpose; this is because purpose drives people and people drive business results," Tan Sri Dr Lim added.

Top Glove's transformation of its HCM platform is aligned to its future growth aspirations, as it provides visibility of their talent bench and workforce capabilities. As part of the engagement, Deloitte's Consulting practice in Malaysia will lead implementation of the SAP SuccessFactors modules – performance and goals, compensation, learning, recruitment, onboarding, career development and succession planning – across four phases, for Top Glove's Malaysia operations.

"The SAP SuccessFactors Performance and Goals module has gone live and will encourage more productive and consistent two-way communication between managers and employees. It assists Top Glove to ensure

strategy and goal alignment, continuously improve workforce performance through ongoing coaching and feedback, and accurately evaluate and recognise top talent,” said HR Deputy General Manager, Loke Kean Mun.

SAP Malaysia Managing Director Duncan Williamson agreed, adding that, according to the 2018 Global Human Capital Trends report by Deloitte, business leaders should consider their entire ecosystem and the experience they create for employees when developing their business strategies. Well-being and corporate citizenship, especially, are important areas. For example, 61 percent of respondents surveyed for the report said that an increased focus on well-being improves employee productivity and bottom-line business results—and 77 percent rated corporate citizenship as important.

“When companies transform their HCM practices, connect their people to corporate purpose, and focus on the overall well-being of the workforce, they can respond to challenges with agility—united by a common identity and mission,” said Williamson.

“By delivering experiences that benefit employees, it is inevitable that better results would often be achieved,” he added.

On the announcement, Jacob Mathew, Managing Director, Deloitte Consulting Malaysia, said, “Top Glove’s leadership team understood that effective transformation would require re-imagination of their business processes through their workforce. As part of the engagement, Deloitte will implement SAP SuccessFactors and work with Top Glove on an implementation strategy and plan for change. We are delighted to be part of Top Glove’s transformation journey that will ultimately lead them to achieve their goals and take their business to the next level.”

Top Glove is a firm believer in leveraging advanced technology as digital transformation yields greater profitability, productivity and operational efficiencies. The company is also currently employing other latest technologies to further automate its production lines, together with other manufacturing and operational processes. With operations spanning across Malaysia, Thailand, China, the United States and Europe, Top Glove aspires to become a Bursa Top 20 Company by 2020 as well as a Fortune Global 500 Company by 2040. Top Glove is the glove manufacturer of choice to over 2,000 customers in 195 countries.

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About Top Glove Corporation Bhd

Top Glove Corporation Bhd is listed on the Bursa Malaysia Stock Exchange Main Board and Singapore Exchange Mainboard. It is also one of the component stocks of the MSCI Global Standard Index, FTSE Bursa Malaysia (“FBM”) Mid 70 Index, FBM Top 100 Index, FBM Emas Index, FBM Emas Syariah Index, FTSE Bursa Malaysia Hijrah Shariah Index and FTSE4Good Bursa Malaysia Index. Top Glove is currently the world’s largest manufacturer of gloves with an established corporate culture and good business direction of producing consistently high quality, cost efficient gloves. Top Glove has over 2,000 customers worldwide and exports to more than 195 countries. For more information, visit www.topglove.com.

About SAP

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