

Appointment of Chair-elect

Cleanaway Waste Management Limited (ASX: CWY) today announces that Mr Philippe Etienne, Chair of the Board, will retire from the Board at or around the Company's Annual General Meeting on 22 October 2026. Following a considered succession planning process, the Board has appointed Independent Non-Executive Director Ms Samantha Hogg as Chair-elect. Ms Hogg will assume the role of Chair with effect from the date of Mr Etienne's retirement.

The appointment supports an orderly transition and continuity, with Mr Etienne having served almost 12 years on the Board and Ms Hogg bringing more than six years of Board experience with Cleanaway.

Mr Etienne joined the Board in 2014 and has served as Chair since 2023. During his tenure, he has overseen a period of significant transformation and growth in the Company and overseen key strategic developments and acquisitions.

Ms Hogg joined the Board in November 2019 and brings deep knowledge of Cleanaway and significant executive and board experience to the role. She currently chairs the Human Resources Committee and is a member of the Audit and Risk Committee.

Ms Hogg is an experienced executive with international experience across the transport, infrastructure, energy and resources sectors. She has held senior executive positions at Transurban Group and Western Mining Company across a broad range of portfolios, including finance, strategic projects, marketing and corporate services. Her most recent executive role was Chief Financial Officer of Transurban Group. She is currently Chair of Syrah Resources, a Non-Executive Director of Graincorp Limited and IGO Limited and has extensive governance experience, having served on a broad range of boards.

Cleanaway Chair Philippe Etienne said, "It has been an honour to serve as a Non-Executive Director of Cleanaway since May 2014 and as Chair since September 2023. I will leave the Company later this year knowing it will be in the safe hands of a very experienced Chair-elect and a highly capable Board and management team. I look forward to working with Samantha during this transition period. I have valued her wise counsel over many years and wish her every success in guiding Cleanaway through the next phase of the Company's growth."

Ms Hogg said, "I would like to thank Philippe for his tremendous contribution to Cleanaway over the last 12 years. As a Board, we have greatly benefited from his deep knowledge and experience and appreciate the professional way he has led the Board during his tenure. He provided guidance through significant acquisitions, including Toxfree, Sydney Resource Network, Global Renewables Limited, Contract Resources and Citywide, and supported the development, refresh and execution of the Blueprint 2030 strategy.

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I look forward to working with the Board, management and our people as we continue to execute our Blueprint 2030 strategy and deliver long-term value for shareholders.”

This announcement has been authorised for release by the Board of Cleanaway.

ENDS

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Cleanaway Waste Management Limited is Australia’s leading sustainable waste management, industrial and environmental services company. Our team of over 10,000 people operates across more than 350 locations in Australia, New Zealand and the Middle East. We manage Australia’s largest waste and industrial services fleet, with over 6,400 vehicles, and are supported by an extensive network of recycling facilities, transfer stations, engineered landfills, liquid treatment plants and refineries. Alongside our customers, communities, governments, regulators and industry partners, we are committed to delivering on our purpose: making a sustainable future possible together.