

## **Management Team & Track Record**

**Interstate Waste Technologies has assembled an experienced leadership team with deep expertise in infrastructure development, capital markets, engineering, and international project execution. Our team combines over 200 years of collective experience in waste-to-energy systems, large-scale infrastructure deployment, and global infrastructure development.**

### **Brian Wilson, Chairman & Chief Executive Officer**

**Background & Expertise:** Brian brings 27+ years of large-scale infrastructure development experience, having established and grown Interstate General Company and American Properties Trust into major real estate and infrastructure development enterprises.

**Major Accomplishments:** Developed 1,000+ residential units across multiple master-planned communities, delivered critical road infrastructure systems, and managed comprehensive site planning and entitlements for mixed-use developments. These projects included oversight of complex municipal relationships, infrastructure financing, and multi-phase development execution across residential, commercial, and industrial sectors.

**Current Focus:** Leading Interstate Waste Technologies' global expansion and strategic development, with emphasis on establishing waste-to-energy facilities across North America, Latin America, and emerging markets. Driving technology implementation, government relations, and capital deployment for the Company's project pipeline.

### **Francis Campbell, President**

**Background & Expertise:** Francis is a licensed Professional Engineer with an engineering degree from New York University's School of Engineering and professional engineering licenses in multiple states. He brings more than 40 years of comprehensive experience in waste management and power generation infrastructure, with specialized expertise in design, construction, and operations of large-scale waste and power facilities.

**Major Accomplishments:** Oversaw construction and commissioning of waste and power generation projects with total contract values exceeding \$4 billion. Managed integrated EPC (Engineering, Procurement, Construction)

**delivery of complex waste-to-energy and power systems, ensuring design integrity, construction quality, and operational readiness. His track record includes successful execution of projects across diverse regulatory environments and technical specifications.**

**Current Focus: Leading global expansion of IWT's project portfolio, ensuring each facility is designed, constructed, and operated to the highest international standards. Responsible for technical oversight, engineering delivery, and operational excellence across all IWT projects.**

### **Brian Egnatz, Director of Development**

**Background & Expertise: Brian is a co-founder of Aratas LLC, an industry-agnostic finance and advisory firm focused on supply chain agriculture and green energy solutions. He holds bachelor's degrees in chemistry and mathematics from Indiana University and brings over 35 years of experience managing institutional investment portfolios and participating in global capital markets. His expertise spans capital structure design, project financing, and institutional capital deployment.**

**Major Accomplishments: Co-founded and served as Chief Investment Officer of Milepost Capital Management; managed the \$85 billion US investment portfolio as Managing Director and Chief Investment Officer of HSBC Bank North America; and spent 17 years as Managing Director in JPMorgan Chase's office of the Chief Investment Officer, co-heading the bank's \$200 billion US investment portfolio. Recognized for capital markets expertise, he served five years on the Federal Reserve's Treasury Markets Practices Group (TMPG), providing advisory guidance on US Treasury market structure and practices.**

**Current Focus: Designing optimal capital structures for IWT projects, managing relationships with institutional investors, and structuring project-level financing. Leverages deep relationships in institutional capital markets to secure funding for IWT's pipeline of waste-to-energy facilities.**

### **Charles Botwick, Chief Development Officer & Global Operations**

**Background & Expertise: Charles brings more than 40 years of experience in global infrastructure development and technology deployment, with deep expertise spanning water and wastewater treatment, environmental remediation, solar energy, agricultural development, waste management, and recycling systems. He has led infrastructure projects across military, commercial, and industrial sectors in over 50 countries.**

**Major Accomplishments:** Designed and implemented military base camp infrastructure support systems across multiple continents; led technology campus integration and hub development for major industrial clients; and managed emergency and disaster response infrastructure recovery operations worldwide. His experience includes navigating complex regulatory requirements, managing stakeholder relationships, and deploying technology solutions across diverse geographies and political environments.

**Multilingual Capabilities:** Fluent in Turkish, German, French, Spanish, Romanian, Italian, Arabic, Hindi, Korean, Japanese, and Ukrainian/Bulgarian/Russian. These capabilities are instrumental for IWT's international expansion and stakeholder engagement across diverse markets.

**Current Focus:** Leading IWT's international project execution, managing government and stakeholder relationships, and overseeing global operations. Responsible for market development, permit acquisition, and community relationships across IWT's expanding project portfolio.

#### **Jose De Lemos, Director and Senior Advisor**

**Background & Expertise:** Jose brings more than 30 years of management advisory services and executive leadership experience in waste-to-energy, energy production, and industrial technology sectors. He holds a degree from New York University and has served in leadership roles including Chief Executive Officer and Chief Financial Officer across multiple companies in the waste-to-energy and renewable energy industries.

**Major Accomplishments:** Served as Chief Executive Officer of Alpine Management Systems, Inc. (NASDAQ-listed), which spearheaded the merger of Colusa Biomass Energy Corp., a publicly-listed company specializing in rice hull conversion to ethanol. Led We3 Solutions of Missouri (Waste-E3), a technology company that developed proprietary "super-heated water and dilute-acid hydrolysis" systems converting municipal solid waste to various renewable fuels including methane, dimethyl ether, and hydrogen, alongside value-added products such as bioplastics and photovoltaic cells. Served as Director of Steelline Advance Technologies, Inc. (SATEC STEEL), an international steel structures manufacturer, for over 30 years.

**Current Leadership:** President of APTMAS Consulting, LLC, a New York-based management consulting firm. Served in the United States Army

**Reserves for over 13 years, bringing discipline and strategic planning expertise to organizational operations.**

**Current Focus: Providing strategic advisory services to IWT in the areas of operations, contracting, facility construction, and franchising models. Leveraging extensive waste-to-energy industry experience to guide operational excellence and strategic partnerships.**

## **Collective Strengths**

**The IWT management team brings complementary expertise across all critical success factors for waste-to-energy development: infrastructure project delivery (Wilson, Campbell), institutional capital markets and project financing (Egnatz), international project execution and stakeholder management (Botwick), and waste-to-energy sector operations and technology (De Lemos). This combination enables IWT to execute complex projects from permitting through operations while maintaining strong relationships with government agencies, communities, technology partners, and institutional investors across global markets. The team's track record demonstrates successful navigation of regulatory environments, capital deployment, and technology implementation at scale.**