
5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The Group is led by strong and committed promoters, directors and management with extensive experience in both the rubber and glove industry.

5.1 Promoters

The promoters of Top Glove are its founders, Lim Wee Chai and Tong Siew Bee both of whom started the Group as a small partnership. Lim Wee Chai is Tong Siew Bee's husband. Information on the promoters are set out in Section 5.2 below.

5.2 Board of Directors

LIM WEE CHAI, aged 43, is the Chairman and Managing Director as well as founder of the Top Glove Group of companies. He was appointed to the Board on 4 September 2000. He graduated with a Bachelor of Science Degree with Honours in Physics in 1982 from University Malaya and a Master of Business Administration in 1985 from the Sul Ross State University in Texas, USA. Mr. Lim has many years of experience in the marketing of consumer products whilst he was the Sales Manager of a subsidiary company of OYL Industries Bhd, a company listed on the Kuala Lumpur Stock Exchange, for 5 years. In 1991 he set up TGSB, his own glove manufacturing and trading business and has expanded his business to 5 glove factories in 2000. He has more than 20 years of experience in the rubber and latex manufacturing business.

He was the President (1997/99) of the Malaysian Rubber Glove Manufacturers' Association (MARGMA), after having been actively involved in the association holding various portfolios as the ex-Vice President, ex. Hon. Treasurer and ex-Hon. Secretary for the past seven (7) years. He was the board member of the Malaysia Rubber Board (MRB) in 1998 and 1999 and is a Director of the Association of Malaysian Medical Industries (AMMI).

His business philosophies are:-

- Quality and Productivity Are Our Business;
- Continuous Improvement and Innovation Are Our Duties; and
- Towards Zero Defect is Our target.

Lim Wee Chai does not have any major shareholdings and directorships in other public corporations for the past 2 years.

TAN SRI DATUK ARSHAD BIN AYUB, aged 73 is an Independent Non-Executive Director of the Top Glove. He was appointed to the Board on 4 September 2000. He obtained a Diploma in Agriculture from College of Agriculture, Serdang, Selangor in 1954 and a B.SC (Hons) Economics and Statistics from University College of Wales, Aberystwyth, United Kingdom in 1958. In 1964 he obtained a postgraduate Diploma in Business Administration (IMEDE), Switzerland.

Tan Sri Datuk Arshad joined the Malaysian Civil Service upon his graduation and had a successful career. Among the top posts he held were First Director of Mara Institute of Technology for 10 years from 1965 to 1975, Deputy Governor of Bank Negara Malaysia from 1975 to 1977, Deputy Director General Economic Planning Unit of the Prime Minister's Department from 1977 to 1978 and Secretary General Ministry of Primary Industries in 1978, Ministry of Agriculture from 1979 to 1981 and Ministry of Land Regional Development from 1981 to 1983. He was Deputy Chairman of Kedah Regional Development Authority (KEDA) from 1981 to 1983, Chairman of Penang Regional Development Authority (PERDA) from 1983 to 1985 and Chairman of South East Johore Development Authority (KEJORA) from 1983 to 1987. He sat on a number of committee at National level and was a member of Harun Salary Commission for Statutory bodies.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

He is the Chairman of PFM Capital Holdings Sdn Bhd a wholly owned subsidiary of Permodalan Nasional Berhad, a company principally involved in the trading and underwriting of shares and, equity participation, since 1977. He sits on the Board of Directors of several public listed and private companies, which among others include Kulim (M) Berhad, KPJ Healthcare Bhd, Sindora Berhad, Rumpun Hijau Capital Berhad, Nationwide Express Courier Services Bhd, Tomypak Holdings Berhad, MIT Holdings Bhd, Pelaburan Johor Berhad, Audrey International Berhad and Perwira Affin Merchant Bank Berhad. He is presently the President of the Malaysian Rubber Products Manufactures Association and was recently appointed as a Chairman of Malaysian Rubber Export Promotion Council (MREPC). He is a member of the Council of University Malaya and Kolej Ugama Sultan Zainal Abidin (KUSZA). He is also the Chairman of Malaysian Business Council IMS-GT and also a Vice Chairman of Koperasi MOCCIS Berhad.

Tan Sri's directorship and major shareholdings in other public listed companies are as follows:-

Company	Percentage equity holding	Position held
<i>Public Listed Companies</i>		
Kulim (M) Berhad	1.26	Director
KPJ Healthcare Bhd	6.50	Director
Sindora Berhad	6.54	Director
Rumpun Hijau Capital Berhad	5.79	V. Chairman
Audrey International Berhad	25.89	Director
Nationwide Express Courier Services Bhd	1.15	Director
Tomypak Holdings Bhd	0.46	Chairman
MIT Holding Berhad	2.31	Chairman

TONG SIEW BEE, aged 43, has been a Director of the Group since 1991 and is a co-founder of the Top Glove Group of Companies. She was appointed to the Board of Top Glove on 4 September 2000. Madam Tong graduated from University Sains Malaysia in Penang with a Bachelor of Science Degree with Honours in Computer Science in 1983 and obtained her Master of Business Administration from Sul Ross State University, Texas, USA in 1985. She is responsible for the computer and information systems, human resource and general administration for the Top Glove Group of companies. She has more than ten(10) years of experience in information technology in the banking industry. She has worked both for United Overseas Bank Berhad and Utama Bank Berhad

Tong Siew Bee does not have any major shareholdings and directorships in other public corporations for the past 2 years.

HAJI SHAHADAN BIN HAJI ABD MANAS, PPT, PMC, PJK, aged 66, is the Human Resource Director who joined TGSB on 10 June 1996 and was appointed to the Board of Top Glove since 4 September 2000. He graduated with Bachelor of Arts Degree from University Malaya in 1962 and obtained his Diploma in Public Administration (Australia) in 1968.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

He commenced his career in the Government Sector, initially as Assistant Secretary (Admin) in the Ministry of Works, Posts & Telekom from 1963 to 1966, Assistant Secretary (Finance) in the Ministry of National & Rural Development from 1967 to 1969. He served as District Officer and President of the District Councils of Rembau, Tampin and Port Dickson consecutively from 1970 to 1979. From 1980 to 1985, he was the Director General of the Department of Community Development in the Ministry of National & Rural Development. He was the Director of Land Administration and Management from 1986 to 1990. In 1991 he left to join a Dutch construction company, namely Ballast Nedam (M) Sdn Bhd as the Public Affairs Advisor until 1995. In 1996, he left to join TGSB as its Human Resource Director.

Hj Shahadan Bin Hj. Abdul Manas does not have any major shareholdings and directorships in other public corporations for the past 2 years.

LIM HOOI SIN, aged 39, is the Non-Executive Director of Top Glove having been appointed on 4 September 2000. He obtained a Bachelor of Science Degree in Management Science and Economics from the Oklahoma State University, USA in 1985 and a Master Degree in Business Administration and Applied Statistics from the Arizona State University, USA in 1986. He is a permanent resident in the USA who has spent 12 years of his career as a key staff in MetLife Insurance Co. He has advanced from the position of Metropolitan Executive Trainee in 1987 to his present position as Assistant General Manager with MetLife Insurance Co.'s office in California, USA. His responsibility includes market identification and penetration, sales recruitment, training and supervision of a large sales force.

Lim Hooi Sin does not have any major shareholdings and directorships in other public corporations for the past 2 years.

SEKARAJASEKARAN A/L ARASARATNAM, K.M.N. aged 73, is an Independent Non-Executive Director of Top Glove and was appointed on 4 September 2000. He graduated from the Technical College of Kuala Lumpur with a Diploma in Civil Engineering in 1951 and passed the Membership Examination of the Institution of Civil Engineers, UK in 1960. Subsequently, he obtained a Diploma in Public Health Engineering from the Imperial College of Science & Technology, U.K. in 1968. Since 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 then joined the Ministry of Health as a Senior Public Health Engineer in 1968 after obtaining his Diploma in Public Health Engineering, he was promoted to Chief Public Health Engineer in 1972 and Director of Engineering Services in 1980 a position he held until 1983. He has been the Managing Director of Enrico Sdn Bhd since 1984, a company which is currently active in various environmental assessment projects. To date his work experience specialising in environmental engineering and environmental related studies and being involved in various projects, collectively accredits him with more than 45 years of experience in the design and implementation of environmental engineering projects and environmental and sanitation studies.

He is a Fellow of the Institution of Engineers Malaysia, Member of the Institution of Civil Engineers, U.K., Member of the Institution of Water Engineers & Scientists U.K., Member of the American Society of Civil Engineers and Member of the Association of Consulting Engineers Malaysia.

Sekarajasekaran a/l Arasaratnam does not have any major shareholdings and directorships in other public corporations for the past 2 years.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

LAU BOON ANN, aged 46, is a Non-Executive Director of the Top Glove Group and was appointed on 4 September 2000. He obtained Diplomas in Administrative Management, Organisation and Methods and Marketing from the United Kingdom in 1979 before proceeding with his post Graduate Diploma in Management studies. In 1981, he obtained a Master Degree in Business Analysis from the Lancaster University. He commenced his career as a Corporate Planner with Kesang Holding Bhd, a private investment holding company, in 1981 when he returned from UK and subsequently joined SGV Kassim Chan Sdn Bhd (Management Consultants) as a Management Consultant in 1982. In 1983, he joined Sungei Wang Plaza Sdn Bhd as an Operations Manager. He left and joined Plaza Damansara Sdn Bhd in 1985 as Marketing Manager. In August 1988, he was in charge of setting up Factory 1 for the production of latex examination gloves which was subsequently leased to TGSB. He then went back to property development with Arab Malaysian Development Bhd in 1990 and served as an Assistant General Manager. He left in December 1996. He is presently the General Manager of a company listed on the Main Board of the KLSE namely UM Land Berhad since 1997.

Lau Boon Ann does not have any major shareholdings and directorships in other public corporations for the past 2 years.

5.3 *Management Team*

Senior Management

The Management of Top Glove is headed by Lim Wee Chai who is assisted by the Directors of Top Glove and a team of experienced management and professional personnel. The particulars of the key personnel of Top Glove are as follows:-

LEE KIM MEOW, aged 42, obtained his Bachelor of Commerce Degree from the University of New South Wales, Australia in 1982. In the same year he joined OCBC Finance Berhad the finance subsidiary of OCBC Bank Berhad as Trainee Bank Officer. In 1991, he obtained his Bachelor of Law Degree from the University of London (External Degree). He has more than twelve years of experience in the marketing of financial services and credit control operations in the finance industry during his employment with OCBC Finance Berhad and Asia Commercial Finance Berhad. He was a Branch Manager at Asia Commercial Finance (M) Bhd in early 1996 before he was promoted to Personal Assistant to the Group Executive Director of the Lion Group. He left in 1997 to join TGSB as the General Manager in charge of the marketing and promotion of the company's products to more than 103 countries worldwide. He is currently a shareholder of Top Glove with 195,883 Shares or approximately 0.39% of Top Glove's enlarged share capital after the IPO.

LEE HOOI HONG, aged 51, is the General Manager of the Top Glove Group in charge of operations. He obtained his London Chamber of Commerce Higher Accounting Diploma in 1975 and subsequently completed the Association of Certified Accountants Examination in 1978 while he was an Audit Senior with Lim Ali & Co. (an associates company with Messrs. Arthur Yong & Ernst Co.). After five(5) years with Lim Ali & Co, he left the Company to pursue his career as an Accountant and Finance cum Administrative Manager for Metalware Manufacturers Sdn Bhd from early 1978 to late 1978, and a stockbroking firm namely Phileo Peregrine Securities Sdn Bhd from 1978 to 1987. In 1988, he was appointed as a Financial Controller of Safeskin Corporation (M) Sdn Bhd, a renowned USA owned latex glove manufacturer. In 1990, he joined a Hong Kong public listed company Tungtex Pte Ltd as a General Manager taking charge of its Malaysian operation in the manufacturing of ladies' high fashion garments before moving back to latex glove industry in 1996 with Asia Pacific Latex Sdn Bhd/Pie Healthcare Sdn Bhd as a General Manager cum Executive Director. In 1998, he joined TG Medical as a General Manager.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

LIM QUEE CHOO, aged 35. She is the Vice President of TG USA and graduated from Arizona State University, Phoenix AZ, USA in May 1990 with a Bachelor of Science Degree in Accounting. She had her initial exposure to the Accounting field even during her college year in Hayden Library of Arizona State University while working as an Assistant Bookkeeper from January 1989 to May 1990. Upon her graduation from the university, she worked as an Accountant for an established commercial bank, namely Bank of America from July 1990 until January 1992. With her vast experience in her specialized field, she has been appointed as a General Manager in TG USA since 1994 until present moment. Miss Lim Quee Choo is the youngest sister and sister-in-law of Mr Lim Wee Chai and Mdm Tong Siew Bee respectively. She is currently a shareholder of Top Glove holding directly 611,671 Shares or approximately 1.22% of Top Glove's enlarged capital after the IPO.

CHONG YUN TAT, 41 years, joined Top Glove Sdn Bhd as a General Manager of Factory No. 5 on October 2, 2000. He is a Chemical Engineer by profession. Having earned his B.E. (Hons) from University Malaya in 1983, he started his career as a Process Engineer in the Electronic/Disk drive industry in Motorola in 1983. In 1984, he left Motorola to join Mattel (M) Sdn Bhd, a toy manufacturer, as a Supervisory Engineer. He was subsequently employed as the Process Engineering Manager in Conner Peripherals (an electronic equipment manufacturer in 1996 before joining Baxter Healthcare Penang (the world's largest healthcare products manufacturer) as a Production Manager in 1988. His vast experience of 13 years in the Glove and Medical Devices industry has seen him spearheading the start up and management of two local medical device companies namely Masif Latex Products Sdn Bhd (as a General Manager) in 1990 and Cranberry (M) Sdn Bhd (as a General Manager) in 1992. His hands on and pro-active management style together with his emphasis on product development has earned the respects of many others in the glove manufacturing industry.

LIM MONG SENG, aged 40, is the Financial Controller of the Top Glove Group. He obtained his membership of the Chartered Institute of Management Accountants in September 1989. He commenced his career in 1981 at Hanafiah Raslan & Mohamad as an audit assistant. He left in mid 1982 to join Sobri Holdings Sdn Bhd, a housing and property developer as the accounts executive. In 1985 he joined Intratrade Development & Construction Sdn Bhd as its assistant manager of the administration and finance section.

In 1987 he was appointed as Accountant in Standard Plastic Ind (Nig) Ltd (Nigeria) where he served until 1989. He then left to join Nigerian Spanish Engineering Co. Ltd (Nigeria), a company involved in manufacturing steel rods. There he was the financial controller until 1992 when he left to join a construction group, namely Tan Sun Lee Sdn Bhd (Brunei) which is part of the TSL group of companies as the Group Accounts and Finance Manager. After 6 years with the Group, he joined LSL group of companies as its General Manager prior to joining Top Glove Group in April 2000.

DOROTHY RESSEL, aged 36, is the Marketing Manager of TG USA in charge of marketing and sales co-ordination of Top Glove products to the USA and European markets since 1999. She graduated with Master Degree of Arts – Business Administration and Marketing from Jagiellonian University (1989) and University of Illinois (1991). She has 8 years of successful experience in high profile start up and rapid growth companies dealing with latex gloves and commodity products. In 1992 joined Mercator Med S/A, importer and distributor of commodity products to Europe. In Poland, she was hired to start up new outsourcing and to develop strategic sales and marketing programs for latex gloves. As a Purchasing Manager for this company, she researched, developed and launched private label programs and import of latex gloves from Malaysia. In 1994, she was promoted from the position of Purchasing Manager to Vice Director of Export Import Division and in 1995 Director of Mercator Medical S/A Branch office in Malaysia in charge for creating new infrastructure facilities to support sales forces in marketing and import latex gloves from Malaysia, Indonesia and India. She left Mercator Med S/A in early 1998 to work as an agent for TGSB.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

PUON TUCK SENG, aged 33, is the Factory Manager of the Top Glove Group. He graduated from the Tunku Abdul Rahman College in 1991 with a Bachelor of Science Degree. He joined TGSB in 1992 as a Production Chemist to assist the Managing Director in the day-to-day operations of the factory. Subsequently, in 1995 he was promoted to the position of Factory Manager. To date, he has more than 8 years of experience in the production of all types of latex examination gloves. He has extensive practical experience in the auditing of ISO 9002 and GMP Quality System.

AARON LAM YAT HING, aged 34, is the Marketing Manager of the Top Glove Group. He holds a Diploma in Materials Engineering from the Tunku Abdul Rahman College which was obtained in 1989. He has accumulated approximately 10 years experience in the marketing and sales of industrial products, while he was attached with distributors industrial products companies such as Atlas Copco (M) Sdn Bhd, Courtaulds Coatings and Cabot Corp, USA from 1990 to 1998. He joined Top Glove in 1998.

RAZALI B ARSHAD, aged 43 years, joined Top Glove Sdn Bhd as the Group Productivity and Training Manager on April 17, 2000. He holds a Diploma in Industrial Engineering from the Production and Engineering Institute, Japan. He started his career in Matsushita Industrial Corporation in 1979 as a Process Technician. Beginning in 1984, he had the fortune to start an accumulation of two-year stint at the Overseas Training Centre, Osaka. Matsushita Electric Industry in Kyoto and Okumura Steel Centre, Daito City, Japan. Upon his return, he was appointed as Trainer for the Matsushita Institute of Technology. In 1994, he left Matsushita to join the Human Resource and Management Center as a Training and Development Manager. In 1995 he joined Aces Training and Consulting as the Principal Consultant/Trainer. He has conducted intensive training workshop on Production System Improvement, Supervisory & Leadership, Project Management, IE, VA, VE, Kaizen, MTM, QCC aim to improve productivity, efficiency and profitability. The hands-on experience implementing successful productivity & quality projects have earned him Gold Awards in 1984, 1986, 1990, & 1994 from the National Productivity Corporation. He has also participated in the productivity activities in Thailand, Indonesia & Philippines. His programs, his skills and hands-on experience in developing and implementing Productivity projects provide adequate confidence towards his capabilities.

PHILIP THOMAS, aged 39, is the Plant Manager of the Top Glove Group. He holds a Bachelor of Science Degree which he obtained from the University of Kerala India in 1983. Subsequently he obtained his Diploma in Rubber and Plastics Industry from the Plastics and Rubber Institute of Malaysia. He commenced his career with Loytex Sdn Bhd a company involved in rubber glove manufacturing as lab supervisor. He was with the company until 2000 when he left as production manager to join the Top Glove group as the plant manager.

YEE SIN KIN, aged 47, is the Technical Manager of Top Glove. He holds a Master of Science Degree in Pharmacology which he obtained from the Portsmouth University in the UK in 1979. He also obtained a Post Graduate Diploma in Management Studies from the same University in 1980 before he came back to Malaysia to join Ho Yan Hor (M) Sdn Bhd, a pharmaceutical manufacturing company as Assistant Factory Manager in 1981. Thereafter, from 1981 to 1991, he was attached to Baxter (M) Sdn Bhd ("Baxter") as the R & D, Production Manager. In 1991 he joined Wembley Rubber Products (M) Sdn Bhd ("WRP") as the Manufacturing Manager. Baxter and WRP are companies involved in the manufacturing and exporting of gloves and plastic medical disposable products. Thereafter, from 1995 to 1998, he was attached with two private companies namely Komark Corporation Berhad which is involved in label printing and MBf Printing Sdn Bhd as the QA Manager responsible for the implementation of the companies' quality systems. He joined the Top Glove Group in 1998.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

NORAZIAH BT MAHMUD, aged 32, is the Marketing and Production Schedule Planner of the Group. She graduated from the University of Hull, England in 1992 with a Bachelor of Arts Degree in Management Systems. Upon her return to Malaysia, she joined TGSB as a marketing officer in 1993. She has more than 6 years experience in the marketing of latex examination gloves and is the key person in co-ordinating with the production department in meeting customers' orders. She is currently holding the position as an Assistant Manager.

SEOW LAW AUDIE, aged 49, has been the Production and Packing Manager of the Top Glove Group since 1996. He graduated with a Diploma in Diesel Engineering from the Federal Institute Of Technology (Petaling Jaya) in 1974. He began his career in 1974 in Kubu Polyboy Plastic Industries Sdn Bhd until 1977 whereby he left as a production supervisor. In 1977 he joined Ansell Malaysia, a well known latex glove manufacturer as its Production Supervisor. From 1978 to 1980, he worked for Diamond Cutting (M) Sdn Bhd as a Production Supervisor. Thereafter he joined a watch dial manufacturing company, Precima (M) Sdn Bhd, as a Production Supervisor from 1980 to 1982. He was attached to Industrial Image, a chemical trading company, as a Sales Executive between 1982 and 1988. Subsequently he joined Tan Chong Rubber Gloves Sdn Bhd as Production Controller in 1989, and left in 1993 to join Kossan Latex Industries (M) Sdn Bhd as Production Manager. In 1996, he joined the Top Glove Group of companies and has almost ten(10) years of experience in the latex gloves manufacturing business.

DANNY ONG CHONG YEN, aged 37, graduated with a Bachelor of Arts (Economics) from the University of Windsor, Canada in 1984. He started his career as a Sales Representative of Eugene Chemical Sdn Bhd in early 1986. In 1987, he left Eugene Chemical Sdn Bhd to join Peak Hua Credit & Leasing Sdn Bhd as a Marketing Officer. He subsequently worked for MBF Finance Sdn Bhd in early 1990 as a Marketing Officer based in Ipoh and in 1991, he promoted to head of the hire purchase collection department at the MBF Finance Kuala Lumpur (Main Branch). On the same year, he left the company and for the next 6 years, he was the Senior Marketing Officer of the Pacific Bank Bhd. Thereafter he left to ventured into his own business. His last posting was as the Marketing Manager of a latex and dry rubber company (CLS Marketing Sdn Bhd) in May 1998. He joined Top Glove as a Sales Manager in August, 1999.

LIM KOK KIM, aged 43, joined the Top Glove Group as a Maintenance Manager in 1998. He graduated with a Diploma in Mechanical Engineering from the Federal Institute of Technology (Kuala Lumpur) in 1977 and commenced his career as a Senior Production Foremen in Toshiba Electronics (M) Sdn Bhd in 1978. He left the company in 1982 to become the Production Supervisor of Dulon Industries a PVC pipe manufacturer. From 1983 to 1986, he worked as a Technical Assistant of NSK Engineering and subsequently, Kilang Alat Letrik Kereta Sdn Bhd. From 1988 to 1992, he was attached to Hume Industries (M) Bhd as a Technical Supervisor. He then joined Mattel (KL) Sdn Bhd (a toy manufacture) as their Plant Engineering Service Engineer for the next 4 years. In 1996, he was appointed as the Assistant Engineering Service Manager of United Vehicles Industries Bhd. His last posting was the Plant Maintenance Manager of Boral Concrete (M) Sdn Bhd in late 1996.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

CHEW YOKE MOI, aged 39, graduated with a Bachelor of Engineering degree (specialising in chemical & process) from University Kebangsaan Malaysia in 1986. Since then, she had attended and obtained a number of quality certificates from places such as SANNO Institute of Management (Tokyo) and Sheffield Hallam University (UK). In 1991, she obtained her Master in Business Administration (specialising in operation management) from Universiti Putra Malaysia. Miss Chew started her career as a Sales Engineer cum Chemist in Enersave Engineering System Sdn Bhd a company involved in water treatment in 1987. In late 1988, she joined Wescorp Industry Sdn Bhd, a latex glove manufacturing company as a Quality Assurance Manager. Subsequently, she joined Biopro (M) Sdn Bhd a manufacturer and exporter of gloves as a Chemist in 1991 and was promoted to the position of a Quality Assurance Manager in 1999 before she was appointed as the Operation Manager of Top Gloves' Chlorination Department. Based on the attachment with her last two(2) companies, both of which were engaged in latex glove business ie. Biopro (M) Sdn Bhd and Westcorp Industry Sdn Bhd, Ms. Chew brought along to Top Glove more than 10 years of experience in latex glove manufacturing business.

KOO SING HUAT, aged 31, is the Senior Account Executive of the Top Glove Group. He obtained his LCCI Diploma from Vermond Institute in 1989. In 1992, he completed his external examination with the London of Chamber Commerce & Industry. He started his career in 1989 as an Assistant in the Administration Department of a transport company namely Tan Kong Hai Transport Co. Sdn Bhd, thereafter an audit and accounts assistant of KL Tian & Co, an audit firm. In mid-1992 he joined TGSB as an Accounts Officer.

EDDIE YAP SHE KHOON, aged 31, is the Administrator and Personnel Executive of the Group. He graduated from University Malaya in 1992 with a Bachelor of Arts Degree in Economics. He started his career as an Administration Officer of P & G Industries Sdn Bhd a company involved in a machinery trading company before he joined TGSB in 1995. He has more than four(4) years experience in the administration and recruitment of personnel, both local and foreign.

The above senior management staff are entitled to pink form allocation under the IPO, not exceeding 10,000 shares in Top Glove.

5.4 Employees

As at 8 February 2001, the Top Glove Group employed a total workforce of 1,526 employees. Its employees are not part of any union.

5. PROMOTERS, DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES (Cont'd)

5.5 *Audit Committee*

Top Glove set up an Audit Committee on 5 September 2000 which currently comprises the following Board members:-

Name	Responsibility	Directorship
Tan Sri Datuk Arshad bin Ayub	Chairman	Independent Non-Executive Director
Lim Wee Chai	Member	Chairman/Managing Director
Sekarajasekaran a/l Arasaratnam	Member	Independent Non-Executive Director

The main functions of the Audit Committee include the review of audit plan and audit report with the Auditors, review of Auditors' evaluation of internal accounting controls, review of the scope of internal audit procedures, review of balance sheets and profit and loss accounts and nomination of Auditors.

5.6 *Family Relationship*

Lim Wee Chai and Tong Siew Bee are husband and wife. Lim Hooi Sin and Lim Quee Choo (a substantial shareholder of Top Glove) are the brother and sister respectively to Lim Wee Chai. No other Directors and Senior Management of the Top Glove Group are related to each other.

5.7 *Continuity in Management*

Since the inception of Top Glove Sdn Bhd in 1991, the Company has expanded rapidly from a factory with 3 production lines to five (5) factories with 41 production lines as at 1 September 2000.

As the company grew, the founders, Mr Lim Wee Chai and his wife, Madam Tong Siew Bee realised the need to organise and restructure the management team of Top Glove into a professionally managed enterprise. Professional managers and experienced staff from related industries were recruited to boost the strength of the management team. Due to his efforts in actively recruiting professional managers and experienced staff from related industries, Lim Wee Chai presently has a strong management team in place to support him in the day-to-day operations of the company.

A management succession plan is already in place. In the absence of Mr Lim, the Group would still be able to function effectively as Madam Tong Siew Bee and the Board of Directors will be assisted by three(3) General Managers and fifteen (15) Head of Department/Managers. The marketing and operations functions of the Klang factories will be headed by Mr Lee Kim Meow, the General Manager who has been with the Company for 3½ years. He will be supported by 3 factory/production managers together with a number of Heads of Department/Managers in the day-to-day operations of the four factories in Klang.

In the case of Factory 5 in Ipoh, the General Manager, Mr Lee Hooi Hong, a former staff with Safeskin Corporation (M) Sdn Bhd will be in charge of the operations of the twenty (20) production lines with the assistance of Mr Chong Yun Tat, an experienced manufacturing specialist with more than 13 years of experience in the glove and medical devices industry in Malaysia.

A system has also been set whereby all Senior Management staff have been allocated with clearly defined functions and duties to perform according to their respective areas of responsibilities within the Company.

The process of changing from a traditional management practice which is highly centralised to that of a decentralised one which encourages participate management is progressing rapidly. This would reduce the risk of the failure of continuity of management in Top Glove. In addition, the Group can expect Lim Wee Chai to have many years to contribute to the Group.

6. LANDED PROPERTIES OF THE TOP GLOVE GROUP

6.1 Summary of Landed Properties

The landed properties owned by the Top Glove Group are set out below:-

	Particulars of property	Age of building (years)	Tenure	Description/ existing use	Land area/ (built-up area)	Audited net book value as at 31.8.2000 RM
TGSB						
18, Jalan Mempari 10, Taman Bayu , Batu 51/2, Jalan Meru , Klang	HS (M) 15256, PT 8368, Mukim of Kapar, District of Selangor	3	Freehold	Terrace house/ Accommodation for staff	1,300 square feet/ (1,100 square feet)	127,957
36, Jalan Mempari 1, Taman Bayu , Batu 51/2, Jalan Meru, Klang	HS (M) 15297, PT 8411 Mukim of Kapar, District of Selangor	3	Freehold	Terrace house/ Accommodation for staff	1,300 square feet/ (1,100 square feet)	124,241
11, Jalan Mempari 11, Taman Bayu, Batu 5½, Jalan Meru, Klang	HS (M) 15238, PT No 8349 HS (M) 15328, PT No 8445 Mukim of Kapar District of Selangor	3	Freehold	Terrace house/ Accommodation for staff	1,300 square feet/ (1,100 square feet)	118,730
Lot 4968, Jalan Teratai, Batu 6, Off Jalan Meru, 41050 Klang *	EMR 6629, Lot 4968, Mukim of Kapar, District of Klang and State of Selangor	9	Freehold	Factory/Glove manufacturing	3 acres/ (66,980 square feet)	5,302,462
24, Jalan Raja Mokhtar Dua, 42200 Kapar, Selangor	PS (D) 13211, Lot 153, Sek 4, Pekan Kapar	10	Freehold	Land and building/ Office and store	1,600 square feet/ (1,350 square feet)	129,491
4, Jalan Seri Kenangan 8, Taman Meru 3, Meru, 41050 Klang	HS (M) 10354, PT 15485, Mukim of Kapar, District of Selangor	7	Freehold	Terrace house/ Accommodation for staff	1,640 square feet/ (1,400 square feet)	93,412
6, Jalan Seri Kenangan 8, Taman Meru 3, Meru, 41050 Klang	HS (M) 10355, PT 15486, Mukim of Kapar, District of Selangor	7	Freehold	Terrace house/ Accommodation for staff	1,640 square feet/ (1,400 square feet)	93,412
23, Jalan Seri Kenangan 8, 41050 Klang	HS (M) 10314, PT 15442, Mukim of Kapar, District of Selangor	7	Freehold	Terrace house/ Accommodation for staff	1,608 square feet/ (1,350 square feet)	117,344
22, Jalan Mempari 1, Taman Bayu, Batu 51/2, Jalan Meru, Klang	HS (M) 15304, PT 8419, Mukim of Kapar, District of Selangor	7	Freehold	Terrace house/ Accommodation for staff	1,300 square feet/ (1,100 square feet)	127,126
Lot 587, Jalan Teratai Batu 5, Off Jalan Meru 41050 Klang	EMR 8780, Lot No 5987 Mukim of Kapar District of Klang	1	Freehold	Factory/Glove manufacturing	2.8 acres/ (57,250 square feet)	3,577,983

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6. LANDED PROPERTIES OF THE TOP GLOVE GROUP (Cont'd)

	Particulars of property	Age of building (years)	Tenure	Description/ existing use	Land area/ (built-up area)	Audited net book value as at 31.8.2000 RM
Lot 18, 27, 38 & 57, Medan Tasek, Kawasan Perindustrian Tasek, Ipoh, Perak	Lot 18, 27, 38 & 57, Medan Tasek, Kawasan Perindustrian Tasek, Ipoh, Perak	13	Leasehold (expiring on:- Lot 18 - 30.9.2072 Lot 27 - 28.12.2063 Lot 38 - 23.12.2069 Lot 57 - 1.10.2064	Factory/ Glove manufacturing	31,192 square feet/ (197,675 square feet)	10,449,921 [^]
Lot 5130, EMR6158, Mukim Kapar, 41050 Klang Selangor Darul Ehsan	EMR 6158, Survey No. 5130, Mukim Kapar	N/A (Vacant land)	Freehold	Not in use	4 acres	1,143,651
<u>TG Medical</u>						
Lot 5091, Jalan Teratai, Batu 5, Off Jalan Meru, 41050 Klang	EMR 6510, Lot No 5091, Mukim of Kapar, District of Klang, State of Selangor	3	Freehold	Factory/Glove manufacturing	3 acres/ (68,490 square feet)	5,918,693
19, Jalan Mempari 11, Batu 5 1/2, Jalan Meru, Klang	HS (M) 15241, PT No 8352, HS (M) 15325, PT No 8442, Mukim of Kapar, District of Selangor	3	Freehold	Terrace house/ Accommodation for staff	1,300 square feet/ (1,100 square feet)	115,296
Lot 5972 & 5974, Jalan Teratai, Batu 5, Off Jalan Meru, 41050 Klang	EMR 8769, Lot 5972 & 5974, Mukim of Kapar, District of Klang, State of Selangor	N/A (Vacant land)	Freehold	Not in use	1,7935 acres	828,976
<u>TG Engineering</u>						
Lot 5987 Jalan Teratai, Batu 5 Off Jalan Meru, 41050 Klang Selangor Darul Ehsan	EMR 8780, Lot No 5987, Mukim of Kapar, District of Klang, State of Selangor	< 1 year	Freehold	Factory/ Warehouse	2.8 acres/ (57,250 square feet)	2,106,872

Note

[^] The open market value properties have been valued by the valuer, C H Williams Talhar & Wong at RM11,000,000. The date of the valuation is 23 February 2000.

* Pending certificate of fitness for occupation ("CF"):

TGSB has submitted an application for the CF for the factory on this Lot 4968 ("Factory 2") from the Majlis Perbandaran Kelang ("Authority") in October 1999. However, as at the date of this Prospectus, the Authority is still processing TGSB's application for the CF.

No revaluation has been carried out on the above properties.