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)

RETIREMENT OF DIRECTOR AND CHIEF EXECUTIVE OFFICER AND RE-DESIGNATION OF CHIEF OFFICER

The Board announces that with effect from 1 September 2026,

(1) Mr. Lam King Sang will retire as an Executive Director and Chief Executive Officer of the Company and cease to be the chairman of Executive Committee of the Company and other positions of the Group; and

(2) Mr. Tam Sui Kin, Chris will be re-designated from Chief Financial Officer to Chief Executive Officer of the Company.

RETIREMENT OF DIRECTOR AND CHIEF EXECTUIVE OFFICER

The board of directors (the "**Board**") of Integrated Waste Solutions Group Holdings Limited (the "**Company**", together with its subsidiaries, the "**Group**") announces that Mr. Lam King Sang ("**Mr. Lam**") has given notice to retire as an Executive Director and Chief Executive Officer of the Company and consequently cease to be the chairman of Executive Committee of the Company and other positions of the Group with effect from 1 September 2026 in order to devote more time to his personal commitments.

Mr. Lam has been a director of the Company since 2016. He has confirmed that he has no disagreement with the Board and is not aware of any matter in relation to his retirement that needs to be brought to the attention of the shareholders of the Company.

The Board would like to express its sincere gratitude for the contribution that Mr. Lam has made to the Company during his tenure of services.

RE-DESIGNATION OF CHIEF OFFICER

The Board is pleased to announce the re-designation of Mr. Tam Sui Kin, Chris ("**Mr. Tam**") from Chief Financial Officer to Chief Executive Officer of the Company with effect from 1 September 2026.

Biographical details of Mr. Tam

Mr. Tam, aged 61, is an Executive Director of the Company. Joined the Company in July 2013, Mr. Tam also holds directorships in certain subsidiaries and associated company of the Group. He is a fellow member of the Association of Chartered Certified Accountants of the United Kingdom. Prior to re-designation, Mr. Tam is responsible for the financial management, accounting and treasury functions of the Group. He began his career and completed his professional training in the United Kingdom. He had worked as an audit manager in Ernst & Young, Hong Kong before he joined one of the listed subsidiaries of New World Development Company Limited (stock code: 17) in 1996. Prior to joining the Group, he was the financial controller (infrastructure/contracting) of CTF Services Limited (stock code: 659). Mr. Tam holds a bachelor of arts honours degree in Accounting and has over 35 years of experience in auditing, accounting, project financing and financial management.

Save as disclosed above, Mr. Tam has not held other directorships in the last three years in public companies the securities of which are listed on any securities market in Hong Kong or overseas.

Pursuant to the service agreement entered into between Mr. Tam and the Company, Mr. Tam will be entitled to an annual director's fee of HK$348,000 and an annual salary of HK$3,097,076, which are determined with reference to his experience and responsibilities as well as prevailing market conditions and is subject to review by the remuneration committee of the Company from time to time. His current term of office is two years commencing from 30 September 2025 and he is subject to retirement by rotation and re-election at annual general meetings of the Company in accordance with the articles of association of the Company.

As at the date of this announcement, Mr. Tam is not interested or deemed to be interested in any shares or underlying shares of the Company or its associated corporations pursuant to Part XV of the Securities and Futures Ordinance (Chapter 571 of the laws of Hong Kong). Save as disclosed above, Mr. Tam does not have any relationships with other Directors, senior management, substantial shareholders or controlling shareholders of the Company.

As far as the directors of the Company are aware and save as disclosed above, there is no information of Mr. Tam that needs to be disclosed pursuant to any of the requirements under Rules 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited nor are there other matters concerning Mr. Tam that need to be brought to the attention of the shareholders of the Company in connection with his re-designation.

The Board would like to welcome Mr. Tam for his new position in the Company.

By Order of the Board
Integrated Waste Solutions Group Holdings Limited
Cheng Chi Ming, Brian
Chairman

Hong Kong, 2 July 2026

As at the date of this announcement, the Board comprises two executive Directors, namely, Messrs. Lam King Sang and Tam Sui Kin, Chris; three non-executive Directors, namely, Mr. Cheng Chi Ming, Brian (Chairman), Mr. Lee Chi Hin, Jacob and Ms. Luey Sisi, Doris; and three independent non-executive Directors, namely, Messrs. Chow Shiu Wing, Joseph, Wong Man Chung, Francis and Chan Ting Bond, Michael.