GENERAL GRIEVANCE AND WHISTLEBLOWER POLICY

1. Purpose and Scope

Able-Speed Group is committed to the highest standards of integrity, transparency, and accountability in all business operations. This Policy establishes a common framework for Able-Speed entities in Malaysia (ASMY) and the Philippines (ASMPI) to raise concerns about misconduct or unethical practices.

This Policy applies to employees, management, directors, suppliers, contractors, customers, and community stakeholders engaged with Able-Speed Group.

2. Policy Statement

Able-Speed Group encourages the reporting, in good faith, of suspected misconduct, unethical practices, or breaches of applicable requirements. Reports shall be handled fairly and confidentially, subject to applicable law and the need to assess and address the concern.

This Policy supports the Group's Code of Ethics and its CSR, Responsible Business Alliance (RBA), Environmental, Social, and Governance (ESG) commitments, and applicable legal obligations.

3. Prohibited Conduct

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

- criminal offences, including fraud, corruption, bribery, blackmail, theft, assault, harassment, and sexual misconduct;
- breaches of legal or regulatory obligations;
- gross mismanagement of company affairs;
- health and safety violations that may endanger employees or the public;
- human rights violations, including child labour, forced labour, discrimination, and harassment;
- retaliation against a whistle-blower or complainant; and
- conduct that contravenes Able-Speed's Code of Ethics or CSR/RBA commitments.

Routine employment-related grievances that do not involve suspected misconduct may be raised through the applicable HR grievance process.

4. Implementation Activities

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

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

FOR REFERENCE ONLY

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 whistle-blower and information relating to a report will be treated as confidential and accessed only by authorized persons on a need-to-know basis, subject to applicable law and the requirements of a proper review or investigation.

Able-Speed Group strictly prohibits retaliation against any individual who raises a concern in good faith under this Policy. This protection applies even if the concern is not substantiated, provided it was raised in good faith. Retaliation may result in disciplinary measures, up to and including termination of employment or contractual engagement, and legal action where applicable.

Malicious or knowingly false reports are not protected and may result in appropriate corrective or disciplinary action.

6. Roles and Responsibilities

- Employees and stakeholders are encouraged to raise concerns in good faith.
- Management and designated personnel responsible for receiving or overseeing reports shall protect confidentiality, avoid conflicts of interest, and ensure that concerns are referred to the appropriate process. Any person with an actual or potential conflict of interest shall not oversee the matter.

7. Case Management and Records

Reports shall be managed in accordance with applicable laws, Group requirements, and the Investigation SOP. Records will be retained and disposed of in line with 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 procedures 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

FOR REFERENCE ONLY