



**SUCCESS TRANSFORMER  
CORPORATION BERHAD**

(200301034518) (636939-W)

# **DIVERSITY POLICY**

Approved by Board : 12 October 2021

Updated as at : 11 October 2022

## 1. INTRODUCTION

Success Transformer Corporation Berhad (“**STC**” or “**Company**”) and its subsidiaries (collectively referred to as “**Group**”) believes in diversity and values the benefits that diversity can bring to its Board of Directors (“**Board**”) and the Group.

Diversity includes, but not limited to, skills, experience, age, ethnicity, cultural background and gender.

The Diversity Policy (“**the Policy**”) sets out the approach to achieve diversity on the Board and Senior Management.

## 2. OBJECTIVES

The Board recognises that board diversity is an essential element contributing to the sustainable development, makes prudent business sense and promote better corporate governance of the Company and does not discriminate on the basis of ethnicity, age, gender, nationality, political affiliation, religious affiliation, marital status, education background or physical ability. There is no specific target on the composition in terms of age or ethnic of its Board members or members of Senior Management. The Board is comprises at least 30% of woman directors and maintains at least 30% of woman in senior management.

STC ’s strategic intent for Board and Senior Management diversity is the attraction, retention and development of a diverse team of people to ensure a Board and Senior Management range of viewpoints to facilitate optimal decision making and effective governance.

## 3. RESPONSIBILITIES

The Board maintains oversight and responsibility for the Group's diversity policy and objectives, and has delegated responsibility for:-

- (i) the selection of Directors to the Nomination Committee; and
- (ii) the review of remuneration packages to the Remuneration Committee.

The Nomination Committee monitors the Company's performance in meeting the standards and policies outlined in this Policy.

This includes a review of any diversity objectives set by the Board and the progress in achieving them are as follows:-

- identifying and balancing the different skills and industry experience, background, gender and age of Directors and Senior Management;
- retaining Directors and Senior Management based on merit, in the context of skills, time commitment and experience, in order for the Board and Senior Management to be effective while also considering the requirements on diversity; and
- reviews and assesses the composition of the Board and Senior Management.

The Nomination Committee will also make recommendations on the appointment of new Directors and Senior Management with the following responsibilities:-

- take into consideration the benefits that flow from diversity but also to appoint candidates based on merit and without prejudice, when reviewing the composition of the Board and Senior Management; and
- consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, Board Committees and individual Directors.

#### **4. MONITORING AND REPORTING**

The Board, through the Nomination Committee, monitors the scope and applicability of this Policy, from time to time.

The Company will disclose in its Annual Report, this Policy and the proportion of women participation at the Board and Senior Management level in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad with regards to the corporate governance disclosure.

#### **5. REVIEW OF THE POLICY**

The Nomination Committee reviews regularly and assesses the effectiveness of the Policy. Any requirement for amendment shall be deliberated by the Nomination Committee and any recommendation for revisions shall be highlighted to the Board for approval.

This Policy shall be reviewed by the Board from time to time as necessary to ensure the Policy remains relevant and in light of the needs of the Company.

Any revision to the Policy shall be recommended to the Board for consideration and approval.

The policy is made available at the Company's website at <https://www.stcgroup.com.my/investor-relations/#policy-procedure>