



Integrated Waste Solutions Group Holdings Limited

綜合環保集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 923)

WORKFORCE DIVERSITY POLICY

(As adopted by the Board on 5 September 2025)

1. Policy Statement

Integrated Waste Solutions Group Holdings Limited (the “**Company**” and, together with its subsidiaries, the “**Group**”) values the diversity of its workforce and is committed to establishing a diverse, equitable and inclusive workplace.

2. Scope

This Policy applies to all members of the Group.

3. Diversity and Inclusion

Diversity is one of the core values embraced by the Group. The Group is committed to:

- creating an inclusive and supportive working environment for its employees, such that individual differences (including but not limited to gender, age, cultural and educational background, and professional experience) are respected and valued, and employees are treated with dignity;
- fostering gender empowerment, gender equality and gender diversity across its workforce;
- providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

4. Review and Monitoring

The Nomination Committee shall review this Policy, as appropriate, to ensure its effectiveness, and monitor the Group's progress on the effort to embed the principles of diversity within the workplace, culture and strategy, and may recommend revision to the Board for approval.

5. Disclosure and Publication

This Policy is available on the Company's website. A summary of this Policy shall be disclosed in the annual report of the Company in accordance with the Corporate Governance Code.

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