

## Waste Management Policy

Royal Deluxe Holdings Limited ("**Royal Deluxe**") is committed to reduce waste disposal across our daily operation through continuous management, aspiring to utilise resources optimally for maximum lifecycle. This policy provides guidelines for employees and other stakeholders to implement an environmentally responsible business model.

This policy applies to Royal Deluxe and its subsidiaries (collectively, the "**Group**"). All business operations should comply with this policy to continuously improve the Group's environmental performance. The Group encourages its associates, cooperative parties, supply chain partners (including suppliers, subcontractors and contractors) and other service providers to comply with this policy. This policy covers the following areas:

### 1. Governance

- 1.1 The Board of Directors, through the Environmental and Social Governance Committee (the "**Committee**" ), oversees the implementation of this waste management policy and seeks to reducing the Group' s environmental impacts. The Corporate Occupational Safety and Environment Committee is responsible for supervising the implementation of the group's waste reduction strategy, monitoring waste management performance.

### 2 Compliance

- 2.1 Strictly implement or comply applicable laws and regulations, and whenever possible, the guidelines or best practices of handling and disposal of waste.
- 2.2 Maintain and timely update environmental policies and management systems.

### 3 Waste Minimisation

- 3.1 Minimise single-use disposable materials and products where possible.
- 3.2 Exploring innovative solutions through partnerships for the transition towards a circular economy.
- 3.3 Incorporating waste prevention considerations in our procurement process as illustrated in our Sustainable Procurement Policy

### 4 Waste Management

- 4.1 Develop and implement a waste management system based on source waste reduction.
- 4.2 Set up waste sorting and recycling facilities in offices, warehouses and/or construction sites.
- 4.3 All hazardous waste should be disposed of by a qualified hazardous/chemical waste collectors.
- 4.4 Incorporate waste management and reusable materials recycling plans into business operations, and encourage the effective use of consumable materials and gadgets to reduce

waste generation as much as possible.

- 4.5 Provide regular training to employees, suppliers and subcontractors to enable them to understand waste management strategies and acquire general skills.
- 4.6 Support the procurement of materials and products from recycled product suppliers or trading platforms.
- 4.7 Strictly prohibit any discharge of waste and wastewater, any spillage and accidental release of hazardous and contaminated materials to marine ecosystems

## **5 Hazardous Materials Disposal**

- 5.1 Ensure the proper disposal of all hazardous and clinical materials generated from laboratories, clinics, workshops, and other daily campus operations.

## **6 Waste Tracking**

- 6.1 Record the quantity of waste generated/reduced/recycled/disposed to facilitate monitoring and review of waste and recycling performance on campus.

## **7 Stakeholder participation**

- 7.1 Encourage waste prevention, reuse, and recycling behaviour through communication, engagement, and education.
- 7.2 Collaborate with different stakeholders to promote and implement best waste management practices.

## **8 Monitoring and reporting**

- 8.1 Committed to setting, monitoring and reviewing environmental goals, and striving to continuously improve and reduce environmental impact.
- 8.2 Assess and report major waste reduction performance annually.
- 8.3 The committee will review this policy regularly according to the situation to ensure that this policy is effective and feasible, and report to the board of directors.

## **9 Review policy**

- 9.1 To ensure the effective implementation of this policy, the Committee is responsible for inspecting and supervising the implementation of this policy and ensuring continuous communication with relevant stakeholders on this policy.
- 9.2 Based on factors such as business changes, regulatory requirements, stakeholder participation results and the effectiveness of environmental and social governance measures, the Committee will review this policy from time to time and revise it as necessary.
- 9.3 All revisions to this policy must be approved by the Board of Directors.
- 9.4 This policy can be viewed on the Company' s website.