

Thalia

Waste Management

Energy wheels in motion





We are **Thalia Waste Management**

“Thalia Waste Management is the blueprint of a modern circular economy company, ideally positioned to benefit from the trends of innovation. We continually develop and improve our UK-wide infrastructure, technology, services and people, in helping to shape the energy transition”

Paco Hevia, CEO Thalia Waste Management

At Thalia Waste Management we can drive the future of waste, turn it into power, while encouraging households, businesses and the Government to invest in reduce, reuse, recycle and recover.



How do you see the future of waste?

Questions for the CEO



Paco Hevia
CEO, Thalia Waste Management

What does Thalia promise their people? Our people are the source of our value. They are asked to take responsibility for their actions and encouraged to develop their ambitions. We look for people with the will to succeed, who are resilient and can thrive on a diverse and inclusive environment. We think differently. We offer everyone the chance to contribute to our operation, one that values innovation. We believe that we will succeed through differentiation, and our people drive that push for change. Thalia is helping to shape the way we manage waste now and for the future – that is an exciting challenge for us; and for it we aim to give our people the means of putting fresh ideas into practice, empowering everyone.

Your main aim is all about health, safety, and wellbeing but what does that mean? Working with waste is dangerous but we want everyone to come to work every day with the opportunity to have a positive and safe experience while feeling looked after. We do not operate in a risk-free environment, so our safety rules underpin everything we do, and we're committed to making sure everyone follows these - it's our Thalia Code. Working with waste also comes with strict guidelines, especially towards the environment, that's why we strive to be a responsible operator, at the forefront of regulatory compliance.



How innovative are you operationally? Innovation and collaboration are areas we pride ourselves on. Collaboration helps to shape us as one team and enables our ability to innovate. Everyone in Thalia takes accountability to improve and succeed. We invest in technology that is efficient and user-friendly, supporting us in our renewable energy aims. Our goal is to be efficient through continuous change, and our people propel us forward with their pursue of innovative solutions. Together we are Thalia Waste Management, and we are focused, ambitious and inclusive, aiming to respond to our people's, our customers' and our communities' needs.

What is Thalia's identity aim?

Thalia's identity consists of a clean, simple, and functional design - a symbol of intelligence and efficiency. Like Thalia our identity, or Brand, is unique - yet flexible, and adaptable to reflect the innovation and spirit needed to make the UK better for future generations.

Our people created Thalia's identity, based on their personal experiences and knowledge of the waste and energy landscape. Which we hope leaves a personal, memorable feeling, with a positive reputation, that creates value and distinction across the waste and energy sector.





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BUSINESS OBJECTIVES

1

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Putting ESG at the core of our business to promote sustainability and corporate responsibility



2

PEOPLE AT OUR BEST

Retain, recognise, and appreciate talent. Focusing on our people's growth, communication, and engagement



3

OPERATIONAL FOCUS

To complete improvement plans for each of our sites to maximise production and reliability



4

FINANCIAL RESULTS

Together we'll build an efficient and thriving business.



5

TARGETED GROWTH

Exploring profitable opportunities for future growth to move our business forward



We are designing the future
of waste management, with
**c600 employees who are
all making history**

Our people are
discoverers, driven
by our values



“Our mission is ambitious; we want to transform today's waste into tomorrow's energy”

Paco Hevia, CEO
Thalia Waste Management



4

Locations



c600

Employees



800k+

Tonnes of waste treated yearly

One focus...

We want to be a trusted and inspirational leader in innovative waste and energy solutions

With four values



Inclusive



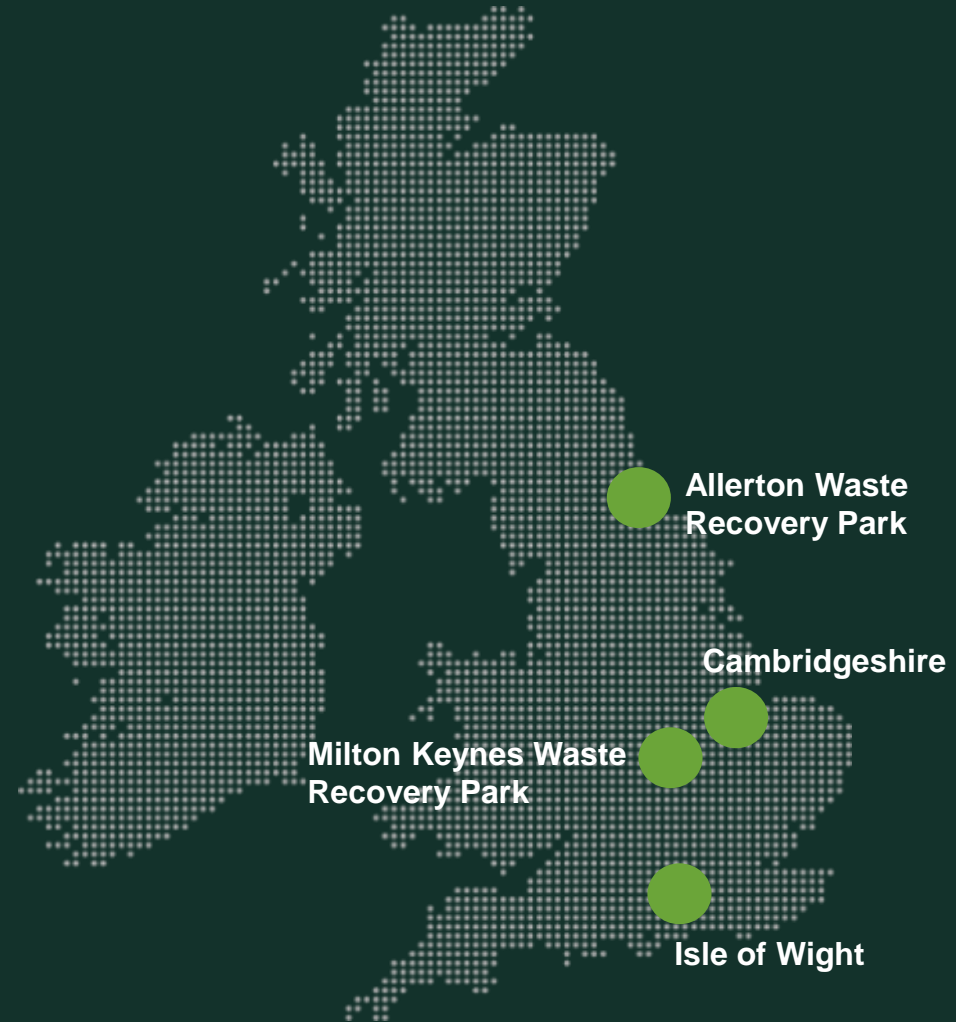
Ambitious



Collaborative



Responsible





Ambitious

“We’ll show strong motivation, focus and determination to not just succeed but to go above and beyond”



Our values Thalia Waste Management



Collaborative

“We’ll work together, listening, sharing knowledge and ideas to allow us to achieve individually and as teams across Thalia”



Inclusive

“We’ll be inclusive to others, harnessing ideas, skills and knowledge to achieve common goals. We honour diversity and difference in Thalia”



Responsible

“We’ll have a strong sense of responsibility, and are accountable for everything that’s in our power”





Thalia

Waste Management



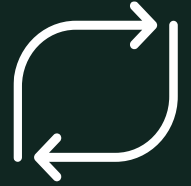
Reduce



Reuse



Recycle



Recover

Our values



Inclusive



Ambitious



Collaborative



Responsible

At Thalia Waste Management, we are creating a future to be proud of, which is underpinned by our Strategic Objectives.

We think differently, questioning everything, enabling us to develop progressive waste into energy solutions and services.

Being motivated, tackling problems together, inspiring others to take responsibility, making a difference, being ambitious, and contributing value.

Our Strategic Objectives



Environmental,
Social
and Governance



People at
our best



Operational
Focus



Financial
Results



Targeted
Growth

THANK YOU



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Any aspect of this document may be amended at any time at the company's discretion.

