



LMSTM
ENERGY

Our Vision, Our Values



**LEADERS IN METHANE ABATEMENT
AND BIOENERGY**

Chair's Message

Since LMS Energy's establishment in 1996, we have achieved many milestones, and our future as a sustainable bioenergy company remains bright. I am determined to ensure LMS remains the best in the business, while doing what is right by our people, clients and shareholders.

We are a proud Australian company with strong family values. Our approach to sustainable thinking and employing, retaining and developing excellent people will not change. These are the cornerstones of our continuing success. LMS' world-class technology would not be possible without the knowledge and dedication of our employees. I encourage you to protect our culture, never compromise on safety, and to always strive to have a positive impact on the business.

John Falzon
Chair



Our Purpose

To protect our environment.

To be a great company for our people, our clients and the community.

To challenge the status-quo through innovation.



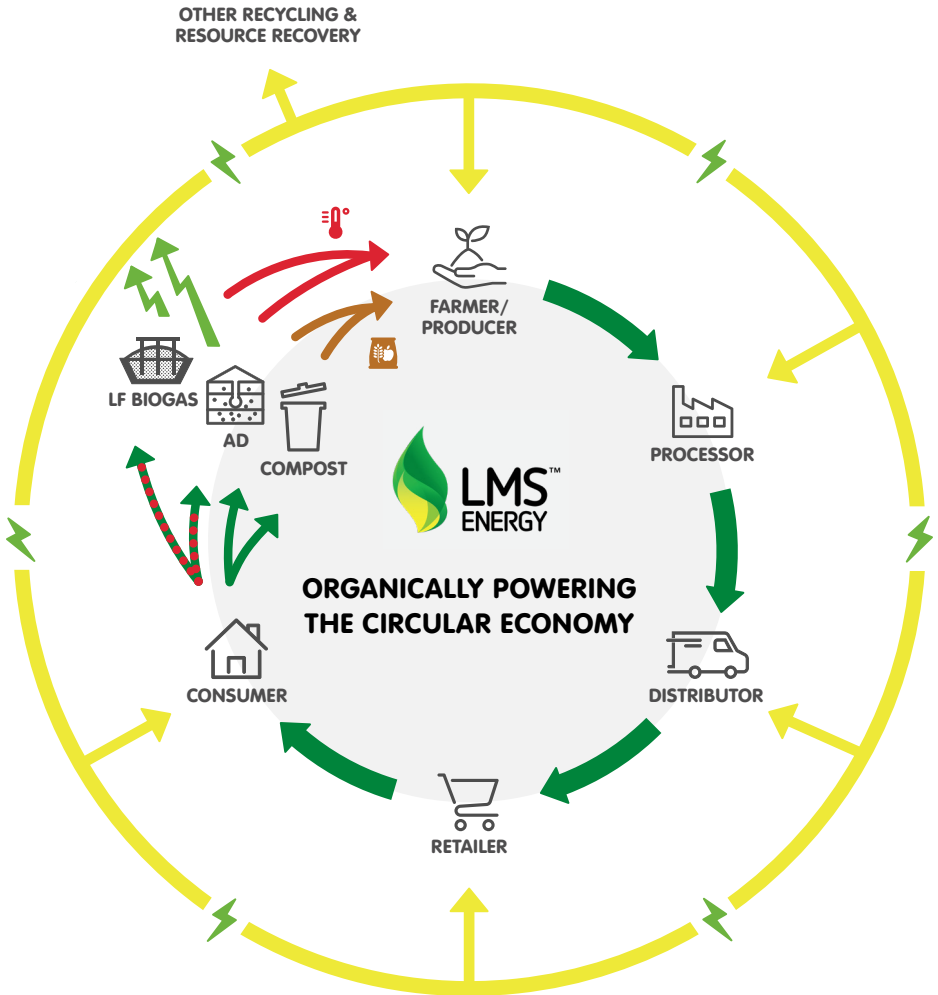


Supervisor – Biogas Services
Rhys Thomas

Our vision is to be the world's leading bioenergy and methane abatement company, powering the circular economy.



The Circular Economy



- █ FOOD & AGRICULTURAL PRODUCTS
 - █ █ CONTAMINATED ORGANIC WASTE (i.e. with other rubbish)
 - █ NUTRIENTS
 - █ HEAT
 - █ BIOENERGY
- LF BIOGAS** = LANDFILL BIOGAS CAPTURE
AD = ANAEROBIC DIGESTION

Our Values



INTEGRITY



SAFETY



INNOVATION



DEVELOPMENT



TEAMWORK



COMMITMENT



Integrity

PROTECT OUR REPUTATION

- Doing what is right
- Conducting ethical business
- Establishing long-standing partnerships
- Demonstrating ongoing resilience

“Integrity and honesty are the foundations of a trusted and successful business. LMS’ reputation is built on trust. When our employees act and make decisions with integrity, we continue to develop trust and relationships with our co-workers and clients. Take responsibility and be accountable for your actions.”

David Williams
Chief Operating Officer





Biogas Team NSW

Kieran Horner, Jason Barnycz & Jordan Duffy

NEVER COMPROMISE

- Putting safety first
- Protecting our people
- Leading by example
- Striving for exceptional results

"At LMS, we are committed to working together to prioritise the health, safety and wellbeing of our people, ensuring we never compromise on safety. Our shared beliefs and behaviours are to promote and reward a positive safety culture that places the physical and psychological safety of our employees at the heart of everything we do."

Darren Matthews
Chief Engineering and Safety Officer



SAFETY.
NEVER
COMPROMISE.

A better workplace for everyone

Innovation

THINK SUSTAINABLY

- Challenging the status-quo
- Adapting to change
- Developing new technologies
- Solving problems creatively

“LMS is a company built on innovation. Just as innovation has driven LMS to where we are today, it will also drive where we are going in the future. By striving for continuous improvement and challenging the status-quo, we can remain at the forefront of protecting the environment, delivering world first projects which all begin with a single idea. LMS is built on innovation, innovation is built on new ideas, and new ideas can be built by anyone.”

Matthew Falzon
Co-Chief Executive Officer





Supervisor - Carbon Markets
Amanda Petrie



Manager - Construction
Matthew Bradford

Development

GROW OUR PEOPLE

- Retaining excellent employees
- Maximising employee strengths
- Achieving high engagement
- Rewarding employees who create value

“LMS has an inspired and loyal workforce. We aim to unveil champions who create value in their role, while also ensuring our employees feel valued. A supportive, family-friendly workplace that helps employees achieve not only the goals of the business, but their own personal goals, is central to who we are as a business. Employees are encouraged to always show initiative and own their growth – don’t wait for it to happen, make it happen!”

Elyce McLeay
Chief People Officer



Teamwork

ONE TEAM, ONE COMPANY

- Working together, not alone
- Respecting individual differences
- Sharing and transferring knowledge
- Displaying a positive mindset

"Individuals can do good things, but it takes a team to do great things. Teamwork is one of the ways we keep LMS being a great company achieving greatness. There is no better demonstration of teamwork than our pursuit of innovation, which cuts across the whole business from the boardroom to our bioenergy facilities. Working as a team is the only way we know."

Adam Faulkner
Chief Circular Economy Officer





SAFETY.
NEVER
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**Operator Adrian Auld and
Supervisor - Development Engineering Kate Mirskaya**



Process Engineer
Emma Kerley

Commitment

BUILD TO LAST

- Pioneering excellence
- Delivering industry-leading projects
- Showing a dedication to being the best, not the biggest
- Having a “can do” attitude

“A relentless commitment to our people, our clients and our projects is fundamental to LMS’ success and reputation. Commitment is embodied in our actions and relationships – not our words. We do what we say we will do and remain spirited during challenging and disruptive times. There is always a way – if we’re committed!”

James McLeay
Co-Chief Executive Officer





LMS.COM.AU

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