

WINTER / SPRING 2025

TOMLINSON TIMES

CORE VALUE

GROWTH

Developing our team to be the best at what we do.



FOUNDED ON **STRENGTH** GUIDED BY **VISION**



A MESSAGE

FROM THE CEO

As we reflect on the journey we have taken and look ahead to the future, I want to take a moment to recognize the remarkable progress we have made together. Our growth has not just been in numbers, but in the strength of our leadership, the depth of our teams, and the boldness of our vision.

What sets us apart is not just what we do, but how we do it. We are building an organization driven by purpose, fueled by innovation, and grounded in a culture of collaboration and accountability. Every challenge we have faced has been met with resilience and every milestone we have reached has been earned through hard work, dedication, and a shared commitment to excellence.

Leadership at every level has been key to our progress. Whether managing a team, owning a project, or setting the tone for our culture, I see leaders across this organization stepping up every day. Our investment in leadership development is more than a strategy – it is a promise to empower each individual to embrace our core values of growth, driven, and committed.

We have made it a priority to build a team that is not only capable, but exceptional. We have fostered a learning environment where personal and professional growth are not only encouraged, but expected. Our people are our greatest asset, and when we invest in each other, we raise the bar for what is possible.

As we move forward, our goal remains: to be the best at what we do. We need to hold ourselves to the highest standards, embrace change, and stay relentlessly focused on delivering to our customers, partners, and one another.

I want to thank you for your commitment, your leadership, and your belief in what we are building. The best is yet to come – and we'll get there together.

Ron Tomlinson, CEO



EMBRACING GROWTH

THE HEARTBEAT OF TOMLINSON'S SUCCESS.

Our people can only grow if they are supported and properly equipped.

Continue reading on page 6 for the full story.

At Tomlinson, growth is more than just a goal—it's a fundamental part of who we are. As one of our core values, it means continuously developing our team to be the best in the industry. It's about investing in our people, fostering innovation, and embracing new challenges with confidence and enthusiasm.

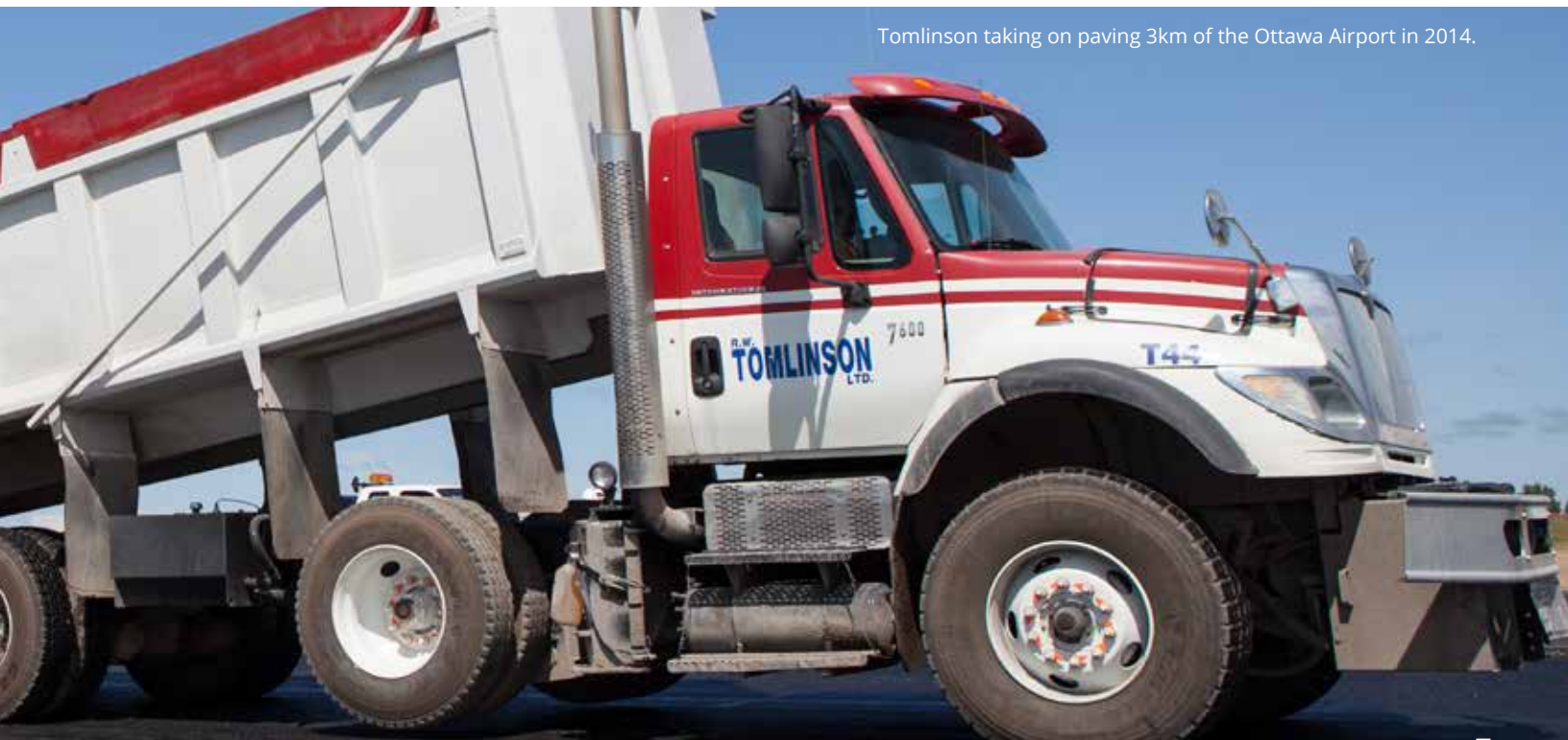
Throughout this edition of the Tomlinson Times, you will be introduced to areas we see as important growth within our business development and lifetime. Dive in as we chase constant improvement in our knowledge and skills through

Tomlinson University and innovation. See how our commitment to professional development and training programs empowers our team and results in big wins! Then read along as Jason Mountney, General Manager of Tomlinson Infrastructure, takes us down the 401 corridor and St. Lawrence seaway as we explore operational expansions that bring our seamless vertically integrated success strategy further. Finally, get caught up with our mighty machines – from a single-axle dump truck to a fleet of over 1000 pieces of equipment!

From rock to road, this edition is jam packed with ways we are developing our team to be the best at what we do.



Click [here](#) or [scan](#) to watch Tomlinson Team members talk about their Core Values.



Tomlinson taking on paving 3km of the Ottawa Airport in 2014.

PERMANENTLY HERE

EXCITING UPDATES DOWN THE 401 CORRIDOR

At Tomlinson, our commitment to growth is more than just a core value—it's a driving force behind our strategic decisions. As we began to expand down the 401 corridor into the Kingston area in 2014, we sought to leverage our 70+ years of industry expertise to build the same cyclical operating success as we have in other geographic areas. By following this strategy, we have expanded our capabilities to meet all the needs of our customers.

WE STARTED

30

PROJECTS IN KINGSTON
& SURROUNDING
AREAS IN 2024.

One of the most exciting ways we have advanced our position within the market is the acquisition of a new quarry, now proudly known as the Loyalist Quarry. This new acquisition will allow Tomlinson to have additional materials flow to our current concrete and asphalt plants, both positioned less than 11km away.

Our permanent asphalt and concrete plants stand as

testaments to our long-term commitment to our customers in Kingston. These locations provide us with the resources to meet the growing demands of our clients while maintaining the highest standards of quality and service that Tomlinson is known for.

These new facilities play pivotal roles in supporting our construction teams, enabling us to undertake projects that shape the landscape of the 401 corridor. For example, an ongoing project for the

City of Kingston "Gardiners Road Reconstruction" highlights our team's expertise in delivering complex infrastructure projects that enhance communities and drive progress. Additionally, "Pacman" a large-scale project completed in November 2024 involved the hauling and placing of over 500,000 tonnes of aggregates, extensive on-site excavation and grading, and the installation of over 6km of storm, sanitary, and watermain.

As we continue to expand our presence along the 401 corridor, our focus remains on strategic growth initiatives that will allow us to expand our operations, enhance our capabilities, and deliver exceptional results. We look forward to further contributing to the development and success of this area while upholding our core value of GROWTH every step of the way.

WE EMPLOY

180 

IN KINGSTON AND
THE SURROUNDING
AREAS.



Written by
Jason Mountney

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MARINE LOGISTICS

Our team has been involved in marine logistics for over 20 years through our Ontario Trap Rock operations and moving materials across 18 other docks throughout the Great Lakes. In 2022, we purchased a marine terminal in Morrisburg which is branded as Universal Terminals. This terminal, which includes over 50 acres of industrial lands, is strategically located along the 401 corridor and St. Lawrence seaway, near both Eastern Ontario and Western Quebec markets. This provides our customers with unparalleled access and efficient transport options.

First salt delivery to the Universal Terminals dock in Morrisburg Ontario.



We have been strategically pursuing investments to build our logistics and terminal capabilities. This included entering into a joint venture with McKeil Marine to transport bulk materials across the Great Lakes. Our first ship is sailing as the Northern Venture, while our second is currently under retrofit construction. This will allow us to better serve our customer base and facilitate future growth in the Great Lakes areas.

Another investment this year was purchasing a conveyor over four kilometers in length to improve the movement of materials throughout both Universal Terminals Morrisburg and Ontario Trap



Rock locations. While we are still developing designs to optimize movement of materials at Morrisburg, planning is well underway to begin installation at Ontario Trap Rock.

At Ontario Trap Rock the conveyor will span 2.5 kilometers from the quarry to the ship loading facility and directly onto docked vessels. By crossing under Highway 17, the conveyor will improve safe transportation practices and reduce fuel consumption by eliminating trucks constantly hauling material across the road. In addition, the conveyor will remove two material touchpoints, decreasing overall material handling, while maintaining the high quality of the Trap Rock delivered to our customers.

The conveyor project itself will see a 75% reduction in greenhouse gas (GHG) emissions. Meanwhile, expanding our business across the Great Lakes will further lower our carbon footprint by using the water corridor to reduce our trucking levels. Thereby creating a double benefit of reduced energy usage and increased efficiencies.

As we continue to expand our presence across the Great Lakes, we remain dedicated to providing unparalleled access and efficient transport options, ensuring that our customers receive the highest quality products and services. Our forward-thinking approach and dedication to sustainability will drive our growth and success in the years to come.



Written by
Megan Tomlinson



GOOD PEOPLE **KNOW**
GOOD PEOPLE



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MACHINERY & MOMENTUM

How heavy equipment fuels Tomlinson's growth to industry leadership and sustainability.



Loaders working in Bruce Mines circa 1990s.

"Ralph Tomlinson founded R.W Tomlinson Cartage with one single-axle dump truck," is a common phrase when it comes to Tomlinson's history. However, there is a lot more growth to our story than the 1950 Dodge that started it all. Let's take a look.

Three years after the purchase of our first vehicle, our fleet grew to two trucks.

By 1974, the Tomlinson's had outgrown the home office they'd been operating from, moving to a new garage, accompanied by five new triaxle dump trucks. Six years later, our first crusher was purchased to go along with our newly acquired quarry on Moodie Drive. As the Tomlinson reputation continued to grow, so did the breadth of our endeavours.

With heavy infrastructure projects on the horizon, it was time to grow our fleet significantly. As we began to build a stretch of highway 416, our toolbox was expanded to include a 330 and a 350 excavator as well as a D5 and a D8 dozer. Five years later we turned to Tormont CAT for paving solutions, where the bulk of our answers came in the form of pavers and rollers.

Chris Kollar, our equipment manager, has had a heavy involvement in the acquisition of new equipment over the years stating:

"Our people can only grow if they are supported and properly equipped. Tomlinson's growing machinery selection does not solely revolve on increasing the number of engines on site, but it also considers the progressive improvement of equipment as new innovations surface."

In 2006, we bought our first 330 excavator that was equipped with

GPS tracking. Just 10 years later, all our equipment was set up with this technology. In 2019, we added the 988 XE wheel loader, CAT's first electric-drive system delivering 25% greater overall efficiency, to the mix. The year after, it was the dozer's turn to join our electric fleet. The D6XE dozer is the world's first high drive Electric Drive dozer, boasting up to 35% better fuel efficiency and 20% less CO2 emissions.

With the idea of growth continuing to drive us forward, a growing need for equipment followed.

In 2021, 95 units were ordered, our biggest purchase yet! Keeping sustainable solutions in mind, we began exploring the use of compressed natural gas, an alternative fuel source known for its lower emissions. Just a year after the arrival of the Electric Drive dozer, we purchased our first CNG Fleet Vehicle: a 2021 Freightliner 114 SD Roll-Off Truck. Today, we count over 30 CNG vehicles and have plans for a 20% expansion by the end of the year.

We've come a long way from the famous single-axle dump truck that fueled our way forward. Over 70 years later, Tomlinson is proud to count over 1000 pieces of equipment in our fleet and we continue to expand our garages with more sustainable solutions.

In 2025, where will we grow?



Written by
Claudia Plante



CAN **YOU** BEAT THE **HEAT?**

We are excited to introduce “In the Hot Seat,” a unique series where Tomlinson team members sit down one-on-one to take on hard hitting questions while battling the heat! Throughout the episodes, our guests provide insights into their career progression, challenges, and successes in a fun and unconventional way. The escalating heat of spicy wings adds an element of humor and unpredictability that often leads to candid and unfiltered responses from our interviewees.

Participating in these interviews allows employees to highlight their contributions, share their expertise, and inspire others to follow in their footsteps. It is a chance to candidly discuss professional experiences, offering valuable insights and lessons learned along the way.

“I honestly think I’ll still be doing the same thing at 50... I enjoy it that much.”

CONNOR PEDERSON

“In the Hot Seat” is more than just an entertaining interview series; it is a platform that aligns with our core value of Growth. This series not only motivates individuals to set and achieve their career goals, but also aids in succession planning by identifying key skills and qualities that lead to success within the organization.

Overall, “In the Hot Seat” is a testament to our commitment to professional development and our dedication to fostering a culture of continuous learning. Through this series, we celebrate the growth and achievements of our team members, reinforcing our belief in the importance of developing our people to be the best at what they do.

Written by
Rachel Herriot



EP 1. PHIL SIMSER & CONNOR PEDERSON



EP 3. MARA HEITMAN & CARL BOWES



Click here or scan to dip into the latest episode! While you're there, catch up on the rest of our sizzling content.

TOMLINSON *EVENTS*

Mark your calendars and get ready, we've got special Red Army events planned that are sure to boost your summer!



APRIL 26TH
TRUCK RODEO
EMPLOYEES ONLY



MAY 24TH
SHOW & SHINE OTTAWA
COMMUNITY EVENT



JUNE 6TH - 8TH
ROCK THE RED
EMPLOYEE & FAMILY EVENT



AUGUST 17TH
GRIP IT & SIP IT - KINGSTON
EMPLOYEES ONLY



SEPTEMBER 13TH
GRIP IT & SIP IT - OTTAWA
EMPLOYEES ONLY

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INTRODUCING... HARVEST GREEN

A view of the internal combustion within Harvest Green.

Tomlinson's latest innovative leap towards a more sustainable operational future.

Tomlinson understands that by operating in an energy intensive industry we have a responsibility to our customers and communities to look at alternative ways to fuel our business and reduce our environmental impact.



Harvest Green being assembled.

When researching ways to reduce our energy consumption, an opportunity came up to implement a full life-cycle solution. For over 20 years Tomlinson has had the only construction and demolition processing facility in Ottawa, which sorts and recycles items like wood waste from construction sites and converts them into biomass products (animal bedding and mulch) for reuse. When Harvest

Green came forward with a pyrolysis reactor that would allow us to convert our recovered biomass into a low carbon energy source, we dug deep into how this could positively impact the energy intensity of our operations.

In 2024, we began a process to research, design and implement their pyrolysis reactor on our Rideau asphalt plant. Setting up to begin testing the viability of the technology in fuelling our plant to provide our customers with a low carbon asphalt product. The goal being to reduce up to 5,000 tonnes of carbon dioxide equivalent per year at a single plant. Minimizing cradle-to-gate

emissions of the plant by 45%, all while diverting materials from landfill.

To date we have completed multiple tests of the Harvest Green reactor, proving it converts wood waste to biogas at a high-efficiency rate, while producing less waste such as ash than other technologies on the market. Our team is now in the process of optimizing it and seeks to scale it to meet the energy needs of the plant.

With a commitment to building trusted relationships with our customers, we believe aligning with industry and customer goals to reduce overall carbon footprint and find circular economy solutions to decrease the impact of our operations is essential to our success as a business. We are very excited to continue our waste-to-energy pilot program with Harvest Green in the spring and see the areas in which we can drive our organization towards sustainable solutions in the future.



Harvest Green being assembled.



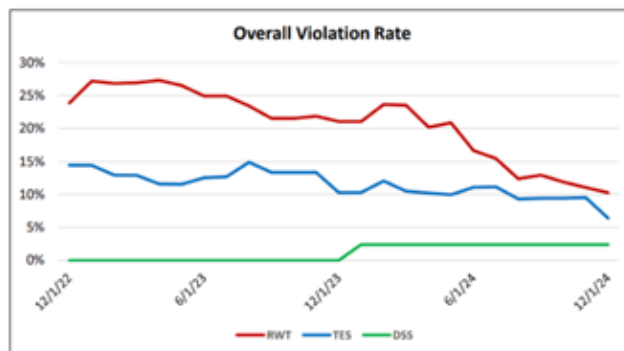
Written by
Lee Timmins



Mat Lavallee, our fleet compliance specialist, conducting an on-site driving test at our 2024 Job Fair.

Safeguarding the Commercial Vehicle Operators Registry at Tomlinson

At Tomlinson, we recognize the paramount importance of the Commercial Vehicle Operators Registration (CVOR) in ensuring the safety and compliance of our fleet operations. The CVOR is not merely a legal necessity; it stands as the cornerstone of our unwavering commitment to excellence. To which in fact, an **Excellent Carrier** safety rating was achieved in 2024 – the highest possible safety rating.



Our two-year Overall Violation Rate (OVR) history demonstrates our company's growth as safe drivers, with incidents decreased across our company trucks (RWT), our environmental fleet (TES), and our DataShred services (DSS).

Our Commitment to Excellence

We take immense pride in upholding the integrity of our excellent CVOR. It serves as a testament to our dedication to operating responsibly and ethically in the transportation industry.

Empowering Our Drivers for Excellence

To equip our commercial drivers with the essential tools for success, we have implemented technologies, internal support systems, and comprehensive driver training programs. These initiatives are designed to enhance skills, promote safety practices, and empower our drivers to represent Tomlinson Group at the highest standard.

Driving Towards Excellence on the Road

By prioritizing the safeguarding of the CVOR and investing in the continuous development of our drivers, we are steering towards excellence in all facets of our operations. Together, we strive to uphold the highest standards of safety, compliance, and professionalism on the road.

Supporting Our Drivers in CVOR Protection

In the realm of safeguarding our CVOR, one key factor stands out - supporting our drivers when it truly matters is paramount for success. Our team of supervisors not only offer unwavering support to their own team members but are also willing to step in across divisions to support drivers in need.

A prime illustration of this commitment is evident when an incident occurs. Supervisors from unrelated departments promptly respond, efficiently supporting the driver and offering crucial guidance when it matters most. The driver is then steered to manage

the situation as necessary, ensuring that all actions are carried out within a respectful and vital timeline.

Maintaining Excellence: A Collective Responsibility

While our current rates boast impressively low figures, it is vital for all staff members, including drivers and supervisors, to maintain a vigilant approach to sustain these historically low levels. With CVOR points retained on a record for two years, ongoing diligence is crucial to ensure vehicle safety, adherence to road regulations, and the accuracy of all documentation and electronic records.

Join Us in Upholding Excellence and Safety on the Road

Throughout this year, our company has dedicated itself to enhancing the knowledge and skills of Tomlinson drivers. By equipping them with the necessary tools to mitigate collisions and incidents, we aim to foster a positive impact that will contribute to the reduction of our CVOR percentage.

Let's continue to prioritize safety, compliance, and excellence as we navigate the roads ahead together!



Written by
Mathew Lavallee

CELEBRATING INNOVATION EXCELLENCE

Introducing the winners of Tomlinson's annual awards program.

In a remarkable display of creativity, dedication, and forward-thinking, Tomlinson is thrilled to announce the winners of our highly anticipated Innovation Awards Program. This prestigious recognition honors individuals and teams who have demonstrated exceptional ingenuity, problem-solving skills, and a commitment to driving positive change within our organization.

THE PEOPLE'S CHOICE AWARD

The People's Choice award represents innovative ideas that are difficult to evaluate on the basis of its financial implications or value of the idea. All submission, from MacGyvers to Ground Breakers, are put to a vote for all the Tomlinson team members to choose their winner.



This year, the **Sanitizer Slasher** by **Yousef Al-Oqbi** was voted the People's Choice! The "Slasher" took the labour intensive task of draining expired hand sanitizer bottles from 18 hours per skid to less than 1 hour per skid by using their industrial shredding machine. It allows us the opportunity to increase product destruction and support more customers.

THE MACGYVER AWARD

The MacGyver award represents thinking on your feet. Creating solutions to problems that only exist on a specific project and is considered a process that cannot be duplicated or reproduced. This award is given to the team who is resourceful and whose creative thinking has helped to make a project successful. The criteria for this award is met by implementing a process, system, or tool that is unlikely to be duplicated or used elsewhere in the company.

The **Skateboard pump out**, designed by **Dan Lapenskie**, is a perfect example of this ingenuity. During a project, a creative solution was devised to pump water out from a 30-degree angled 600mm upslope riser over 100ft long without the ability to dig due to liners. By attaching a 3" pump to a skateboard with outriggers to maintain stability, the task was efficiently completed and saving time and efforts over the course of several months.



THE GROUND BREAKER AWARD

The Ground Breaker award represents an implemented innovative idea, which may be used more than once. To qualify for this award, the submission must be able to be used in multiple business units and demonstrate its financial value to the company. There must be evidence of the submitter identifying, implementing, and communicating the idea to other business units that may benefit. The goal of this award is to recognize teams who strive to find new and improved ways of conducting business at Tomlinson.



Craig Stadnyk's innovation stood out above the rest to win this year's Ground Breaker Award. As a passion project, he designed a **Microsoft Power BI dashboard** hosted on Tomlinson's SharePoint page that consolidates budget and cost data from SharePoint, schedule data from Primavera P6, and project information from the Tomlinson Infrastructure SharePoint project list. It enhances the previous siloed processes of budget/cost and schedule reporting by combining them into a single dashboard with features for easy data analysis and further potential capabilities.



As we celebrate the remarkable achievements of our award winners, we are reminded of the power of innovation to drive progress, inspire change, and propel our organization towards a brighter future. Their dedication, passion, and inventive spirit embody the core values of Growth, Driven, and Committed that define who we are as a company.

Please join us in congratulating our deserving winners for their outstanding contributions and for exemplifying the spirit of innovation.



TOMLINSON

INNOVATION PROGRAM

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BE OUR NEXT
WINNER**

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INNOVATION TO WIN**

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SUBMISSIONS CLOSE NOVEMBER 2025



**PEOPLE'S
CHOICE
AWARD**
\$1,000



**GROUND
BREAKER
AWARD**
\$6,000

BE THE FIRST!



**GAME
CHANGER
AWARD**
\$20,000



**MACGYVER
AWARD**
\$3,000

TOMLINSON'S *Top Student* CAMPAIGN

Giving employees the opportunity to grow and learn is not just a box to be checked at Tomlinson but a foundational pillar of our culture. Over the years, our team has worked hard to curate a specialized curriculum available to all employees looking to further their development. These courses range from internally lead organization knowledge building, to recognized certificate courses from Algonquin College, and anything in between. With over 1005 students attending training each year, we sought new ways to acknowledge their efforts. Which lead us to the creation of the Top Student Campaign.

This end-of-year raffle gave employees one entry for every course taken towards the grand prize pack – meaning the more time and effort an employee put into their personal and professional growth, the higher their chances of winning!

Out of hundreds of entries, Phil Gauthier was the lucky name pulled and awarded his prize on site in Kemptville. Over the last year, Phil has completed several courses, including our week-long Operational Leadership Program, which supports his goal of building and developing his career within Tomlinson.

But don't worry Red Army, the Top Student Campaign is back for 2025 with a Milwaukee Packout prize valued at over \$500!*

To register for a course, log into Halogen or talk to your supervisor to build your development plan.

*Conditions apply. Must be a Tomlinson employee in good standing. Winner drawn at random.



Phil Gauthier receiving his TU prize on-site at Kemptville.





BUILDING **BIGGER - SMARTER.**

How Tomlinson is harnessing AI for the Future.

Tomlinson is embracing AI and Microsoft Azure to transform how we build, operate, and innovate. By taking our data-driven approach further, we're building a runway for data and

AI in parallel—implementing generative AI, expanding knowledge capabilities, and optimizing operations across our projects.

With new technology connecting critical systems like SAP, P6, and VisionLink, teams will have seamless access to data, improving efficiency and collaboration. Generative AI tools are already helping employees work smarter, while predictive analytics enable better maintenance and resource planning. AI-driven insights are enhancing decision-making, ensuring projects run smoothly and strategically.

This transformation isn't just about technology—it's about empowering people. Tomlinson is investing in AI training to equip teams with the knowledge to make the most of these advancements. From contract analysis to image recognition, AI is already making an impact, and this is just the beginning. Tomlinson is building a future where construction is more intelligent, efficient, and connected than ever before.



Written by
ChatGPT

WE ARE THE **CORNERSTONE** DRIVEN OF GROWTH

Introducing Tomlinson's new learning management system! In spring 2025, we are opening a new portal called Cornerstone, a future replacement to Halogen. This tool gives every employee access to over 5,000 training courses both online, and in-person. Plus, its mobile-friendly features means training materials can be accessed anytime, anywhere. Take control of your career growth with customizable learning pathways tailored to your individual needs and goals.

Not only will Cornerstone be your one-stop-shop for all your development tools, but it will also eventually be your employee management hub. The future state of the platform will also house all of Tomlinson's performance management, recruiting, onboarding, compensation, and succession planning.

What does this mean for employees?

On site training on how to use this new tool will start soon. All employees will have access to over 5,000+ courses through their online accounts. Those employees with a company phone will see the orange Cornerstone app appear on their phones. You can also download the app on iOS or Android it's called - Cornerstone Galaxy.

What types of training can I take?

There are so many options! With over 5000+ courses and new ones being added and updated regularly, you can choose from a variety of topics such as change management, arc welding, personal data protection, managing wetlands, assertiveness to coaching skills. Every learner learns differently, so the courses are offered in a variety of formats including watching a video, listening to a speaker, reading materials or virtual practicing.

When can I use it?

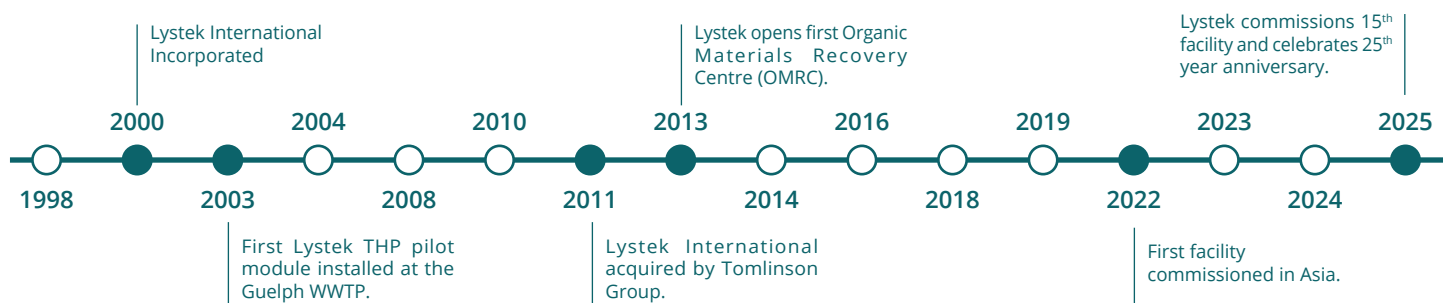
Now! Training sessions will kick-off in May to assist all teams with the transition to the new system.

Have questions?

Reach out to hr@tomlinsongroup.com for training information and questions.



Look for the app on your company device or download it from your app store.



Lystek is proud to celebrate its 25th anniversary this year and reflect on our company's growth. For a quarter of a century, Lystek has been at the forefront of developing and implementing innovative technologies that transform biosolids and organic residuals into valuable resources. This anniversary marks a significant milestone for Lystek, reflecting its commitment to sustainable solutions and resource recovery. Dr. Ajay Singh, Co-Founder and Technical Director, reflects on Lystek's original motivation for technology development and evolution over the last 25 years, "We've always believed in the value inherent to biosolids and organic residuals. We approached the development of the Lystek THP technology back in the 1990s through a lens of resource recovery with the main goal of efficiently producing valuable products. This philosophy carried through the founding of Lystek and has been our main driver as we continue to innovate and grow as a company. I am humbled by what Lystek has grown into since we began over 25 years ago and am proud of the continued progress we have made to recover valuable resources from biosolids and organics."

Lystek has grown from a concept in a laboratory at the University of Waterloo, to a pilot demonstration at the Guelph WWTP in 2003 and our first commercial scale installation handed over in 2008 through to the global leaders Lystek is today. Tomlinson acquired Lystek in 2011. Tomlinson's financial and strategic support played a substantial role in Lystek's growth since that time. With over 60 utilities served across 14 facilities, the company has grown to produce and sell more than two million tonnes of LysteGro biosolids. This has resulted in the recovery and beneficial use of over 16,000 tonnes of Nitrogen and 25,000 tonnes of Phosphorus, significantly reducing reliance on landfilling and creating valuable soil amendments. Lystek operations expanded into the US in 2015 and globally in 2020 with our first international facility commissioned in the United Arab Emirates in 2022. The company's

growth trajectory continues with five new projects in design or construction and numerous others in development.

Ron Tomlinson, CEO states, "When we looked at Lystek 15 years ago, it was a resource recovery technology that made sense, and it still makes sense today, but our achievements really come down to the team we have...The team's growth, commitment, and drive are what makes Lystek great, it's what makes the technology great, and it's what makes a highly valued, sustainable product for everybody to use! We are very excited to be celebrating Lystek's 25-year milestone and the success to come!"

Lystek's Executive Vice President, Michael Beswick, reflects on the company's journey, "Looking back on Lystek's substantial achievements fills me with pride and hope for the continued progression of our technology and the circular economy. Our growth wouldn't be possible without a fantastic technology, a dedicated team, and investment partners that brought outstanding strategic guidance. Every day Lystek delivers proven, affordable, and sustainable solutions for biosolids and organic residuals resource recovery – a mission we take great pride in. I am so honored to be celebrating Lystek's 25th year and am filled with excitement for the future."



Written by
Connie Ritchie



Want to continue reading more about Lystek's history and innovative biosolids and organics management technology? [Scan](#) or [click here](#) for more!

BUILD SUSTAINABLY WITH US

Did you know Tomlinson offers a suite of sustainable solutions for projects?

From low carbon concrete to waste diversion reporting. We are here to help you with all your project needs, big or small.

Lower your project embedded carbon today.

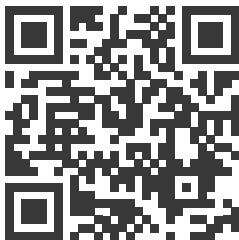
Email: sales@tomlinsongroup.com

RED ARMY RADIO **ON AIR**

HOSTED BY FRANCIS BRAZEAU

Red Army Radio, the official podcast of the Tomlinson Group! Join us as we dig deep into all things Tomlinson – from our foundational stories to the latest project highlights. With rock-solid interviews, fun series, and behind-the-scenes scoops, this podcast offers you a closer look into our business. Find all our episodes on Spotify, Apple Podcasts, and other major platforms.

As we continue to grow and expand our reach, we invite you to join us on this exciting journey. Whether you're a long-time employee, a new team member, or just curious about what we do, Red Army Radio has something for everyone. Stay tuned for more engaging episodes featuring the voices and stories that make Tomlinson a leader in the industry. Don't miss out—subscribe now and be part of our ever-growing listener community!



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Have an episode idea?

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388
RECORDED
MINUTES

29
GUESTS

21
COUNTRIES
TUNED IN



CHALLENGE COINS

CELEBRATING OUR CORE VALUES

In a bid to recognize and appreciate the exceptional efforts of individuals who embody our Core Values of Growth, Driven, and Committed, Tomlinson has been running a Core Values Challenge Coins initiative for several months. As part of this program, these tokens of recognition have been awarded to individuals who exemplify these values in their daily work.

Challenge coins, with a history dating back to World War II, have evolved to symbolize pride and recognition within organizations. These keepsakes serve as tangible reminders of appreciation and pride for team members who consistently demonstrate the attitude that defines our culture.

The criteria for awarding these challenge coins are centered around behaviours aligning with our Core Values as seen below.

CHALLENGE COIN RECIPIENT CRITERIA

GROWTH COIN: Commitment to continuous learning, seeking new challenges, and mentoring others.

DRIVEN COIN: Demonstrating a strong work ethic, initiative, and a willingness to go above and beyond.

COMMITTED COIN: Providing high-quality service, building strong customer relationships, and exceeding expectations.

If you know a co-worker who deserves recognition for their dedication to our Core Values, we encourage you to nominate them for a Core Values Challenge Coin. Nominations can be made by reaching out to your supervisor and sharing how the individual demonstrates our Core Values in their work.

Let's continue to celebrate and uphold the standards that make Tomlinson a great place to work. We appreciate the hard work and commitment of each team member in contributing to our shared success.

