## THE WORLD IS OUR MARKET

### NORTH AMERICA
1. Canada
2. Puerto Rico
3. USA

### LATIN AMERICA
4. Anguilla
5. Antigua and Barbuda
6. Argentina
7. Aruba
8. Bahamas
9. Barbados
10. Belize
11. Bolivia
12. Brazil
13. British Virgin Island
14. Cayman Island
15. Chile
16. Colombia
17. Costa Rica
18. Dominica
19. Dominican Republic
20. Ecuador
21. El Salvador
22. Grenada
23. Guadeloupe
24. Guatemala
25. Guyana
26. Haiti
27. Honduras
28. Jamaica
29. Martinique
30. Mexico
31. Montserrat
32. Netherland Antilles
33. Nicaragua
34. Panama
35. Paraguay
36. Peru
37. Saint Barthélemy
38. Saint Kitts and Nevis
39. Saint Lucia
40. Saint Martin
41. Saint Vincent and Grenadines
42. Suriname
43. Trinidad & Tobago
44. Turks and Caicos
45. U.S. Virgin Islands
46. Uruguay
47. Venezuela
48. Albania
49. Austria
50. Azerbaijan
51. Belarus
52. Belgium
53. Bosnia Herzegovina
54. Bulgaria
55. Croatia
56. Cyprus
57. Czech Republic
58. Denmark
59. Estonia
60. Finland
61. France
62. Georgia
63. Germany
64. Greece
65. Hungary
66. Iceland
67. Ireland
68. Italy
69. Kosovo
70. Latvia
71. Liechtenstein
72. Lithuania
73. Luxembourg
74. Macedonia, FYR
75. Malta
76. Moldova
77. Monaco
78. Montenegro
79. Netherlands
80. Norway
81. Poland
82. Portugal
83. Romania
84. Russia
85. Serbia
86. Slovakia
87. Slovenia
88. Spain
89. Sweden
90. Switzerland
91. Turkey
92. Ukraine
93. United Kingdom
## TOP GLOVE
EXPORTS TO MORE THAN 195 COUNTRIES WORLDWIDE

### AFRICA
- 94. Algeria
- 95. Angola
- 96. Benin
- 97. Botswana
- 98. Burkina Faso
- 99. Burundi
- 100. Cameroon
- 101. Cape Verde
- 102. Central African Republic
- 103. Chad
- 104. Comoros
- 105. Congo
- 106. Djibouti
- 107. Equatorial Guinea
- 108. Ethiopia
- 109. Eritrea
- 110. Gabon
- 111. Gambia
- 112. Ghana
- 113. Guinea
- 114. Guinea-Bissau
- 115. Ivory Coast
- 116. Kenya
- 117. Lesotho
- 118. Liberia
- 119. Libya
- 120. Madagascar
- 121. Malawi
- 122. Mali
- 123. Mauritania
- 124. Mauritius
- 125. Morocco
- 126. Mozambique
- 127. Namibia
- 128. Niger
- 129. Nigeria
- 130. Rwanda
- 131. Sao Tome and Principe
- 132. Senegal
- 133. Seychelles
- 134. Sierra Leone
- 135. Somalia
- 136. South Africa
- 137. Swaziland
- 138. Tanzania
- 139. Togo
- 140. Tunisia
- 141. Uganda
- 142. Zambia
- 143. Zimbabwe

### ASIA
- 144. Afghanistan
- 145. Armenia
- 146. Bangladesh
- 147. Bhutan
- 148. Brunei
- 149. Cambodia
- 150. China
- 151. East Timor
- 152. Hong Kong
- 153. India
- 154. Indonesia
- 155. Japan
- 156. Kazakhstan
- 157. Kyrgyzstan
- 158. South Korea
- 159. Laos
- 160. Macau
- 161. Malaysia
- 162. Maldives
- 163. Mongolia
- 164. Nepal
- 165. New Caledonia
- 166. Pakistan
- 167. Palestine
- 168. Philippines
- 169. Singapore
- 170. Sri Lanka
- 171. Taiwan
- 172. Tajikistan
- 173. Thailand
- 174. Turkmenistan
- 175. Uzbekistan
- 176. Vietnam

### MIDDLE EAST
- 177. Bahrain
- 178. Egypt
- 179. Iraq
- 180. Israel
- 181. Jordan
- 182. Kuwait
- 183. Lebanon
- 184. Oman
- 185. Qatar
- 186. Saudi Arabia
- 187. UAE
- 188. Yemen

### OCEANIA
- 189. Australia
- 190. Fiji
- 191. Guam
- 192. New Zealand
- 193. Papua New Guinea
- 194. Samoa
- 195. Solomon Islands
CORPORATE VISION AND MISSION

VISION
We strive to be the world’s leading manufacturer with excellent quality glove products and services that enrich and protect human lives.

MISSION
To be a world class glove manufacturer providing top quality products with excellent services through continuous improvement and innovation.

CORPORATE VALUES
- Global customer satisfaction
- Do it right first time and every time
- Integrity and total commitment
- Excellence in quality and competitiveness
- Environmental friendly and social responsibilities

BUSINESS ETHICS
- Honesty
- Integrity
- Transparency

QUALITY POLICY
- Quality and productivity are our business
- Continuous improvement and innovation are our duties
- Towards zero defect is our target

BUSINESS RULES
- Do not lose our shareholders’ money;
- Do not lose our health;
- Do not lose our temper; and
- Do not lose our customers.

Tan Sri Lim Wee Chai
Chairman of Top Glove Corporation Berhad
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OUR BUSINESS OFFICES
GLOBAL PRESENCE

MALAYSIA
THAILAND
CHINA
USA
GERMANY
SINGAPORE
INDONESIA
CORPORATE STRUCTURE
# INTERNATIONAL QUALITY AWARDS AND CERTIFICATIONS

## 2013
- Winner for Manufacturing: Chemicals & Heavy Industries
  - Ranked No. 57 in the overall Malaysia’s 100 Leading Graduate Employers 2013
- Best CFO for FI (Midi Cap)
- ISO 14001:2004
- MyIPO
- MIRAN
- MALAYSIA RECORDS
- Top Glove Corporation Berhad
- Green Award
- Introduction of Environmentally Friendly CPE/TPE Gloves and Its Low Carbon Footprint Manufacturing Technology to Malaysia
- Formed CARRYING ASSEMBLY PATENT, Number M/91-147609-A

## 2012
- The Brand Laureate Manufacturer of The Year Award
- The Brand Laureate President’s Award
- The Largest Rubber Glove Manufacturer

## 2011
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 2010
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 2009
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 2008
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- CIO
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- CIO UK
- CIO Middle East
- CIO Malaysia

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- CIO Middle East
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- CIO Middle East
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- CIO Middle East
- CIO Malaysia

## 2003
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- CIO Middle East
- CIO Malaysia

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- CIO UK
- CIO Middle East
- CIO Malaysia

## 1999
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- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 1998
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- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 1997
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## 1994
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia

## Since 1991
- afaq
- CIO
- CIO India
- CIO UK
- CIO Middle East
- CIO Malaysia
CORPORATE INFORMATION

BOARD OF DIRECTORS

Tan Sri Lim Wee Chai
Chairman

Tan Sri Dato’ Seri Utama Arshad Bin Ayub
Independent Non-Executive Director

Tan Sri Mohd Sidek Bin Haji Hassan
Independent Non-Executive Director

Tan Sri Dato’ Dr. Lin See Yan
Independent Non-Executive Director

Tan Sri Rainer Althoff
Independent Non-Executive Director

Lee Kim Meow
Managing Director

Puan Sri Tong Siew Bee
Executive Director

Lim Hooi Sin
Executive Director

Lim Cheong Guan
Executive Director

Sekarajasekaran a/l Arasaratnam
Independent Non-Executive Director

Lim Han Boon
Independent Non-Executive Director

REGISTRAR

Securities Services (Holdings) Sdn Bhd
Level 7, Menara Milenium,
Jalan Damanlela, Pusat Bandar Damansara,
Damansara Heights, 50490 Kuala Lumpur, Malaysia
Tel : +603-2084 9000
Fax : +603-2094 9940 / 2095 0292

AUDITORS

Ernst & Young Chartered Accountants,
Level 16-1, Jaya 99, Tower B,
99 Jalan Tun Sri Lanang,
75100 Melaka, Malaysia.

STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia Securities Berhad
Stock Code : 7113
Stock Name : TOPGLOV
ADR Programme (Depository Receipt Programme), USA
ADR Symbol : TGLVY

PRINCIPAL BANKERS

• China Construction Bank Corporation
• CIMB Bank Berhad
• Deutsche Bank (Malaysia) Berhad
• Hong Leong Bank Berhad
• HSBC Bank Malaysia Berhad
• Malayan Banking Berhad
• Public Bank Berhad
• Standard Chartered Bank Malaysia Berhad
• Siam Commercial Bank Public Company Limited

REGISTERED & CORPORATE OFFICE

A-11-01, Empire Subang Office,
Jalan SS16/1, 47500 Subang Jaya,
Selangor D.E., Malaysia.
Tel : +603-5022 2110
Fax : +603-5022 2113
E-mails : (i) sales@topglove.com.my
(ii) invest@topglove.com.my
(iii) tgfoundation@topglove.com.my
(iv) media@topglove.com.my
Website : www.topglove.com.my

CHARTERED SECRETARIES

Chua Siew Chuan
(MAICSA No: 0777689)
Chin Mun Yee
(MAICSA No: 7019243)
Ngian Yoke Fung
(MAICSA No: 7049093)
Our Business Direction is:

“TO PRODUCE CONSISTENTLY HIGH QUALITY GLOVES AT EFFICIENT LOW COST”
DIRECTORS’ PROFILE

Tan Sri Lim Wee Chai
Chairman

Aged 55, a Malaysian citizen, was appointed as the Chairman of Top Glove Corporation Bhd on 4 September 2000. He is also the founder of Top Glove Group of Companies which was established in 1991 and was listed on Bursa Malaysia Securities Berhad on 27 March 2001.

Tan Sri Lim graduated with a Bachelor of Science Degree with Honours in Physics in 1982 from University Malaya, and obtained his Master of Business Administration in 1985 from Sul Ross State University in Texas, United States.

Tan Sri Lim brings a wealth of experience in the marketing of consumers’ products whilst he was the Sales Manager of a subsidiary company of OYL Industries Bhd. In 1991, Tan Sri Lim founded Top Glove Sdn Bhd, a rubber glove manufacturing and trading business which started with only three production lines. Under Tan Sri Lim’s visionary stewardship, Top Glove has since grown to be the world’s largest rubber glove manufacturer, capturing about 25% of the world market share. As at August 2013, the Company owns and operates 26 factories with a total of 465 production lines in Malaysia, Thailand and China. These factories have a production capacity of 43 billion pieces of gloves per annum, to meet the demand of over 1,800 customers in more than 195 countries.

Tan Sri Lim has been actively involved in many glove industry related associations and organisations in Malaysia. He served as the President of the Malaysian Rubber Glove Manufacturers’ Association (MARGMA) from 1997-1999. Prior to that, he served as the Vice-President, Honorary Secretary and Treasurer of MARGMA for the past seven years. In addition, he was also the Director of the Association of Malaysia Medical Industries (AMMI) and Board Member of the Malaysia Rubber Board in 1998 and 1999.

Currently, he is a Council Member of the Federation of Malaysian Manufacturers (FMM), appointed since year 2010. He is also a Council Member of The East Asia Business Council (EABC), appointed by the Minister of International Trade and Industry Malaysia since 2011. In recognition of his vast contribution to the nation’s economic development, in 2007 he was conferred the Darjah Kebesaran Panglima Setia Mahkota (P.S.M.) which carries the title “Tan Sri” by the Yang di-Pertuan Agong (King) of Malaysia.

Tan Sri Lim has received many awards for his achievements, successes and contributions for the industry, the society and the country, like the prestigious accolade Master and Country Entrepreneur of Malaysia for the Year, by Ernst & Young in 2004; Entrepreneur of the Year at the Asia Pacific Entrepreneurship Awards 2008, The BrandLaureate Brand Icons Leadership Award 2011, The BrandLaureate Manufacturer of the Year Award 2012/13; and The BrandLaureate President’s Award 2012/13.

Tan Sri Lim’s business rules for the Company are:-

i) Do not lose our shareholders’ money;
ii) Do not lose our health;
iii) Do not lose our temper; and
iv) Do not lose our customers.

Tan Sri Lim has strongly practiced the Top Glove business direction of “To Produce Consistently High Quality Gloves at Efficient Low Cost” and to remind all staff and workers to ensure continuous improvement in Quality, Efficiency and Integrity in line with Company’s Quality Policy of continuous improvement and innovation are our duty and business ethics of honesty, integrity and transparency.

Tan Sri Lim Wee Chai is the spouse of Puan Sri Tong Siew Bee and the brother of Mr Lim Hooi Sin, both are the Directors and Substantial Shareholders of the Company. He is also a Chairman to the Board of Trustee for Top Glove Foundation.

He has no conflict of interest with the Company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.
Tan Sri Dato’ Seri Utama Arshad Bin Ayub  
Independent Non-Executive Director

Aged 85, a Malaysian citizen, was appointed as an Independent Non-Executive Director of Top Glove Corporation Berhad on 4 September 2000.

He graduated with a Diploma in Agriculture from College of Agriculture, Serdang, Selangor in 1954 and later obtained a Bachelor of Science (Hons.) Economics and Statistics from University of Wales, Aberystwyth, United Kingdom in 1958. In 1964, he obtained a postgraduate Diploma in Business Administration from Management Development Institute (IMIDE), Lausanne, Switzerland. In 2013, he has been awarded Honorary Doctorate (DUniv) by the University of South Wales UK and was also been elected Honorary Fellow by the Academy of Physicians of Malaysia.

Tan Sri Arshad has had a distinguished career in the Malaysian Civil Service, have held various senior position in various Ministries in the Malaysian Government from 1958 till 1983, including serving as Deputy Governor of Bank Negara Malaysia (1975 to 1977), Deputy Director General in the Economics Planning Unit of the Prime Minister’s Department (1977 to 1978) and as Secretary General in the Ministry of Primary Industries (1978), Ministry of Agriculture (1979 to 1981) and Ministry of Land and Regional Development (1981 to 1983). He was a Member of Justice Harun’s Salaries Commission for statutory bodies.

Arshad sits on the Board of Directors of four public listed companies, as Chairman of Malayan Flour Mills Bhd, Tomypak Holdings Berhad and Karex Berhad and as Director of Kulim (M) Berhad.

Arshad also sits on the Board of Directors of several private companies, he is a Chairman of PFM Capital Holdings Sdn Bhd and Zalaraz Sdn Bhd (a family company). He sits as Director of Bistari Johor Berhad, Land Rover (M) Sdn Bhd, Bata (M) Sdn Bhd, Ladang Mocoi Sdn Bhd, Nakagawa Rubber Industries Sdn Bhd and Johnewah Maju Paper Mills Sdn Bhd.

Arshad currently serves as President of the Malaysian Rubber Products Manufactures Association (MRPMA). He is a Chairman of Board of Directors of University Malaya and PINTAR Foundation, Pro Chancellor of UtM, Chancellor of KPJ International University College of Nursing & Health Sciences, Governor of Tuanku Jaafar College and a member of Tun Razak Foundation, Pak Rashid Foundation, Lung Foundation of Malaysia, Lions Education Foundation and Malaysian Malay Businessmen and Industrialists Association (PERDASAMA).

Tan Sri Dato’ Seri Utama Arshad Bin Ayub does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company. He has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.

Tan Sri Mohd Sidek Bin Haji Hassan  
Independent Non-Executive Director

Aged 62, a Malaysian citizen, was appointed as an Independent Non-Executive Director of Top Glove Corporation Berhad on 14 March 2013.

Tan Sri Sidek holds a Bachelor of Economics (Honours) Degree in Public Administration from the University of Malaya and Masters of Business Administration (MBA) from New Hampshire College, United States of America.

He began his career in the Administrative and Diplomatic Service on 15 April 1974 as an Assistant Director at the International Trade Division of Ministry of Trade and Industry. He was later appointed as Assistant Trade Commissioner at the Malaysian Embassy in Tokyo, Japan, from May 1977 until July 1980. From August 1980 until 1985, he served in the Implementation Coordination Unit (ICU) of the Prime Minister’s Department, initially as a Principal Assistant Director, then later promoted to Deputy Director, Project Analysis Sector and subsequently as the Deputy Director of Research in the same department.

He has expansive working experience within the Ministry of International Trade and Industry. During his service in the ministry, he was Malaysia’s Trade Commissioner in Sydney, Australia, Deputy Director in the Policy and Research Division, Deputy Director (Operations) in the International Trade Division, Minister Counselor of Economic Affairs at the Embassy of Malaysia, Washington D.C., United States, and the Director of Multilateral Relations Division. He was appointed as Deputy Secretary-General (Trade) on 19 January 2001 and thereon as the Secretary-General of the Ministry of International Trade and Industry on 24 October 2004. He was appointed as the 12th Chief Secretary to the Government of Malaysia by the Yang Di-Pertuan Agong on 3 September 2006 and was in the office until 23 June 2012.

Presently, he is also the Chairman of Petroliam Nasional Berhad and a Director of Malayan Flour Mills Berhad.

Tan Sri Mohd Sidek bin Haji Hassan does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company. He has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.
Aged 67, a Malaysia Permanent Resident and was appointed to the Board of Directors as an Independent Non-Executive Director of Top Glove Corporation Bhd on 14 March 2013.

Tan Sri Rainer Althoff received his tertiary education at the Bergische University of Wuppertal in Germany and graduated with a Master degree (Diploma) in Electronics and Electrical Engineering in 1969.

Tan Sri Rainer Althoff's experience in the field of electrical engineering spans for more than 40 years. He has spent most of his working life with Siemens AG. Tan Sri Rainer was the President and CEO of Siemens Malaysia Sdn Bhd and also the spokesperson for Siemens for all Siemens operations and affiliate companies in Malaysia for almost 11 years.

In 1999, Tan Sri Rainer received the prestigious Federal Service Cross ("Bundesverdienstkreuz") from the President of the Federal Republic of Germany for his immense efforts and achievements to promote and support the German business abroad.

In June 2007, he was conferred with the 'Tan Sri' title by the King of Malaysia in appreciation to his successful development of Malaysian - German relations. He also received the 'Life Time Award' of Technology Business Review in the same year. He is now the President Elect of the Rotary Club DiRaja of Kuala Lumpur.

Tan Sri Rainer Althoff is currently the Chairman of Nokia Siemens Networks Sdn. Bhd and Managing Director of ALC Rail Engineering and ALC International.

Tan Sri Rainer Althoff does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company.

He does not have any directorship in other public company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.

Aged 74, a Malaysian citizen, was appointed as an Independent Non-Executive Director of Top Glove Corporation Bhd on 16 June 2010. Tan Sri Dato’ Dr. Lin is an independent strategic and financial consultant and a British Chartered Scientist. He graduated from the University of Malaya in Singapore; subsequently received three postgraduate degrees from Harvard University, including a PhD in Economics; also professionally qualified in UK as a Chartered Statistician; and he is also Fellow of The Royal Statistical Society (London), IMF Institute (Washington DC), an US Eisenhower Fellow, Professor of the Economics (Adjunct) at Universiti Utara Malaysia, and Professor of the Business & International Finance (Adjunct) at Universiti Malaysia Sabah.

Tan Sri Dato’ Dr. Lin has a long and distinguished history of service with the Government of Malaysia and the private sector in various posts. Prior to 1998, he was Chairman/President and CEO of Pacific Bank Group and for 14 years previously, Deputy Governor of Bank Negara Malaysia (Central Bank of Malaysia). Having been a central banker for 34 years, Tan Sri Dato’ Dr. Lin continues to serve actively in a diversified range of public charitable, educational, financial, industrial and commercial institutions both locally and abroad including Member of the Prime Minister’s Economic Council Working Group, Member, Competition Appeal Tribunal; as well as Member of a number of key National Committees on Higher Education; and Economic Advisor, Associated Chinese Chambers of Commerce and Industry of Malaysia.

In addition, he sits on the Boards of several public listed companies in Malaysia including Genting Berhad, Ancom Berhad, JobStreet Corporation Berhad, IGB REIT Management Sdn. Bhd and Wah Seong Corporation Berhad and also a number of private business enterprises in Malaysia, Singapore and Indonesia. Tan Sri Dato’ Dr. Lin is a Governor for the Asian Institute of Management, Manila; Senior Advisor for the Association of Harvard University Alumni Clubs of Asia; and Member of the Asian Shadow Financial Regulatory Committee. In addition, he is a Trustee of the Tun Ismail Ali Foundation (PNB); Harvard Club of Malaysia Foundation, Malaysian Economic Association Foundation, Prime Minister’s Exchange Fellowship Program Malaysia and Jeffrey Cheah Foundation.

Tan Sri Dato’ Dr. Lin See Yan does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company. He has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.
Aged 54, a Malaysian citizen, was appointed as an 
Executive Director on 15 October 2003 and 
subsequently, as the Managing Director on 7 April 2009. 
He joined Top Glove in 1997 as the General Manager in 
charge of the marketing and promotion of the Company’s 
products to more than one hundred and ninety five (195) 
countries worldwide.

He holds a Bachelor of Commerce Degree from the 
University of New South Wales, Australia, majoring in 
Accounting, Finance and Information System, and a 
Bachelor of Law Degree from the University of London, 
U.K.

Mr. Lee has vast experience in financial services, trading 
and manufacturing business having worked more than 
15 years in established financial institutions and with a 
well known conglomerate with diversified interest in the 
Asean region.

In the last 12 years, Mr. Lee has been actively 
contributing to the development of the rubber glove 
industry in Malaysia as well as the ASEAN region. He 
was a board member of the Malaysian Rubber Board 
(MRB) and the Tun Abdul Razak Research Centre 
(TARRC) from 2010 to 2011. He is also the immediate 
past President of the Malaysian Rubber Glove 
 Manufacturers’ Association (MARGMA) and currently, 
the Secretary General of the Asean Rubber Glove 
Manufacturers Association (ARGMA). Mr. Lee has also 
served as a Board member of the Malaysian Rubber 
Export Promotion Council (MREPC) since 2002. He is 
also a trustee of Top Glove Foundation.

He does not have any family relationship with any 
Director and / or Major Shareholder of the Company and 
has no conflict of interest with the Company. He also has 
not been convicted of any offences within the past ten 
(10) years other than traffic offences, if any.
DIRECTORS’ PROFILE
(cont’d)

Lim Hooi Sin
Executive Director

Aged 51, a Malaysian citizen and was appointed as an Executive Director of Top Glove Corporation Bhd on 4 September 2000. He obtained his Bachelor of Science Degree in Management Science from Oklahoma State University, USA in 1985, Master of Business Administration Degree (Minor in Applied Statistic) from Arizona State University, USA in 1986 and Charter Financial Consultant Diploma from American College, PA, USA in 1990.

He has spent fourteen (14) years of his career with MetLife Financial Services, one of the largest insurance & financial services company in the US. Prior to this posting, he was a Management Trainee, Associate Branch Manager, Regional Marketing Specialist, Agency Director and Director of Asian Market. His experience includes product development, marketing, recruiting, training and supervision of a large highly productive sales force. He was a Director of AAAA (Arizona Asian American Association).

He is the founder of TG Medical USA, Inc. in 1994 with vast experiences in the United States glove market. He also sits on the Board of several private limited companies.

Lim Hooi Sin is the brother of Tan Sri Lim Wee Chai and brother-in-law of Puan Sri Tong Siew Bee, both are Directors and Substantial Shareholders of the Company.

He does not have any directorship in other public company, has no conflict of interest with the Company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.

Lim Cheong Guan
Executive Director

Aged 48, a Malaysian citizen and was appointed as an Executive Director of Top Glove Corporation Bhd on 31 August 2006. He joined the Company as Group Financial Controller in 2005. He is responsible for the accounting, treasury, corporate finance and investor relations of Top Glove Group of Companies.

He graduated from University of Malaya with a Bachelor Degree in Accounting in 1990, and is a member of Malaysian Institute of Accountants and Malaysian Institute of Certified Public Accountants. He began his career with Price Waterhouse in 1990 and subsequently held various key positions in a number of public listed companies in Malaysia, which the business activities spanned over manufacturing, plantation, trading and property development.

Currently, Mr. Lim is also a Director of Malaysian Investor Relations Association Berhad (MIRA) and Advisor to the Management Committee of Top Glove Foundation.

Lim Cheong Guan does not have any family relationship with any Director and/or major shareholder of the Company, has no conflict of interest with the Company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.
Sekarajasekaran a/l Arasaratnam
Independent Non-Executive Director

Aged 85, a Malaysian citizen, was appointed as an Independent Non-Executive Director of Top Glove Corporation Bhd on 4th September 2000. He was redesignated as Senior Independent Non-Executive Director on 21 February 2011. He obtained a Diploma in Civil Engineering in 1951 from Technical College, Kuala Lumpur. In 1960, he passed the Membership Examination of the Institution of Civil Engineers (ICE), United Kingdom. Subsequently, he graduated with a Diploma in Public Health Engineering from the Imperial College of Science & Technology, United Kingdom in 1968.

From 1951, he was with the Public Works Department as the Technical Assistant of Waterworks until 1959, thereafter as Assistant Resident Engineer, Executive Engineer and Waterworks Engineer from 1960 to 1966. He joined the Ministry of Health in 1968 as a Senior Public Health Engineer and was promoted to Chief Public Health Engineer in 1972. In 1980, he was the Director of Engineering Services, a position he held until 1983.

Presently, he is the President of Erinco Sdn Bhd, a company active in various fields of environmental engineering. His wealth of knowledge gathered from over fifty (50) years of working experience in environmental engineering, environmental related studies, design and implementation of environmental engineering projects in Malaysia and Overseas, make him a much sought out Consultant.

He is also a Fellow of the Institution of Engineers Malaysia, Member of the Institution of Civil Engineers United Kingdom, Member of the Chartered Institution of Water and Environmental Management, United Kingdom, Member of the American Society of Civil Engineers and Member of the Association of Consulting Engineers Malaysia.

He was honoured in 2008 by the American Academy of Environmental Engineers by being elected as an Honorary Board Certified Engineer in recognition of his position of eminence in the environmental engineering field his sustained contributions to the advancement of environmental engineering.

He was also honoured by the Global Organisation People of India Origin (GOPIO) International Entrepreneur Award for Excellence in 2010 for his innovative approach to public health issues.

Sekarajasekaran a/l Arasaratnam does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company.

He does not have any directorships in other public company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.

Lim Han Boon
Independent Non-Executive Director

Aged 56, a Malaysian citizen and was appointed to the Board of Directors as an Independent Non-Executive Director of Top Glove Corporation Bhd on 21 February 2011.

Mr. Lim is an accountant by profession and is currently managing his own business. Prior to venturing into his own business, he held various senior positions in a few companies listed on the Main Market and ACE Market of Bursa Malaysia Securities Berhad.

Mr. Lim has more than twenty (20) years of experience in areas of transport and maritime logistics industry having worked for Kontena Nasional Berhad, Kannaltec Berhad, Northport Malaysia Berhad and NCB Holdings Berhad.

He is a member of the Malaysian Institute of Accountants, the Chartered Management Institute, United Kingdom, fellow of the Association of Chartered Certified Accountants, United Kingdom and holds a Master of Business Administration Degree from the University of South Australia, Australia. He also attended the Harvard Business School Senior Management Development Program.

Mr. Lim is currently a committee member of Outsourcing Malaysia, a Chapter of PIKOM, the National ICT Association. Mr. Lim also sits on the Board of Directors of several private companies.

Lim Han Boon does not have any family relationship with any Director and/or Major Shareholder of the Company and has no conflict of interest with the Company.

He does not have any directorship in other public company and has not been convicted of any offences within the past ten (10) years other than traffic offences, if any.
### SIX YEARS GROUP FINANCIAL REVIEW

“The Group registered Compounded Annual Growth Rates (CAGR) for Net Profit Attributable to Equity of 29% and Sales Revenue of 28%, since listing in 2001.”

<table>
<thead>
<tr>
<th>Group</th>
<th>31.8.13 (RM’000)</th>
<th>31.8.12 (RM’000)</th>
<th>31.8.11 (RM’000)</th>
<th>31.8.10 (RM’000)</th>
<th>31.8.09 (RM’000)</th>
<th>31.8.08 (RM’000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Turnover</td>
<td>2,313,234</td>
<td>2,314,454</td>
<td>2,053,916</td>
<td>2,079,432</td>
<td>1,529,077</td>
<td>1,377,931</td>
</tr>
<tr>
<td>Earning Before Interest, Depreciation &amp; Taxation</td>
<td>323,282</td>
<td>310,002</td>
<td>207,279</td>
<td>364,661</td>
<td>287,484</td>
<td>197,840</td>
</tr>
<tr>
<td>Profit Before Taxation</td>
<td>242,204</td>
<td>240,702</td>
<td>145,470</td>
<td>304,961</td>
<td>221,992</td>
<td>134,627</td>
</tr>
<tr>
<td>Taxation</td>
<td>39,375</td>
<td>33,417</td>
<td>30,338</td>
<td>54,550</td>
<td>53,922</td>
<td>26,524</td>
</tr>
<tr>
<td>Profit After Tax</td>
<td>202,829</td>
<td>207,285</td>
<td>115,132</td>
<td>250,411</td>
<td>168,070</td>
<td>108,103</td>
</tr>
<tr>
<td>Profit Attributable to Owners of the Parent</td>
<td>196,500</td>
<td>202,726</td>
<td>113,091</td>
<td>245,231</td>
<td>169,133</td>
<td>110,065</td>
</tr>
<tr>
<td>Net Cash / (Borrowings)</td>
<td>158,390</td>
<td>308,468</td>
<td>254,264</td>
<td>299,921</td>
<td>178,023</td>
<td>(65,442)</td>
</tr>
<tr>
<td>Total Equity / Net Assets</td>
<td>1,357,841</td>
<td>1,279,853</td>
<td>1,146,373</td>
<td>1,116,366</td>
<td>845,977</td>
<td>686,789</td>
</tr>
<tr>
<td>Return on Equity (%)</td>
<td>14.9</td>
<td>16.2</td>
<td>10.0</td>
<td>22.4</td>
<td>19.9</td>
<td>15.7</td>
</tr>
<tr>
<td>Net Assets Per Share (RM)*</td>
<td>2.19</td>
<td>2.07</td>
<td>1.85</td>
<td>1.81</td>
<td>1.39</td>
<td>1.14</td>
</tr>
<tr>
<td>Basic Earnings Per Share (RM)*</td>
<td>0.32</td>
<td>0.33</td>
<td>0.18</td>
<td>0.40</td>
<td>0.28</td>
<td>0.18</td>
</tr>
<tr>
<td>Net Dividend (sen)</td>
<td>16.00</td>
<td>16.00</td>
<td>11.00</td>
<td>16.00</td>
<td>22.00</td>
<td>11.00</td>
</tr>
<tr>
<td>Number of Shares in Issue (’000)</td>
<td>620,220</td>
<td>618,880</td>
<td>618,513</td>
<td>618,163</td>
<td>303,759</td>
<td>301,065</td>
</tr>
<tr>
<td>Share Price (RM)</td>
<td>6.14</td>
<td>5.29</td>
<td>4.86</td>
<td>5.98</td>
<td>6.95</td>
<td>4.06</td>
</tr>
<tr>
<td>Market Capitalisation</td>
<td>3,808,151</td>
<td>3,273,875</td>
<td>3,005,973</td>
<td>3,696,615</td>
<td>2,111,125</td>
<td>1,222,324</td>
</tr>
</tbody>
</table>

* The comparative net assets per share and basic earnings per share have been restated taken into account the effect of bonus issue on the basis of one new ordinary share for every one existing ordinary share held in FY2010.
Equity Holders Composition
as at 29 October 2013

- Malaysian Substantial Shareholders - 48.88%
- Foreign Shareholders - 37.84%
- Malaysian Bodies Corporate and Individuals - 13.28%
Top Glove’s Business Philosophies are:

1. We work for our CUSTOMERS;
2. We take care of the interest of our SHAREHOLDERS;
3. We ensure that our EMPLOYEES continue to contribute positively to the Company and we take good care of the well-being of our employees; and
4. We work closely with our BANKERS, SUPPLIERS, BUSINESS ASSOCIATES, GOVERNMENT AUTHORITIES and FRIENDS.
OPERATING ENVIRONMENT

Top Glove consistently posted stronger volume growth throughout 2013, which saw an 18% increase in sales volume at the close of the financial year.

This was largely attributable to continued pick-up in demand, notably in our nitrile glove segment, in which we are proud to have garnered a larger share of our key markets in the United States and Europe. Nitrile glove volume grew by 65% compared with last year and now account for 25% of total Group sales. An increase in orders for our natural rubber gloves was also apparent where we saw a 6% volume growth year-on-year.

The business environment was in part conducive to growth, with declining raw material prices for both latex and nitrile gloves vis-à-vis the year before. For FY2013, latex prices contracted by 22% to RM5.77/kg while nitrile prices fell by 28% to RM3.82/kg versus FY2012. Raw material prices are expected to continue to trend down, on softer general commodity prices.

Internal enhancements resulting in improved production capacity utilisation and an aggressive pricing structure, also served to shore up our sales volume. In fact, with our newly installed capacity for nitrile gloves, the segment recorded the highest growth amongst all products.

In addition, outbreaks of infectious diseases such as H7N9, MERS and bird flu continued to create awareness of safety requirements and preventive measures in the healthcare industry.

We also successfully mitigated potential adverse effects of the minimum wage policy which was implemented on 1 January 2013, through automation initiatives on existing and new production lines to reduce our dependence on unskilled labour.

As an essential item in the healthcare industry, we are confident the global demand for medical gloves will remain resilient in the foreseeable future, well-shielded from regional crisis or indeed, a global economic slowdown. Hence, we can expect the steady demand from our main countries of export, the United States and Europe, to continue. We also look forward to an increase in sales from emerging economies where usage is still low but growing rapidly.

The Group’s performance however, was unfavourably impacted by minimum wage which was implemented from 1 January 2013 onwards, volatility in foreign exchange rates and a low utilisation rate in the latex glove segment which resulted in the adoption of a more competitive pricing structure, taking its toll on revenue. As yet, we have also not reaped the full-on benefits of automation, while our facilities undergo the necessary changeovers during this transitional period.
LETTER TO STAKEHOLDERS
(cont’d)

VOLUME GROWTH DESPITE A CHALLENGING ENVIRONMENT

We concluded the financial year ended 31 August 2013 with revenue of RM2.313 billion, marginally lower than FY2012 and a net profit of RM203 million, just 2% lower compared to FY2012. However, The Group also noted a marked improvement operationally, arising from the enhanced capacity utilisation, the result of a spike in nitrile glove sales. As aforementioned, The Group also saw an 18% increase in sales volume at the close of the financial year.

The Group’s balance sheet position also remained healthy with a net cash position of RM158.4 million. Total shareholders’ equity stood at RM1.3 billion and net asset per share was RM2.10.

Accordingly, notwithstanding a weaker performance, the Board of Directors proposed a final dividend of 9 sen per share (single tier) amounting to approximately RM55.8 million for FY2013, subject to shareholders’ approval at the forthcoming Annual General Meeting.

The Group had on 13 June 2013 declared an interim dividend of 7 sen per ordinary share amounting to RM 43.4 million in conjunction with the financial results announcement for the third quarter ended 31 May 2013. Payment of the interim dividend was made on 18 July 2013. On a full year basis, this enables a total dividend payout of 16 sen, in line with that of FY2012.

SIGNIFICANT CORPORATE MATTERS

The Group will continue to be guided by its proven business direction to produce high quality gloves at an efficient low cost. To ensure we deliver on this, we have undertaken several strategic corporate exercises.

During the financial year 2013, The Group acquired a 95% stake in PT. Agro Pratama Sejahtera, which marked our maiden venture integrating upstream into rubber plantations in Indonesia. RM450 million has been set aside to be invested over a 13-year period in this project, which will go a long way in helping mitigate volatility in latex prices. Further, with the completion of our acquisition of GMP Medicare Sdn Bhd in December 2012, our operations are now fully integrated to further add value to The Group as a whole.

Recently, in March 2013, The Group also acquired a 27% equity stake in our associate company Value Add Sdn Bhd, amounting to RM12 million, which represents an investment of positive net cash for The Icon office building in Kuala Lumpur, to generate better yield and potential capital appreciation for our shareholders.
We are also well into the construction of Top Glove Tower, aimed at meeting future office space requirements for The Group. This falls in line with our aggressive expansion plans to increase production capacity, towards fulfilling the demands of our ever-growing customer base which currently spans over 1,800 customers across 195 countries. A Class A and GBI Certified Gold Office Building, Top Glove Tower marks a new milestone in the successful history of our company, reflecting our dynamism and the global appeal of our brand.

We have also presented a formal proposal to privatise our 79.77%-owned Medi-Flex Ltd from the Singapore Stock Exchange, an exercise which upon completion, is expected to contribute positively to The Group’s earnings for the financial year 2014.

Further, we will be pressing ahead with expansion plans to increase the number of nitrile glove production lines. The Group currently has a total of 498 lines and with the completion of Factory 29 by June 2014, this is expected to increase to 520 lines, further boosting production capacity from 43.9 billion to 46.1 billion pieces of gloves per annum.

With our next phase of growth in mind, we have committed an investment of RM3.8 billion over the next 15 years in the strategic areas of R&D, advanced production machinery, upstream ventures and new information technology systems. This very significant investment plan has been granted Entry Point Project (EPP) status by PEMANDU under the Economic Transformation Programme (ETP) by the government.

CORPORATE RESPONSIBILITY

We do not measure our success in mere financial terms, but by the positive impact we have on the community in which we serve. Accordingly, Corporate Responsibility (CR) ranks high on our business agenda and we discharge our duty as corporate citizens with great pride.

We believe supporting our communities extends beyond donating money. It involves the giving of even scarcer resources – our time and effort – and we are pleased to have our people channel their skills and resources to very worthy causes.

For more information on our CR initiatives, please refer to our Corporate Responsibility Statement on pages 33 to 36.
R & D AND TECHNOLOGICAL ADVANCEMENT

As an industry leader, we regard it as our duty to drive innovation, a crucial component of which is R&D. It is not an option but an imperative that we invest in technology and future capabilities which can be translated into new products, processes and services towards delivering value to our customers.

With this in view, we have invested substantially in developing new products which are market and customer driven, with the ultimate aim of producing high quality gloves at an efficient low cost. This year alone, we hired five PhD holders solely for the purposes of R&D, bringing the total headcount for our R&D Department to nearly 50 personnel.

We are also proud to have recently set up our first dedicated state-of-the-art R&D Centre at our newly-established facility, Factory 25. Going forward, it is envisioned that all new factories will come fitted with advanced automation and machineries towards further reducing dependence on manual labour and increasing production efficiency.

We have also invested heavily in SAP (Systems, Applications and Products), which will see the implementation of enterprise-wide IT transformation ERP solutions, which will serve to standardise business processes, improve labour efficiency and eliminate redundant and non-value added activities. The roll-out for Malaysian operations took place in September 2013.

MOVING FORWARD

Having captured 25% of the global market share, our efforts moving forward will be on growing this to 30% in the years ahead.

To further consolidate our market leadership position, The Group will focus on enhancing quality through continuous R&D, innovation and automation in line with the RM3.8 billion investment plan we have committed to.

In view of the new wave of nitrile demand stemming particularly from the United States and Europe, we will also continue increasing our focus on this burgeoning segment to leverage the opportunities it presents. This is also very much in alignment with our plans to achieve a more balanced product mix.

With these in mind, we are excited about what the future holds. As The Group continues to run the business with a passion for excellence and in adherence to the highest ethical standards, we feel confident of continuing to deliver a strong performance with profitable growth, year after year.
IN APPRECIATION

Much has been accomplished over the course of the year and this is in no small part due to the efforts of our dedicated management and staff. So, to our ever-growing Top Glove family, thank you for your hard work which has contributed in innumerable ways to our success thus far and keeps the Top Glove flag flying high. It is a privilege to lead a team as dedicated as you are.

We also wish to express our deepest appreciation to our valued shareholders, customers, vendors and business associates for your tremendous support and unwavering confidence in us. You inspire us to be the best we can be. Rest assured your trust is well-placed and you have our fullest commitment to consistently deliver products of the highest quality.

Last, but not least, we thank our fellow directors for their wise counsel and support rendered. We would not have gone the distance we have without their insights and experience, which will be instrumental in helping steer the company to even greater heights of achievement. We also take this opportunity to welcome our new independent non-executive directors, Tan Sri Mohd Sidek Bin Haji Hassan and Tan Sri Rainer Althoff. We count ourselves most fortunate to have them on our Board and are confident we will benefit immensely from their guidance.

Unchartered horizons lie ahead of us and there will be new peaks for us to conquer. However, we are confident that we will be able to surmount these as we continuously improve our processes, step up our R&D efforts and increase our efficiency levels.

Thank you.

TAN SRI LIM WEE CHAI
Chairman
Top Glove Corporation Berhad
31 October 2013

LEE KIM MEOW
Managing Director
Top Glove Corporation Berhad
31 October 2013

A yearly celebration: Top Glove’s Annual Dinner 2013 was held at the Setia City Convention Centre
Para Pihak Berkepentingan,

Bagi pihak Lembaga Pengarah Top Glove Corporation Berhad ("Top Glove"), kami dengan sukacitanya membentangkan laporan kewangan tahunan bagi tahun kewangan berakhir 31 Ogos 2013 ("TK2013").

Lawatan oleh
Yang Amat
Berbahagia
Tun Dr.
Mahathir
Mohamad ke
ibu pejabat
Top Glove
di Klang

TINJAUAN OPERASI

Top Glove telah mencatatkan pertumbuhan volum yang lebih kuku secara konsisten sepanjang 2013, dimana dapat dilihat kenaikan sebanyak 18% volum jualan pada akhir tahun kewangan.

Ini disebabkan permintaan pasaran yang berterusan terutamanya dalam segmen sarung tangan nitril kami, dimana kami telah berjaya mengumpul pasaran saham yang lebih besar di Amerika Syarikat serta Eropah. Volum bagi sarung tangan nitril meningkat sebanyak 65% berbanding dengan tahun yang lepas dan kini menyumbang sebanyak 25% daripada jumlah jualan sarung tangan bagi Kumpulan. Peningkatan permintaan pasaran untuk sarung tangan getah asli juga menunjukkan peningkatan volum iaitu sebanyak enam peratus (6%) tahun ke tahun.

Persekitaran perniagaan sebahagian besar masih kondusif untuk berkembang maju dengan harga bahan mentah merosot untuk kedua-dua segmen iaitu sarung tangan getah asli dan sarung tangan nitril berbanding tahun sebelum ini. Pada TK2013, harga latek susut sebanyak 22% sehingga RM5.77/kg, manakala harga nitril jatuh merduum 28% sehingga RM3.82/kg berbanding pada TK2012. Harga bahan mentah juga dijangka akan terus menurun disebabkan harga komoditi umum yang makin lemah.

Penyempurnaan dalam mengoptimumkan penggunaan kapasiti pengeluaran dan struktur harga pasaran yang lebih agresif juga dapat meningkatkan volum jualan. Malah, dengan adanya kapasiti baru yang dipasang pada segmen sarung tangan nitril, segmen tersebut mencatatkan pertumbuhan tertinggi di antara produk yang lain.

Di samping itu, wabak penyakit berjangkit seperti H7N9, MERS dan selsema burung terus mewujudkan kesedaran mengenai keperluan keselamatan dan langkah-langkah pencegahan dalam industri penjagaan kesihatan.

Kami juga telah berjaya mengurangkan potensi kesan negatif dari segi pelaksanaan dasar gaji minimum yang berkuat kuasa pada 1 Januari 2013, melalui inisiatif automasi sedia ada dan baru, bagi mengurangkan kebergantungan kepada tenaga buruh.

Sebagai barang keperluan asas dalam industri penjagaan kesihatan, kami yakin permintaan dunia untuk sarung tangan perubatan akan kekal berdaya saing pada masa hadapan, dan tidak akan terjejas oleh krisis serantau atau atapun kelembapan ekonomi dunia. Justeru itu, kami menanggapi permintaan yang kuku dari negara-negara utama ekspo kami, Amerika Syarikat dan Eropah, akan berterusan. Kami juga berharap akan ada peningkatan jualan sarung tangan di negara-negara membangun, di mana penggunaan masih rendah tetapi pesat berkembang.
PERUTUSAN KEPADA PIHAK BERKEPENTINGAN (samb.)

> letter to stakeholders : Bahasa Malaysia version

Walau bagaimanapun, prestasi Kumpulan diimpak oleh pelaksanaan dasar gaji minimum yang berkuat kuasa pada 1 Januari 2013, kenaikan kadar pertukaran mata wang asing dan kadar penggunaan yang rendah dalam segmen sarung tangan latex dimana kami juga mengamalkan harga jualan yang lebih rendah. Malah, kami juga belum terasa manfaat sepenuhnya dari inisiatif automasi, sementara penukaran kemudahan dijalani semasa tempoh peralihan ini.

PERTUMBUHAN VOLUM DALAM PERSEKITARAN YANG MENCABAR


Walau bagaimanapun, Kumpulan diperhatikan peningkatan dari segi operasi disebabkan penggunaan kapasiti yang lebih baik oleh kerana kenaikan dalam jualan sarung tangan nitril. Seperti tersebut di atas, Kumpulan telah memerhatikan kenaikan sebanyak 18% dalam volum jualan pada akhir tahun kewangan.

Kedudukan kunci kira-kira Kumpulan sihat dengan aliran tunai bersih sebanyak RM158.4 juta. Ekuiti pemegang saham berjumlah RM1.3 bilion dan aset bersih sesaham adalah RM2.10.


PERKARA PENTING KORPORAT

Kumpulan akan terus berpandukan hala tuju permiaa yang telah terbukti berkesan iaitu menghasilkan sarung tangan yang berkualiti tinggi hasil keberkesanan kos yang rendah. Untuk memastikan perkara ini dilaksanakan, kami telah mengambil beberapa langkah korporat yang strategik.

Dalam tahun kewangan 2013, Kumpulan memperolehi 95% pemilikan dalam PT. Agro Pratama Sejahtera, yang menandakan usaha pertama kami mengintegrasikan “upstream” ke dalam bidang perladangan getah, di Indonesia. RM450 juta telah diperuntukkan untuk dilaburkan secara berperingkat selama 13 tahun, bertujuan membantu mengurangkan kesan turun naik harga getah. Selain itu, dengan selesainya pengambilalihan GMP Medicare Sdn Bhd pada bulan Disember 2012, operasi kami kini bersepadu sepenuhnya untuk menambah nilai kepada Kumpulan secara keseluruhannya.

Baru-baru ini, pada bulan Mac 2013, Kumpulan juga memperolehi 27% kepentingan ekuiti berjumlah RM12 juta dalam syarikat bersekutu kami Value Add Sdn Bhd. Ini merupakan satu pelaburan tunai bersih yang positif dalam bangunan pejabat The Icon di Kuala Lumpur, dengan matlamat menjanaakan hasil yang lebih baik dan potensi peningkatan modal bagi para pemegang saham kami.

Kami juga telah membentangkan cadangan rasmri untuk menswastakan Medi-Flex Ltd dimana kami memiliki 79.77%, dari pertukaran saham Singapore, yang akan menyumbang secara positif terhadap pendapatan Kumpulan bagi tahun kewangan berakhir 31 Ogos 2014.

Seterusnya, kami akan meneruskan usaha meningkatkan bilangan tarian pelanggan sarung tangan nitril. Kumpulan kini mempunyai sebanyak 498 tarian dan dengan selesai pembinaan Kilang 29 pada Jun 2014, ini dijangka meningkat kepada 520 tarian, sekaligus dapat meningkatkan lagi kapasiti pengeluaran 43.9 bilion kepada 46.1 bilion kepada sarung tangan setahun.

Bagi fasa pertumbuhan yang seterusnya, kami telah menggarapkan pelaburan sebanyak RM3.8 bilion sepanjang tempoh 15 tahun, untuk penyelidikan dan pembangunan (R&D), mesin pengeluaran termaju, usaha “upstream” dan sistem teknologi maklumat baru. Pelaburan ini juga telah diiktiraf sebagai Program Transformasi Ekonomi (ETP) kerajaan.

TANGGUNGJAWAB KORPORAT

Kami tidak mengukur kejayaan dari segi kewangan semata-matanya, tetapi diiktiraf peranannya juga kepentingan terhadap masyarakat. Oleh itu, Tanggungjawab Korporat (CR) mempunyai peranan penting dalam agenda bersejarah dan kami menunjang tanggungjawab sebagai warga korporat dengan penuh kebanggaan.

Kami percaya sokongan terhadap masyarakat bukan sekadar dari segi dermaan wang. Ianya melibatkan perniagaan yang lebih berlebihan dengan usaha dan usaha kami. Kami amat berpuas hati di atas segala sumbangan masyarakat kami, yang telah menyumbang keunggulan dan usaha mereka kepada pihak yang berkeperluan.

Untuk maklumat lanjut mengenai inisiatif CR kami, sila rujuk kepada Penyata Tanggungjawab Korporat kami di halaman 33 hingga 36.
MELANGKAH KE HADAPAN

Setelah syarikat memperolehi 25% daripada pasaran dunia, kami kini akan menumpukan usaha untuk meningkatkan angka ini kepada 30%.

Untuk mengukuhkan lagi kedudukan kepimpinan pasaran kami, Kumpulan akan memberi tumpuan kepada meningkatkan kualiti melalui R & D, inovasi dan automasi berterusan selaras dengan rancangan pelaburan RM3.8 bilion yang telah diamanahkan.

Memandangkan permintaan baru nitril dari negara Amerika Syarikat dan Eropah, kami juga akan terus menumpukan perhatian terhadap segmen yang sedang berkembang ini demi memanaftakan peluang yang terbentang luas ini. Ini juga selari dengan rancangan kami untuk mencapai campuran produk yang lebih seimbang.

Dengan ini, kami begitu teruja untuk menerokai masa hadapan kami. Kumpulan akan terus menjalankan perniagaan dengan semangat kecemerlangan dan pematuhan kepada taraf etika yang tinggi.

PENGHARGAAN

Pencapaian kami tahun ini telah dijayakan sebahagian besar dari pelbagai pihak pengurusan dan kakitangan yang berdedikasi tinggi. Jadi, kepada keluarga Top Glove kami yang semakin berkembang, terima kasih kerana kerja keras anda, berhempas pulas telah menyumbang begitu banyak kepada kejayaan kami setakat ini tanpa kenal erti penat dan lelah. Kami berbesar hati memimpin pasukan yang berdedikasi tinggi seperti anda.

Kami juga ingin merakamkan setinggi-tinggi penghargaan kepada para pemegang saham, pelanggan, pembe- lak dan rakan perniagaan untuk sokongan dan keyakinan yang tidak berbelah-bahagi. Andalag yang telah memberi sumber inspirasi kepada kami untuk menjadi yang terbaik. Yakinlah bahawa amanah anda akan kami dukung dan yakin serta komited untuk terus menghasilkan produk yang berkualiti tinggi.


Akhir kata, semestinya terdapat cabaran bagi kami mengharungi di masa depan. Walau bagaimanapun, kami yakin bahawa ianya akan dapat diatasi dengan usaha yang berterusan untuk meningkatkan proses, meningkatkan usaha R & D dan meningkatkan lagi tahap kecekapan kami.

Terima kasih.

TAN SRI LIM WEE CHAI
Pengerusi
Top Glove Corporation Berhad
31 Oktober 2013

LEE KIM MEOW
Pengarah Urusan
Top Glove Corporation Berhad
31 Oktober 2013
致权益持有人的信函

> letter to stakeholders : Mandarin version

诸位权益持有人，

我们谨此代表顶级手套集团向诸位权益持有人提呈顶级手套集团截至2013年8月31日财务年度报告。

经营概况

顶级手套集团在2013财务年持续呈现强劲的销售增长趋势，全年的销售量增长了18%。

这主要归功于手套需求量的增加，尤其是丁腈手套，得以让我们在美国和欧洲争取到更多的市场份额。丁腈手套销量与去年相比增加了66%，同时目前丁腈手套占了集团总手套销售的25%。乳胶手套销售量也在新兴市场有着明显的提升，与去年同期相比增长了6%。

去年乳胶手套和丁腈手套的原材料价格部分下跌对我们商业增长扮演着重要角色。相较于2012财务年，乳胶价格在2013财务年下跌22%至每公斤马币5.77，而丁腈原材料价格下跌28%至每公斤马币3.82。鉴于原材料价格将继续下跌，估计手套原材料的价格将会继续下跌。

鉴于此，顶级手套希望通过加强内部管理，提高生产产能以及制定更具竞争力的售价结构以巩固我们的销售。事实上，我们新安装的丁腈手套生产线，是所有产品中取得最高增长率的产品。

此外，传染病的爆发如：H7N9、MERS和禽流感，继续提升了大众对医疗行业的安全和预防措施的意识。

随着最低工资政策在2013年1月1日开始生效，我们也成功地化解了潜在的不利影响，通过对现有和新建的生产线采取自动化措施以减少对非技术性工人的依赖。

即使全球经济放缓，我们有信心，作为医疗保健行业中必需品的医疗手套在未来的需求量将持续稳健，由此可预见主要的进口国家如美国和欧洲对医疗手套的需求量将会持续保持平稳。另外，虽然目前新兴市场的手手套使用率仍然很低，但是，我们相信该地区销售可以逐步增加。

然而，集团的整体表现由于受到从2013年1月1日开始实施的最低工资政策、外汇汇率波动及乳胶手套的低生产率的影响而导致集团需采纳更具竞争力的定价结构，以促进销售。到目前为止，我们还未能完全从自自动化中受益，有些设备仍需在这过渡期间进行改良。

客户到访第十五厂

第十五厂生日欢庆会
致权益持有人的信函（继续）

> letter to stakeholders: Mandarin version

即便处在具有挑战性的环境之下，销售量仍然稳健增长

截至2013年8月31日财政年度，集团的营业额达马币23亿1300万，与去年同期相比，营业额略有下降；净利润则下降2%至马币2亿300万。然而，集团也在营运措施有着明显的改善，增强产能促使丁腈手套销售量激增。鉴于上述，集团在2013财政年度销售量取得18%的增长。

集团的资产负债表状况依然稳健，净现金为马币1亿5840万。股东权益为马币13亿，而每股净资产为马币2.10。

然而，尽管集团业绩表现疲软，董事部仍建议在2013财年拨发每股9仙的中期股息，总额为马币5580万。上述所建议的股息会在即将召开的股东常年大会中提呈与批准。

集团于2013年6月13日公布截止2013年5月31日的第3季度财务成绩，宣布派发每股7仙的中期股息，总额为马币4340万。上述中期股息已在2013年7月18日支付。与此同时，集团维持与2012财年相同的股息幅度，全年股息为16仙。

集团将会有持续秉持“生产高品质低成本的手套”的商业方针。为了确保遵守承诺，我们已经采取了多项的策略。

在2013财年期间，集团已收购PT. Agro Pratama Sejahtera的95%股权，进军印尼进行橡胶种植活动。这项投资在未来13年里将会投入马币4.5亿，以缓和乳胶价格的波动。此外，集团在2012年12月全面收购GMP Medicare Sdn Bhd。该公司的营运已为集团进一步增加价值。

近期，即在2013年3月，集团也收购了Value Add Sdn Bhd的27%股权，总值马币1200万投资于吉隆坡的ICON大厦，为股东创造更好的利益价值。

不仅如此，我们也建设顶级手套大厦以满足未来办公室空间的需求。这也符合我们的生产扩张计划，以满足目前遍布全球195个国家，1800名客户的需求。该大厦是一个A级和绿色建筑指标认证（GBI）的办公楼，标志着我们集团另一项成功的里程碑，并展现充满活力及国际的品牌。

管理层也提呈将集团持有79.77%股权的新加坡上市公司Medi-Flex私有化。预计这项私有化活动完成后，将会为集团在2014财年带来正面的贡献。

此外，我们将加紧进行丁腈手套生产线的扩张计划。随着顶极手套新建第9厂将在2014年6月完工，届时，集团的总生产线会从目前的498条增加至520条，年产能从439亿只手套提高至461亿只手套。

就我们下一阶段的发展，我们将会在未来15年期间推行马币38亿的投资计划，这包括投资在研发、先进生产机械、上游活动和新技术战略。这项投资计划已获得首相署“表现管理及传递单位”认可并归纳为国家经济转型计划（Economic Transformation Programme, ETP）之其中一项启动计划（Entry Point Project）。

企业责任

我们不能仅以财务表现来衡量我们的成功，还得考量我们为社区服务所得到的正面效果。故此，企业责任在我们的业务议程居高至上，同时我们也非常乐意履行我们的职责。

我们相信我们对社区的支持超越金钱的捐献。除了捐献，还涉及到提供更稀缺的资源，那就是我们的时间和精力，我们很高兴我们的员工将他们的技巧和资源运用在更有意义的事情上。

欲知更多有关集团的企业社会责任活动，请参阅第33至36页的企业社会责任报告。
致权益持有人的信函（继续）

> letter to stakeholders: Mandarin version

研发与技术进步

作为行业先锋，我们认为推动创新是我们的职责，并是研发的一项重要项目。这不只是一种选择而是我们必须投资在技术和未来的能力以便可以革新出新产品，工艺和服务以为我们的客户增值。

有鉴于此，我们已大量地投资在开发新产品，主要是以市场和客户为导向，最终目的是生产高品质及低成本手套。仅今年，我们已聘请了5名拥有博士学位的职员，以专注于研发，这使我们研发部门的总人数近50人。

我们也非常荣幸地宣布，近期我们已在新建立的工厂，第25厂成立了首间研发中心。展望未来，所有的新工厂将配备先进的自动化机器以进一步降低人工操作，同时提高生产效率。

不但如此，集团也投资在SAP系统，这将有助于规范业务流程，提高工作效率同时减少重复及非增值活动。马来西亚工厂也在2013年9月开始实施该系统。

展望未来

随着目前占据全球25%市场份额，我们期望在未来将全球市场份额提升至30%。

为了进一步巩固我们的市场领导地位及推行马币38亿投资计划，集团将通过研发、革新和自动化加强产品品质。

随着丁腈手套需求量的另一轮新趋势，尤其是来自美国和欧洲，我们在这方面更专注以充分利用此机会，以达到产能组合更加平衡化的计划。

有了这些措施，我们对未来非常有信心。因为集团可以继续以热忱的态度和秉持高标准标准操作业务，我们有信心持续带来更好的业务表现。

致谢

在这一年过程中，我们已成功完成大部分项目，这很大程度上归功于我们专业的管理人员以及全体职员的努力。所以，对于我们不断增长的员工们，感谢你们的辛勤工作以及各种不同方式的贡献，以让顶级手套集团再创高峰。

我们也衷心感谢全体股东、客户、供应商和商业伙伴对我们集团给予无限的支持与信心。有您的激励，我们承诺将始终如一地生产最高质量的产品。

最后，我们要感谢各位董事的回馈与支持。没有他们的见解和经验，我们也无法达到更好的进展以及带领公司达至更高的成就。我们也要借此机会欢迎我们新的独立非执行董事，Tan Sri Mohd Sidek Bin Haji Hassan和Tan Sri Rainer Althoff，我们深信在他的指导下，我们将会获益良多。

虽然面对种种挑战，然而我们依然会全力以赴去战胜任何挑战，因为我们将会持续改善我们的生产流程，加快研发速度同时提高我们的效率水平。

谢谢。

丹斯里林伟才
董事主席
顶级手套集团
2013年10月31日

李金谋
董事经理
顶级手套集团
2013年10月31日
OVERVIEW OF BUSINESS AND OPERATIONS

Top Glove Corporation Bhd and its subsidiaries (“The Group”) as the leading global manufacturer of gloves, has a diversified product base ranging from latex, surgical, nitrile, household, cleanroom, vinyl to polyethylene gloves, earning itself a reputation as a one-stop glove sourcing centre offering an extensive and complete range of high quality, high value added and cost effective rubber gloves. The Group has evolved from being a pure glove manufacturer to a vertically integrated player complemented by upstream activities such as latex concentrate processing plants and in the near future, rubber plantations. With its good and established corporate culture and Business Direction of producing consistently high quality gloves at efficient low cost, The Group had embarked on an impressive expansion plan to propel it to become the world’s largest rubber glove manufacturer it is today.

The Group currently has 26 manufacturing facilities with 498 production lines which are strategically located in Malaysia (20 factories), Thailand (4 factories, 2 of which are latex concentrate processing plants) and China (2 factories) to ensure The Group’s products are manufactured with the utmost efficiency for its 1,800 customers located in more than 195 countries worldwide. With a current annual production capacity of 43.9 billion pieces of gloves, The Group commands approximately 25% of the global market share and targets to increase this to 30% via a combination of organic expansion and acquisitions.

REVIEW OF PERFORMANCE

For the financial year ended 31 August 2013 (“FY2013”), The Group registered an 18% increase in sales volume compared with FY2012. However, revenue decreased slightly to RM2.313 billion against last financial year’s RM2.314 billion, attributed to a lower average selling price on the back of declining raw material costs. Meanwhile, net profit for FY2013 declined 2.2% to RM202.8 million from RM207.3 million a year ago.

Notwithstanding the drop in revenue, The Group saw a marked improvement from an operational perspective, contributing to the improved sales volume achievement. This was attributed to the enhanced capacity utilisation stemming from an increase in demand for nitrile gloves, which comprise 25% of total Group sales for 4QFY2013. Nitrile gloves continued to outperform natural rubber gloves in terms of growth rates due largely to new markets as well as the on-going switching momentum from natural rubber to nitrile which remains unabated.

Tan Sri Lim and Directors of Top Glove give a thumbs up at the 14th Annual General Meeting
The product mix by glove type and geographical sales breakdown for quarter four FY2013 are as follows:

### Product Mix

- **Powder free latex**: 21%
- **Nitrile**: 25%
- **Powdered latex**: 47%
- **Vinyl**: 6%
- **Surgical**: 1%

### Revenue by Geography

- **North America**: 28%
- **Asia**: 33%
- **Europe**: 28%
- **Rest of the world**: 15%
- **Latin America**: 13%
- **Middle East**: 7%

Meanwhile, raw material prices continued to trend down, on softer general commodity prices in the face of a challenging macro-economic environment. For FY2013, latex prices declined by 22% to RM5.77/kg while nitrile prices fell by 28% to RM3.82/kg versus FY2012.

The Group had invested strategically during the financial year, completing 2 acquisition transactions in GMP Medicare Sdn Bhd for its glove manufacturing facilities as well as in PT. Agro Pratama Sejahtera, marking The Group’s initial foray into upstream greenfield rubber plantations. Despite utilising cash to finance the above acquisitions coupled with its annual investments on organic capacity expansion and dividend payments, The Group continued to generate free cash flows and was able to maintain a healthy balance sheet position with net cash and short term investments of RM158.4 million as at 31 August 2013.

### CHALLENGES

As the industry continues to ramp up on nitrile production to ride on the buoyant demand, this could potentially lead to more intense price competition and subsequently margin erosion going forward, although at this juncture this concern had proven unfounded, given that all new nitrile capacity which came on stream had been equally matched by persistently robust demand.

The Group will continue to keep watch on the challenging global economic landscape particularly the fluctuating US dollar and raw material input costs, and on the local front, the prospect of impending rationalisation of fuel subsidies which will weigh on The Group’s earnings sustainability.
Top Glove continuously improves and innovates to deliver quality gloves at an efficient low cost

Top Glove’s Annual General Meeting presents an opportunity for shareholders to be updated on the company’s performance

OUTLOOK

In the near term, The Group expects the key raw material prices of latex and nitrile to trend at current levels in light of lacklustre growth in rubber consuming countries such as the United States, China and India.

The Group remains buoyant on the longer term outlook for the rubber glove industry due to its recession resilient nature. Being a necessity item especially in the healthcare and food industry, the demand for rubber gloves both natural and nitrile will continue to register strong pick up from the emerging and developed economies. The recent sporadic incidents of the H7N9 and MERS infectious diseases served to create further awareness on the importance of responsible healthcare hygiene and disease prevention in order to avert an outbreak of pandemic proportions.

On the back of this positive outlook and leveraging on The Group’s balance sheet strength, The Group will forge ahead with its expansion plans to further boost its capacity from currently 43.9 billion to 46.1 billion pieces of gloves per annum by June 2014.

Over a longer term horizon, The Group has earmarked RM3.8 billion towards its 15-year investment plan focusing on the construction of new factories, continuing automation of its production lines and greater investment in research and development (“R&D”) and Information technology (“IT”). This 15-year plan resonates with the government’s drive to propel Malaysia towards becoming a high impact developing country, earning recognition as an Entry Point Project under the government’s Economic Transformation Program.

R&D which is the cornerstone of The Group’s innovative products and services which had propelled it to where it is today, will continue to remain The Group’s priority in order for the business to continue to grow and survive. Continuous investment and emphasis on R&D is a must to compete in a fast evolving and increasingly global market where customers’ expectations are constantly on the rise.

On the IT front, The Group had successfully implemented SAP Enterprise Resource Planning application solutions for its Malaysian operations since the beginning of the financial year 2014. This enterprise wide IT transformation is designed to standardise its business processes and improve human efficiency with the elimination of redundant and non-value added processes.

Having skilled and competent human resources is also a key criteria and challenging aspect of sustaining the business. To this end, The Group will continue to invest in human capital, its prized asset, prioritising training and self development. The Group had recently implemented a competency-based Performance Management System to align with the business goals and key performance indices to determine remuneration and career development paths. The Group views talent retention as critical to spearhead The Group to the next level of success.
OUR COMMITMENT

We believe that organisations have an important role to play in ensuring a sustainable future. As corporate citizens, businesses have a responsibility to utilise their skills and expertise to touch lives, build communities and safeguard the environment. Hence, at Top Glove, ensuring we make a positive contribution to society remains a foremost business priority and an integral part of our corporate culture.

Underscoring a strong desire to enrich and protect human lives, our activities are centered on four key areas:

1. **Community**: helping our community through donations, sponsorships and other forms of assistance.

2. **Environment**: conserving natural resources in our manufacturing processes and championing “green” activities.

3. **Employees**: investing in our talents/human capital and their well-being through on-going training and health programs.

4. **Workplaces**: adhering to a strict code of ethics and observing the highest standards of corporate governance in the conduct of our business.

In line with our focus on CR, on 14 June 2009, the Top Glove Foundation (“TG Foundation”), a non-profit organisation was also established, with a view to ensuring charitable activities were carried out in an efficient and effective manner.

Community

We continuously engage with our communities, meeting needs as they arise in a number of ways. Our activities are diverse, but held together by a common desire to make a meaningful difference in the daily lives of the people around us. Some of the highlights include:

- Channeling donations to the underprivileged through various organisations, the beneficiaries for which include the Association for the Mentally Handicapped, Malaysian Association for the Blind, Shelter Home for Children, Good Samaritan Klang, Badan Kebajikan Siti Khadijah Anak-Anak Yatim Selangor and Pusat Harian Kanak-Kanak Spastik Bandar Ipoh.

- Collaborating with government agencies and social services centers to identify worthy causes. To date, financial aid has already been extended through Jawatankuasa Kemajuan & Keselamatan Kampung (Persekutuan) (“JKKK”) Kg Meru.

- Providing educational aid to the needy. Contributions have been made directly towards education, healthcare initiatives and sporting activities. Funds were also given out for the expansion/construction of new facilities and buildings at Sekolah Kebangsaan Meru 2, SJK (C) Pin Hwa 1, Tiong Hua Kok Bin, SJK (C) Ladang Sungai Salak, SJK (C) Chung Hua, SMK Sultan Abdul Aziz and SJK (T) Taman Desa Pinji. Scholarships were also awarded to undergraduates with financial difficulties, to pursue courses at local public universities. In addition, RM1.25 million was committed to Universiti Tunku Abdul Rahman to set up a Professor of Chemistry Chair to assist with R&D activities.
CORPORATE RESPONSIBILITY STATEMENT

(cont’d)

Environment

As the largest rubber glove manufacturer in the world, we are cognisant of the impact our activities potentially have on the environment. We take environmental stewardship seriously and are wholly committed to finding ways to deploy ecologically sound practices, whilst maintaining the highest levels of product quality and shareholder value.

Biomass Fuel

> Biomass energy is considered as ‘zero greenhouse gas emitting technology’ by the Regional Greenhouse Gas Initiative, estimated to achieve 148% reduction in global warming potential. Since 2005, Top Glove has started switching to biomass fuels, which now generate about 40% of our heat energy requirement. Our boilers use only biomass waste as the main fuel and the system is enclosed to collect dust and prevent debris from escaping into the environment during the burning process. It also features an on-line 24 hour dust monitoring system directly linked to the Department of Environment (DOE) which monitors gas released from the chimney.

Industrial Effluent Treatment (IETS) Plant

> Each factory has an IETS plant to treat all on-site effluent, before it is discharged to the environment. Our IETS specialists comply with stringent internal standards to ensure that the water discharged is not harmful to the environment. Routine maintenance and yearly audits also help ensure the treatment plant is maintained at optimum condition.

Recycling

> At Work

Top Glove advocates a paperless working environment by employing e-mail as the main method of communication and reusing paper. We encourage segregation at source (mainly metal, paper, plastic, aluminium and glass), both at work and home. Recycling competitions amongst factories are held quarterly to encourage employees to gather their recyclable waste from home and to educate them on the importance of the 3Rs - Reduce, Reuse and Recycle.

Water

> Approximately 25% of the water supplied by Jabatan Bekalan Air (JBA) is reused for housekeeping, former cleaning and gardening, as well as in production after being treated. Rainwater is also harvested for reuse. All factories have adopted this practice to minimise water consumption by maximising the usage. With the implementation of membrane filtration in the near future, Top Glove will also be recycling more waste water from the production line.

Air

> All chlorinated factories are well-equipped with suction hoods that direct the excess chlorine vapour to a scrubber system, where it is neutralised, thereby preventing any adverse effects on health. Scheduled maintenance and third party inspections are carried out on a regular basis to optimise the scrubbing efficiency of the system and the gaseous release to environment. We are also in the midst of studying the possibility of recycling the scrubber to reduce chemical wastage, as well as the impact on our effluent treatment facility.

Others

> Ongoing R&D initiatives are on trial, such as recycling alkaline to ensure minimum usage of alkaline in production, towards reducing the burden on our treatment plant and minimising waste disposal to the environment.
GREEN INITIATIVES

We support and also participate in green activities initiated by environmental bodies. One such initiative was the allocation of land to Tzu Chi Malaysia for use as a recycling centre.

On an ongoing basis, Top Glove also undertakes:

- Continuous innovation and improvement in our processes, equipment, maintenance and overall operations to prevent environmental pollution
- Regular reviews and improvements on the performance of our environmental management system
- Awareness training for all employees

Very recently, our staff was the Country Winner in the Malaysia-China Chamber of Commerce and ASEAN Academy of Engineering & Technology (MCCC-AAET) Green Award, for being instrumental in the introduction of environmentally-friendly CPE/TPE gloves and its low carbon footprint manufacturing technology to Malaysia.

OBSERVING THE HIGHER LEVELS OF COMPLIANCE

Top Glove complies with DOE standards and all applicable government environmental legislation, regulations and other requirements pertaining to the preservation and protection of the environment. We have taken this a step further by developing and implementing measures and strategies that promote waste minimisation, pollution prevention and the conservation of resources through the proper disposal of liquid, solid and gaseous waste, conservation of energy, efficient use of raw materials and non-use of banned substances. We have also been awarded with the ISO14001:2004 – Environmental Management, a certification audit by SIRIM and an accreditation which we have been progressively adopting throughout The Group.

EMPLOYEES

Top Glove is privileged to draw on the capabilities of a dedicated 11,000-strong workforce across Malaysia, Thailand, China, Indonesia, Germany and the USA, whom we are passionate about developing to its fullest potential.

From the very start, we embark on a rigorous hiring process to ensure the right job fit and that both our expectations and those of the candidate are well-aligned. Once on board, our employees have access to a wide variety of training programs aimed at upgrading and re-skilling, towards bringing out the very best in our talents. There is also a mentoring program in place, under which new staff will be assigned at least one mentor who will be on hand to provide the necessary guidance to ensure they assimilate well into their new working environment. In addition, the company also sponsors international study trips and educational programs.

We also aim to create a ‘culture of good health’ among our people. Several activities are organised to this end, which include monthly sports tournaments, health talks, recreational and corporate level activities and campaigns. To further advocate a healthy lifestyle, fresh fruits and dental products are given out to staff for free and mandatory Body Mass Index (BMI) monitoring for all employees is conducted on a quarterly basis. Consultation with our resident Nutritionist and basic health checks are also available in-house. Most recently, we set up a dedicated vegetarian canteen at our newest facility, Factory 25 to ensure our staff have easy access to healthy meals.

Families are not neglected either and are invited to join in company outings and trips. Employees’ children who have excelled in their studies are also recognised through the Staff’s Children’s Academic Excellence Award every year.

Top Glove also ranked amongst Malaysia’s 100 Leading Graduate Employers for 2013 and emerged a Sector Winner in the Manufacturing-Chemicals & Heavy Industries category.
Workplace

Corporate Governance

We are committed to acting responsibly in every aspect of our business. The values of honesty, integrity and transparency (our Business Ethics) lie at the heart of every business deal.

The Top Glove Prevention and Anti-Corruption Committee (TGPAC) - Whistle Blowing

In early 2009, the Top Glove Prevention and Anti-Corruption Committee (TGPAC) was established to promote an anti-corruption mindset, and instill honesty and transparency amongst all Top Glove employees, as well as to provide an avenue for employees and the public to lodge complaints of any corrupt practices in the company. A Hotline is made available on the website for the public to file their complaints, which will be channelled to the Complaints Panel for immediate action.

In line with Top Glove’s Business Ethics which stress the qualities of Honesty, Integrity and Transparency, every staff is required to declare if they have family members/relatives working with Top Glove bi-yearly. In March 2011, Top Glove was among the first to sign the Corporate Integrity Pledge initiated by Transparency International. In addition, Top Glove Anti-Corruption Day was organised, where all senior management signed the Top Glove Corporate Integrity Pledge. TGPAC is also continuously researching and benchmarking Whistle Blowing Policies adopted by other companies.

Top Glove employees are also required to sign a pledge every year to vouch that they will not condone or be involved in corrupt practices. Every employee proudly displays the anti-corruption badge along with their staff tag. Each year, we also officially communicate with our suppliers, customers and bankers on our policy of not accepting any gifts during festive seasons. All we ask for is good quality products, good services and competitive pricing. Should they still choose to show their gratitude for our support, we encourage them to donate to the Top Glove Foundation, which will channel the money towards worthy causes.

We also make it a point to share news on current issues pertaining to corruption, honesty, integrity and transparency with all staff. Indeed, fighting against corruption is a part of every Top Glove staff’s daily routine.

Developing Suppliers

All suppliers and business associates with financial dealings with Top Glove are required to sign a Letter of Enforcement of Corporate Culture (LECC) every six (6) months. This serves to continuously educate on the importance of adhering to our policy and practice of non-corruption.
All over the world, We are known,  
For our superior quality gloves,  
Through the years we have grown,  
We have shown,  
Our gloves stand out superior in the world,  
Top Glove is the best, Better than the rest,  
Quality, Reliability and Consistency,  
Remain our policy,  
At Top Glove’s Group of Companies.

Dari mulanya, hingga terkini,  
Nama Top Glove diberi,  
Pengeluar sarung tangan yang berkualiti,  
Yakinlah hasil pengeluaran kami,  
Yang bermutu dan berkualiti tinggi,  
Sentiasa menuju kejayaan,  
Untuk mencapai keunggulan.

顶级的名誉 闻名世界  
品质优良的顶级手套  
历经多年的努力与成长  
我们成功站在世界的顶端  
顶级的手套 我们的骄傲  
品质好 可信赖及依靠  
是我们一直维护的宗旨  
在顶级手套公司集团  
语述：顶级手套  
继续创新与迈进是我们的义务  

ทั่วโลกยิ่งย่อมรับ ว่าเราทั้งคือ  
ผู้นำความดุจมือที่ทรงพลังและคุณภาพที่ดี  
เว้าปรากฏว่า เราตั้งมั่น  
เพื่อเราไปสู่การค้า ด้วยมือเรา  
ทอถุงกาวพิเศษวิสัย  เราทำงานก้าวไป  
คุณภาพดี และบริการที่ดี  
เน้นความไว้วางใจ เราตั้งมั่นไว้  
ทอถุงกาวพิเศษวิสัย คุณภาพดีที่ดีที่สุด  

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