

DRUG AND ALCOHOL POLICY

Asia Propel Sdn Bhd is committed to providing and maintaining a safe, healthy and productive working environment for all employees, contractors and visitors. To uphold this commitment, the use or influence of alcohol, illegal drugs or other prohibited substances is strictly prohibited in all work environments, including office premises, project sites and company vehicles.

1. PROHIBITED CONDUCT

No personnel shall illegally use legal drugs or possess, consume, distribute, sell or purchase alcohol or illegal substances while performing work duties or while present at any APSB workplace, including offices, project sites and company vehicles.

2. ENFORCEMENT

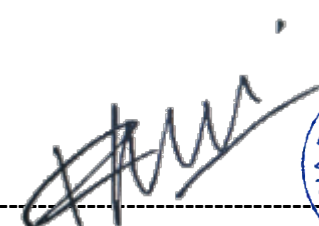
Any individual who tests positive for drugs or alcohol or is found to be under the influence while at work, will be immediately removed from the workplace. Such individuals will be subject to disciplinary action, up to and including termination and may also be reported to the appropriate legal authorities.

3. APPLICABILITY

This policy applies with exception to all APSB personnel, including those from:

- a) Consortium partners
- b) Joint Venture (JV) companies
- c) Subcontractors and their employees
- d) Third-party service providers

Strict compliance with this policy is essential to upholding the safety, professionalism and integrity of APSB's operations across all locations.



MOHD FAUZI MUSTAFFA
(MANAGING DIRECTOR)

DATE : 19TH July, 2025

