



Top Glove Corporation Bhd

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PRESS RELEASE

For Immediate Release

TOP GLOVE COMMENCES REMEDIATION PAYMENT TO MIGRANT WORKERS & REMAINS COMMITTED TO CONTINUE IMPROVING WORKER WELFARE

Shah Alam, Monday, 10 August 2020 Top Glove is pleased to announce that it has today made the first remediation payment of RM4.4 million in respect of its migrant workers who joined the company prior to the implementation of its Zero Cost Recruitment Policy in January 2019.

The total remediation fee to be paid is estimated at RM53 million, subject to finalisation with the U.S. Customs and Border Protection (CBP).

At the same time, Top Glove continues to actively engage with the U.S. CBP towards resolving the Withhold Release Order (WRO) expeditiously.

Top Glove remains committed to worker welfare and will continue to work hard to upgrade its practices and initiatives in this area, which presently include the following:

- 1. Top Glove is the first glove manufacturer to invest in a Zero Harm and Safety Health Emergency Preparedness Program since 1 May 2019**
 - Over and above meeting requirements set out by the Department of Occupational Safety & Health (DOSH), Top Glove is the first glove manufacturing company that has invested in this comprehensive Zero Harm program, whereby:
 - o Factories have a designated First Aid Corner equipped with cardiac emergency,

immobilisation, stabiliser and mobiliser equipment.

- o The factories' First Responders and Safety Health Officers will work in tandem with a 24-hour emergency response team.

2. Top Glove owns and operates a 24-hour in-house medical facility and ambulatory centre for the welfare & safety of its employees

- Top Glove has its own 24-hour medical facility, namely Top Glove Global Doctors Medical and Dental Clinic (TGGD), which also has a 24-hour emergency ambulance with trained paramedics.
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- TGGD is staffed by 15 medical personnel and located at Top Glove's 23-storey Corporate Office which is just a 10-minute drive from Top Glove's Klang factories.

3. Top Glove is one of very few manufacturing companies with a dedicated team of 12 Wellness Professionals

- Top Glove has 12 full-time Wellness Professionals comprising 9 Nutritionists, 1 Naturopathy Wellness Consultant, 1 Food Service Executive and 1 Health Admin Executive.
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- Top Glove is one of very few manufacturers to have such a sizeable team solely dedicated to looking after employee health and well-being.
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- Our ongoing health-centric initiatives include free health screening for all employees and frequent health talks.

4. Decent & safe worker accommodation with proper facilities

- Top Glove ensures decent accommodation with proper facilities is provided to our workers. • All accommodation is strategically located near a variety of eateries, while factory canteens operate 24 hours.
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- Most of our worker accommodation also comes fitted with cooking facilities.
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- At one of our newer hostels, 2 types of native cooking are available for the convenience of our workers. In addition, this hostel provides various amenities including a barber shop, prayer halls, mini market, Automatic Teller Machines (ATM), laundromat, money transmission operators and recreational areas.
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- Furthermore, we are one of few private companies with our own ancillary police to ensure the safety of our people and premises.

5. Comprehensive worker healthcare benefits

- We have in place a Workers Health Protection Programme (WHPP), which is fully subsidised by the Company and entitles workers to free blood screening and basic vision and hearing assessments.
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- Complimentary/free dental care kits, which include a toothbrush, toothpaste, dental floss and tongue cleaner are also provided to all employees including workers.
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- We provide workers with a healthy and balanced vegetarian diet.

6. Implemented COVID-19 Preventive Measures SOPs

- In light of the pandemic, Top Glove is also fully compliant with all COVID-19 preventive measures SOPs imposed by the Malaysian federal government and relevant authorities.
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- Going above and beyond in terms of health and safety measures, we have in place an isolation hostel in the event any COVID-19 positive cases are discovered among our workers.
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- We arranged for delivery of subsidised vegetarian lunch boxes for all employees to minimise movement and risk of exposure to COVID-19, while also ensuring our people have access to healthy and affordable meals. Workers pay just RM1 per meal. The response to this initiative has been very positive and we are considering continuing this even after the RMCO is fully lifted.

A testament to its excellent practices in human resource (HR) management, Top Glove also garnered several prestigious local and regional HR awards in October and November 2019 namely:

1. Graduates' Choice Award 2019: Champion (Manufacturing)
2. Malaysia's 100 Leading Graduate Employers 2019: Winner (Chemicals and Heavy Industries)
3. HR Asia's Best Companies to Work for In Asia 2019 (Malaysian Chapter): Winner
4. AIA Vitality Malaysia's Healthiest Workplace Award 2019: Highly Commended (Large Organisation)
5. HR Excellence Awards 2019: Bronze Winner for Excellence in Talent Management

We will continue to provide updates on developments.

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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 KLCI Index, FBM Top 100 Index, FBM Emas Index, FBM Hijrah Syariah Index, FBM Emas Syariah Index, FTSE4Good Bursa Malaysia Index and the Dow Jones Sustainability Indices (DJSI) for Emerging Markets. 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.

Summary of key information:

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