ENVIRONMENTAL, HEALTH AND SAFETY POLICY

1. Purpose and Scope

Able-Speed Group is committed to managing and, where reasonably practicable, reducing the environmental, health, and safety impacts associated with its operations. Able-Speed expects relevant suppliers and business partners to manage their EHS impacts in accordance with applicable requirements.

This Policy applies to employees, contractors, relevant suppliers, and other parties involved in or affected by Able-Speed Group operations in Malaysia (ASMY) and the Philippines (ASMPI).

2. Policy Statement

Able-Speed Group is committed to:

- Managing environmental, health, and safety risks associated with our operations and taking reasonable measures to protect employees, customers, communities, and the environment.
- Complying with applicable Environmental, Health, and Safety (EHS) laws and regulations requirements.
- Taking reasonable measures to prevent and control pollution, minimize waste, and support responsible resource use and sustainability.
- Maintaining high standards of ethics, integrity, and transparency in environmental and safety practices.
- Fostering a culture of continuous improvement and openness in managing risks.

3. Environmental Responsibilities

3.1. Compliance

3.1.1. Relevant suppliers are expected to identify and manage their environmental impacts and comply with applicable environmental laws and regulatory requirements. and regulatory requirements. and regulatory requirements. and regulatory requirements.

3.2. Hazardous substances

3.2.1. Where restricted or hazardous substances are used or handled, appropriate procedures should be established for their safe receipt, handling, storage, recycling, treatment, and disposal in accordance with applicable requirements.

3.3. Waste Management

3.3.1. Wastewater and solid waste should be appropriately managed, monitored, and treated or disposed of in accordance with applicable legal and regulatory requirements.

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3.4. Air Emissions

3.4.1. Relevant air emissions, including emissions associated with chemicals, aerosols, particulates, and other regulated substances, should be identified, monitored, and appropriately controlled in accordance with applicable requirements. Where applicable, ozone-depleting substances shall be managed in accordance with applicable legal and regulatory requirements.

3.5. Permits

3.5.1. Required environmental permits, licences, approvals, and registrations shall be obtained and maintained where applicable.

3.6. Resource Conservation

3.6.1. Seek to reduce waste and improve the efficient use of resources, including water and energy, through appropriate conservation, recycling, reuse, and other practical measures.

3.7. Supplier Cooperation

3.7.1. Relevant suppliers may be requested, where appropriate, to cooperate with Able-Speed's responsible sourcing and environmental initiatives, including providing reasonably available information relating to energy use, waste, or other relevant environmental matters.

3.8. Management Accountability

3.8.1. A member of management shall be assigned clear responsibilities for environmental management of facilities.

4. Health and Safety Commitments

4.1. Preventing Injuries

4.1.1. Preventing workplace injuries and occupational illnesses through appropriate hazard identification, risk assessment, controls, training, and employee participation.

4.2. Emergency Preparedness

4.2.1. Maintain appropriate emergency preparedness and response arrangements for reasonably foreseeable emergencies associated with our operations.

4.3. Safe Workplace

4.3.1. Provide a safe working environment by identifying hazards, assessing risks, and implementing reasonably practicable controls.

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4.4. Continuous Improvement

4.4.1. Review relevant incidents and near misses, where appropriate, to support leaning, corrective action and continual improvement.

4.5. Sustainability

4.5.1. Integrate sustainability into business operations to create long-term value.

5. Compliance and Review

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

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