ANTI-DISCRIMINATION & HARASSMENT POLICY

1. Purpose and Scope

Able-Speed Group is committed to high standards of integrity, respect, and fairness in all business operations. This Policy establishes a common framework for Able-Speed entities in Malaysia (ASMY) and the Philippines (ASMPI) to prevent and address discrimination and harassment.

This Policy applies to employees, management, directors, relevant suppliers, contractors, and other persons involved in Able-Speed Group operations or business activities, as applicable. This Policy is intended to support the Group's commitments under its Code of Ethics, applicable CSR requirements, relevant Responsible Business Alliance (RBA) principles, ESG commitments, and applicable legal and regulatory requirements.

2. Policy Statement

Able-Speed Group prohibits discrimination and harassment in any form, including in connection with its workplace and business activities. All individuals are entitled to a workplace free from intimidation, hostility, or unfair treatment. The Group expects individuals working for or representing Able-Speed to be treated with dignity, respect, and fairness, and to conduct themselves accordingly.

This Policy supports the Group's Code of Ethics, CSR commitments, Responsible Business Alliance (RBA) standards, ESG principles, and applicable legal obligations in both jurisdictions.

3. Prohibited Conduct

Concerns reportable under this Policy include, but are not limited to:

- Discrimination based on race, colour, religion, gender, sexual orientation, age, disability, marital status, nationality, or any other characteristic protected by applicable law or covered by this Policy.
- Harassment, whether verbal, physical, visual, or online, that demeans, intimidates, or threatens an individual.
- Sexual harassment, including unwelcome advances, requests for sexual Favours, or other unwelcome conduct of a sexual nature.
- Retaliation against individuals who raise concerns in good faith under this Policy.

4. Implementation Activities

Reports may be submitted through the official channel applicable to the relevant entity:

Entity	Primary Channel	Alternative Channel
Malaysia (ASMY) Philippines (ASMPI)	Whistleblowing Form	whistleblow@ablespeed.com
	Grievance Form	grievance@ablespeed.com

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QR codes may be provided for convenient access to the official form or portal. Reports submitted through an authorized channel shall be treated in accordance with this Policy.

5. Confidentiality and Protection from Retaliation

The identity of a complainant and information relating to a report shall be handled confidentially and accessed only by authorized persons on a need-to-know basis, except where disclosure is required by law or authorized by the individual concerned.

Able-Speed Group strictly prohibits retaliation against any individual who raises a concern in good faith under this Policy. Retaliation may result in corrective or disciplinary action, up to and including termination of employment or contractual engagement, and legal action were permitted by applicable law and contractual requirements. Malicious or knowingly false reports are not protected and may result in corrective or disciplinary action.

6. Roles and Responsibilities

- All employees and stakeholders are encouraged to raise concerns in good faith, with assurance that such concerns will be treated fairly and confidentially.
- Management and designated personnel responsible for receiving or overseeing reports shall protect confidentiality, avoid conflicts of interest, and ensure concerns are referred to the appropriate process.
- Any person with an actual or potential conflict of interest shall not participate in overseeing the matter.

7. Case Management and Records

Reports shall be managed in accordance with applicable laws, Group requirements, and the separate Investigation SOP. Access to case information and records shall be restricted to authorized personnel. Records shall be retained and disposed of in line with applicable legal and company requirements. The Investigation SOP governs operational matters, including receipt and assessment, case classification, investigation steps, timelines, escalation, closure, and investigation forms. These operational procedures are referenced but do not form part of this Policy

8. Compliance and Review

Violations of this Policy may result in appropriate corrective or disciplinary action, subject to applicable law and company rules. This Policy shall be reviewed periodically and updated when required by changes in business operations, applicable requirements, or Group governance.

APPENDIX A – QR CODE ACCESS

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QR codes are supplementary access methods and do not replace the reporting channels listed in Section 4. Insert the currently approved QR code for each channel in the spaces below. QR-code submissions are subject to the same confidentiality and policy requirements.

QR Code	Access Purpose
ASMY  ASMPI 	Access the Whistleblowing Form Scan here to access the Whistleblowing Form. After filling, email it to whistleblow@ablespeed.com.
ASMY  ASMPI 	Access the Grievance Form Scan here to access the Grievance Form. After filling, email it to grievance@ablespeed.com

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