



**SUCCESS TRANSFORMER
CORPORATION BERHAD**
(200301034518) (636939-W)

WHISTLE BLOWING POLICY AND PROCEDURES

EFFECTIVEDATE	:	28/11/2023
VERSION	:	4

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Document Revision Date

Version	Date
1	26/5/2014
2	15/10/2019
3	30/6/2023

SUCCESS TRANSFORMER CORPORATION BERHAD (“STC”)

WHISTLE BLOWING POLICY AND PROCEDURES

1. INTRODUCTION

Success Transformer Corporation Berhad (“STC”) provides avenue for all of its employees and members of public to disclose any improper conduct within the Group of STC. Any parties can report a whistleblowing complaint on any wrong doings that they may observe and experience.

2. OBJECTIVE

The Board establishes, reviews and implements policies and procedures on whistleblowing to encourage employees to disclose any malpractice or misconduct of which they have become aware.

Policy statement:

- 2.1.** All employees and stakeholders (i.e. shareholders / suppliers / customers) are encouraged to report genuine concerns about the unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements without fear when reporting such concerns.
- 2.2.** STC’s views any harassments or retaliations in any form or manner against genuine whistle blower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal.

3. SCOPE

The policy and procedures is applicable to all companies within the Group of STC (or the “STC Group”).

4. WHISTLE BLOWING PRACTICE

- 4.1.** Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about the unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements that are taking place or have taken place or may take place in the future.
- 4.2.** Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

5. REPORTING OF POLICY VIOLATIONS

- 5.1.** Any concern by the Directors, Management and/or all employees of the STC Group should be raised with immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to Managing Director (“MD”). Channel of reporting to MD are:

Name	: Tan Ah Bah @ Tan Ah Ping
Telephone	: 03- 6279-2928
Mail	: Success Transformer Corporation Berhad No.3, 5 & 7 Jalan TSB 8, Taman Industri Sungai Buloh, 47000 Sungai Buloh, Selangor Darul Ehsan. [Mark Strictly Confidential]
Attention	: Managing Director
Email	: stc.corporate@success.com.my

- 5.2. In the case where reporting to Management and/or MD is a concern, then the report should be made to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee are:

Name	: Chan Foong Ping
Mail	: Success Transformer Corporation Berhad No.3, 5 & 7 Jalan TSB 8, Taman Industri Sungai Buloh, 47000 Sungai Buloh, Selangor Darul Ehsan. [Mark Strictly Confidential]
Attention	: Chairman – Audit Committee
Email	: cfp@success.com.my

- 5.3. If for any reason, the person making the report is not satisfied with the way his report had been dealt with, he can escalate his report to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee is same as above.
- 5.4. The Chairman will deliberate the report with his fellow Board members and decide on the appropriate course of action.

6. ACTION

- 6.1. All reports will be investigated promptly by the person receiving the report. If required, he can obtain assistance from other resources within the Group (e.g. Group Human Resource Department). The progress of investigation will be reported to the Audit Committee no later than at the next scheduled meeting.
- 6.2. The person making anonymous report will be advised that maintaining anonymity may hinder an investigation. Irrespective of this, anonymity will be maintained as long as it's permitted by laws and regulations or the person making the report indicates that he no longer wishes to remain anonymous.
- 6.3. Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. Decision taken by the Audit Committee will be implemented immediately.
- 6.4. Where possible, steps will also be implemented to prevent similar situation arising.

7. RECORD KEEPING

Reports received anonymously will be treated as confidential.

8. VALIDITY AND REVIEW OF THE POLICY

- 8.1 Any changes to the Policy shall be approved by the Board of Director (BOD).
- 8.2 RMC shall review the recommendation for changes before submitting to BOD for approval.
- 8.3 The effective date of the Policy shall be immediately upon approval by the BOD.
- 8.4 This Policy shall be updated, amended or reviewed from time to time to ensure its adequacy in implementation and enforcement.