



ESG

REPORT 2023

Bernhard

03 ABOUT BERNHARD

07 ENVIRONMENT

21 PEOPLE & COMMUNITY

37 GOVERNANCE

45 SAFETY

50 CLIMATE RESILIENCY



As we embark on another year of progress and innovation, it is my pleasure to introduce our 2023 Environmental, Social, and Governance Report. Bernhard is fiercely committed to leading the charge towards a sustainable future, powered by innovation, integrity, and inclusivity.

Throughout 2023, our team has remained steadfast in our mission to be the leading Energy-as-a-Service provider in North America through the delivery of excellent, high-value service and innovative solutions for our customers. As a result of our efforts, we have not only enabled our valued customers to reduce their energy costs but also to significantly decrease their greenhouse gas emissions. This dual impact underscores our dedication to both economic and environmental sustainability.

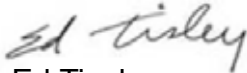
Our approach to serving our customers goes beyond mere transactions; it embodies a partnership grounded in shared values and long-term benefits. By collaborating closely with our customers, we have implemented tailored solutions that meet their energy needs and align with their sustainability goals.

At Bernhard, we understand our success is intrinsically linked to the well-being of our communities and the health of our planet. The shared commitment to our communities and planet is why we have embedded environmental stewardship and social responsibility into the fabric of our operations. This combined strategy derived our ESG mission, vision, and core values.

As we reflect on the past year's achievements and look ahead to future opportunities, I want to express my gratitude to our dedicated team, valued customers, and our esteemed stakeholders. Together, we are pioneering a brighter, more sustainable tomorrow.

This report provides a comprehensive overview of our ESG performance, initiatives, and impact. Your feedback and insights are invaluable as we continue to drive progress towards a more sustainable and equitable future.

Thank you,


Ed Tinsley

ESG AT BERNHARD

ESG Mission:

To advocate for the betterment of humanity and our environment, strengthen local communities, and amplify all voices and perspectives to create a culture of belonging and inclusion.

ESG Vision:

By pairing innovation with meaningful action, we can fight for and achieve a sustainable future for our customers, families, and communities.

ESG CORE VALUES:

UNDERSTANDING: We understand there are ways we can be better stewards of our planet and each other. Through innovation and honest reflection, we can better highlight our strengths and work to address and improve our weaknesses.

TRANSPARENCY: We believe listening is more important than speaking. We strive to hear from all perspectives and voices. By engaging in diverse conversations, we can have honest discussions about future we want to build. With help from our employees, customers, and communities, we can build a sustainable future that brings all people together.

EVOLVING: The world, our industry, and society are constantly changing, and so should we. Bernhard has been in operation for more than 105 years, and that longevity is in part due to our ability to adapt and change. We pledge to constantly evolve through strategic discourse with the common goal of bettering the lives of our employees and customers while ensuring future generations have a sustainable planet on which to flourish.

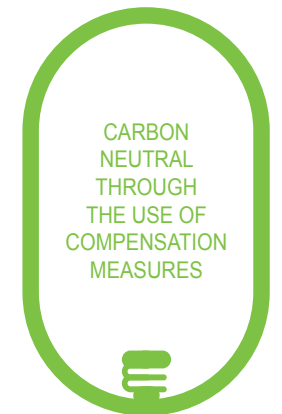
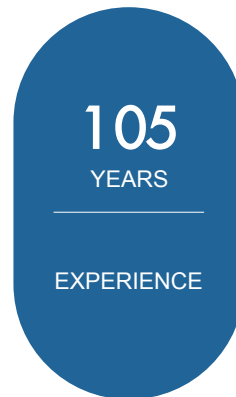
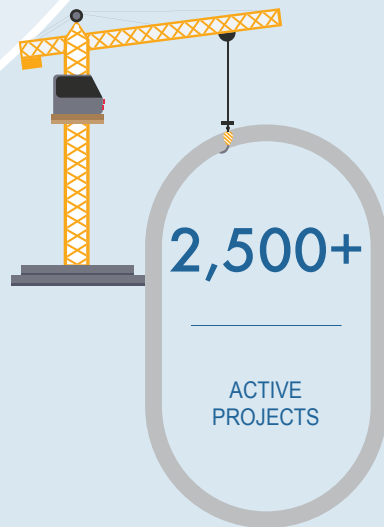


Bernhard

ABOUT BERNHARD

Bernhard is one of the largest privately owned energy infrastructure firms in the United States with more than 2,000 employees in 23 locations across 13 states. For more than 105 years, Bernhard has been at the forefront of providing innovative and client-focused engineering and construction services, empowering our customers to achieve greater energy efficiency.

As a leader in the energy transition, our diverse capabilities and integrated solutions accelerate decarbonization while increasing net worth for our clients. We are committed to develop, deliver, and sustain these energy solutions to accelerate the global transition to a net zero carbon future.



“**Grow EaaS Together**” is our rallying cry to signify the collaboration of Bernhard’s combined expertise to push the industry forward and reduce the environmental impact of the built environment.

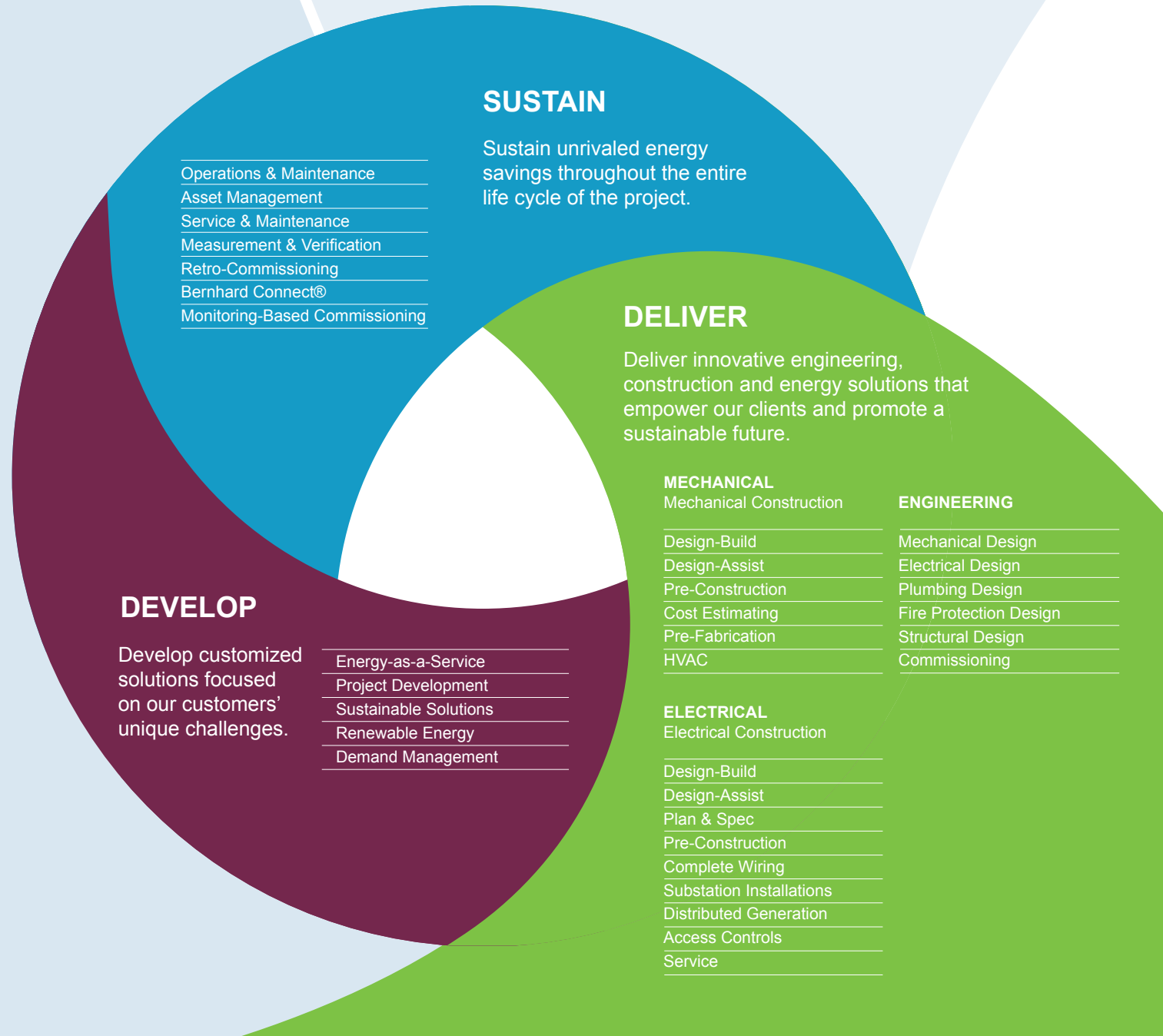
Each discipline used throughout a Bernhard project is unparalleled in innovation and customer satisfaction. By leveraging our combined expertise within each segment, we are always prepared to serve our customers’ needs.

Our commitment is our foundation, but it isn’t possible without each element coming together to provide a true turnkey solution. Housed within a circle, the universal symbol of totality and unity, the icon symbolizes each service intertwined to produce our Energy-as-a-Service solutions.



DEVELOP. DELIVER. SUSTAIN.

Each word represents a commitment to our customers that when aligned, illustrates Bernhard’s overarching goals within every project and partnership.



Environment

An aerial photograph of a large, modern building with a flat roof covered in solar panels. The building has a prominent facade with vertical architectural elements. The surrounding area includes other buildings, trees, and a parking lot with several cars. The image is in grayscale, with the word 'Environment' overlaid in a dark green color.

BUILDING A BETTER FUTURE

Bernhard has consistently delivered projects that maximize energy efficiency and reduce GHG emissions for our customers. Through relentless innovation and an unwavering passion for customer advocacy, we've developed cutting-edge solutions tailored to meet the evolving needs of our diverse clientele.

Bernhard's EaaS Partnerships

Energy-as-a-Service (EaaS) is our turnkey energy solution that allows customers to transfer risk and achieve energy savings through infrastructure upgrades and ongoing operations and maintenance without any upfront capital investment.

\$1.3B
TOTAL FINANCED VOLUME

20
CLOSED
EaaS PARTNERSHIPS

54+
MILLION SQFT
UNDER IMPROVEMENT

2023 | A YEAR FOR THE BOOKS

Bernhard celebrates a milestone achievement in a year marked by remarkable performance, closing eight EaaS partnerships and successfully expanding into multiple new geographic markets.

\$445M
IN TOTAL CAPITALIZATION

\$415M
IN TOTAL IMPROVEMENTS

1
HIGHER EDUCATION UNIVERSITY

7
HEALTHCARE SYSTEMS SPANNING
27 INDIVIDUAL HOSPITALS

We take pride in our EaaS portfolio, which includes **\$1.3 billion** in total financed volume, spanning over **20** EaaS partnerships and delivering **\$772 million** in annual guaranteed utility savings.

DEVELOP & MAINTAIN

30+MWH
ONSITE BATTERY ENERGY STORAGE SYSTEMS

28+MW
ONSITE SOLAR GENERATION

50+
NOT-FOR-PROFIT ORGANIZATIONS UNDER EaaS PARTNERSHIPS

\$883M
TOTAL IMPROVEMENTS COST

\$772M
ANNUAL GUARANTEED UTILITY SAVINGS

33%
AVERAGE ANNUAL GUARANTEED UTILITY SAVINGS

BUILDING A BETTER FUTURE: BERNHARD'S STANDALONE ENERGY SERVICES

While EaaS is our flagship project delivery method, a significant portion of our experience and current pipeline stems from traditional engineering, mechanical, and electrical contracting services.

Whether we're crafting decarbonization strategies, reconfiguring campus master plans following decades of expansion, devising projects that seamlessly integrate and revitalize existing utilities, erecting new structures, or delivering operations and maintenance services for campuses with ever-evolving facilities, we recognize our customers' unique needs and challenges and ensure they receive the individualized support they deserve.



Roadmap to Modernization:

A Case Study of Mercy's Energy Stewardship Program

Mercy partnered with Bernhard to initiate site surveys, data collection, and recommendations for improvement measures across their extensive healthcare portfolio spanning 47 hospital buildings, 190 clinic buildings, and 185 medical offices.

BUILDING A BETTER FUTURE: BERNHARD'S STANDALONE ENERGY SERVICES

Sutter Health's Eden Medical Center's Success Story in Sustainable Energy Efficiency:

Eden Medical Center's partnership with Bernhard highlights the comprehensive strategies employed, the measurable outcomes achieved, and the broader implications for the healthcare industry.



THE PROJECT RESULTED IN

14%

DECREASE IN
ELECTRIC CONSUMPTION

24%

DECREASE IN
NATURAL GAS CONSUMPTION



Windgate Center for Fine and Performing Arts Opens:

The Windgate Center for Fine and Performing Arts at the University of Central Arkansas has a state-of-the-art design that promotes fresh collaborative opportunities among students and faculty from various academic fields.

This project spanned multiple design teams across Bernhard's engineering, mechanical, and electrical divisions.



Bernhard Completes Pipe Pull at Louisiana State University:

Bernhard teams recently pulled chilled water piping more than 1,715 feet to a new location on the Louisiana State University campus in Baton Rouge. The project involved nearly 5 hours of pull time and was completed with zero safety violations, injuries, or utility interruptions.



Tampa's Amalie Arena Chiller Plant Project:

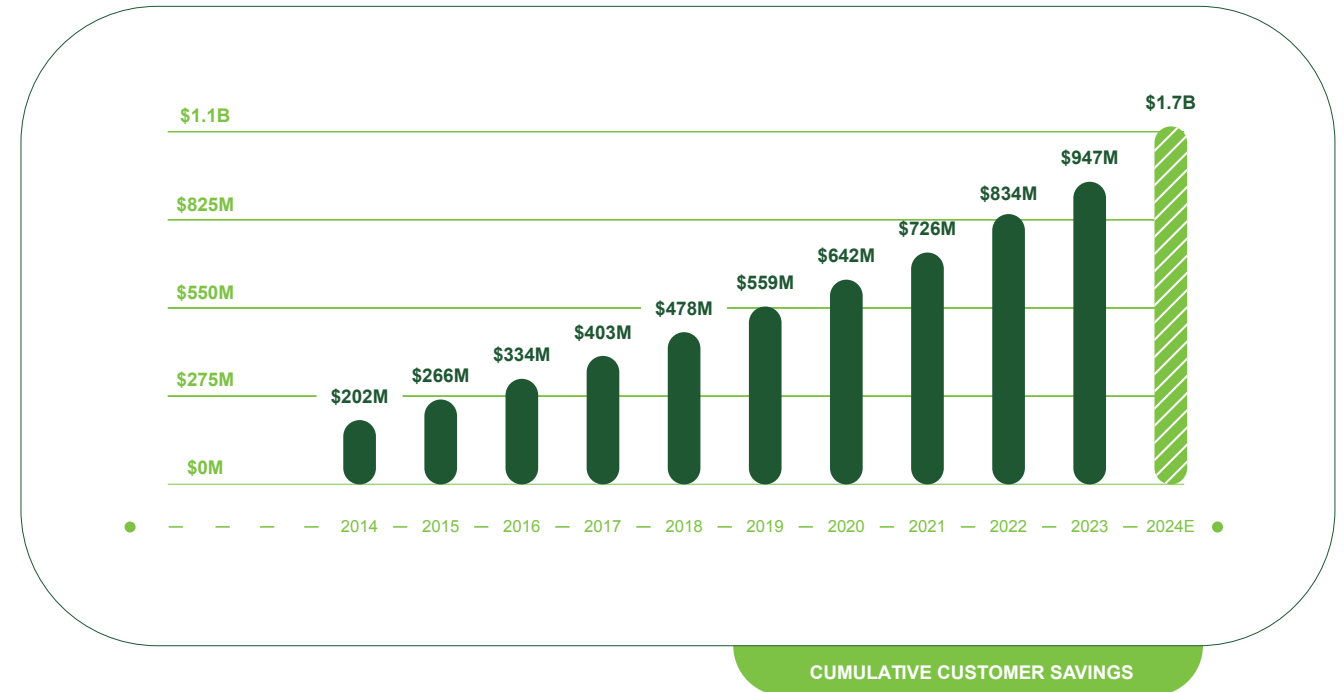
Bernhard teams constructed an impressive modular plant at Amalie Arena and transitioned the facility's chilled water system. The plant now produces ice for the NHL's Tampa Bay Lightning.

SUSTAINABLE SOLUTIONS

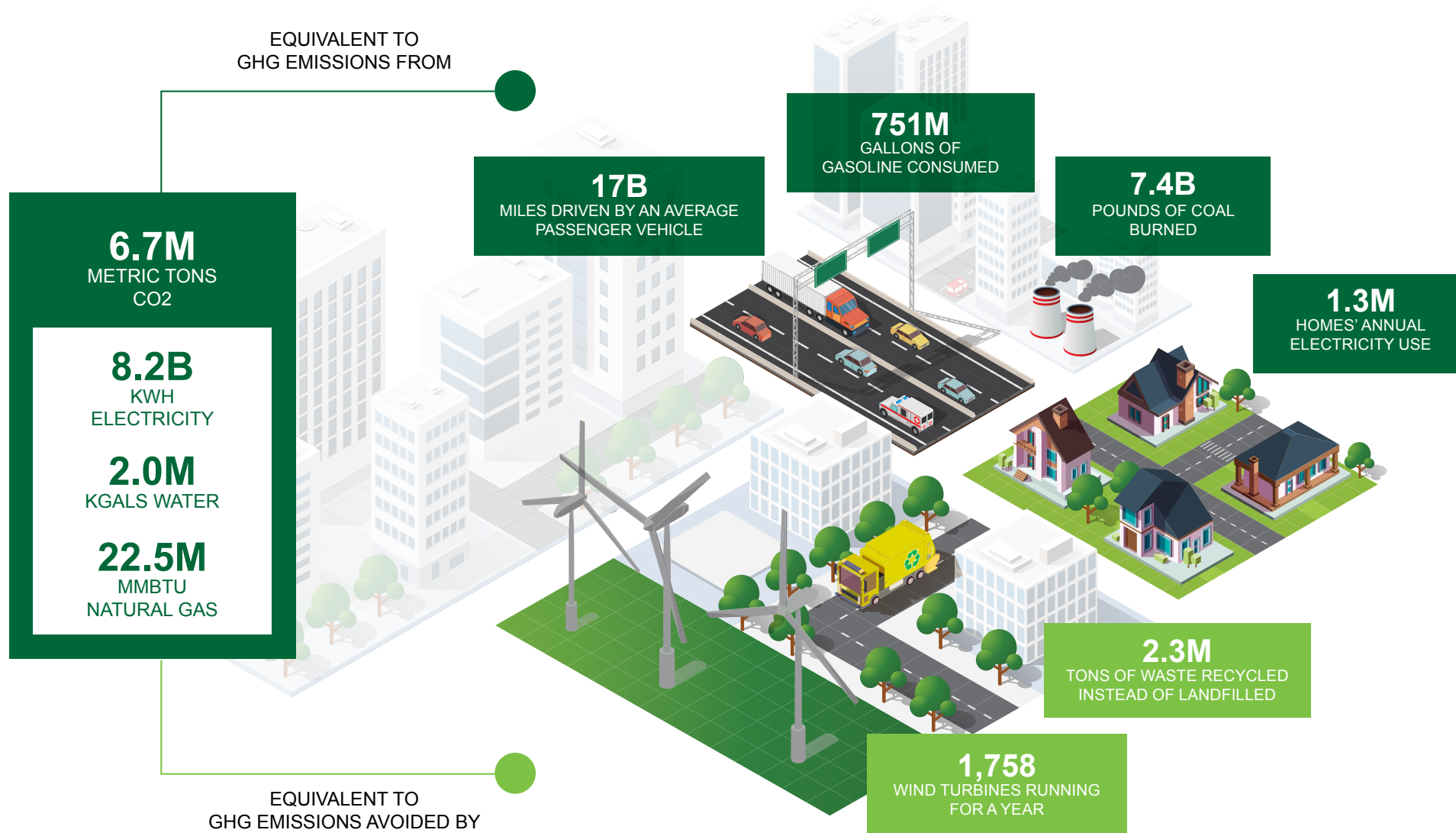
BUILDING A GREENER FUTURE

As an energy infrastructure firm with a steadfast commitment to reducing the environmental impact of the built environment, we stand as a reliable partner, empowering our customers to achieve their sustainability goals with confidence and ease.

Dating back to 1997, we have 403 projects with modeled utility savings, the accumulated impact of which is shown in the chart below. In 2023, we show \$947 million of accumulated savings for our customers – which when forecasted through the end of 2024, **will eclipse \$1 billion in accumulated savings**.



BERNHARD'S CUMULATIVE IMPACT



INNOVATING & EXCELLING: OUR PEOPLE, PROJECTS, & IMPACT

BERNHARD AWARDS & ACCOLADES:

ASSOCIATED GENERAL CONTRACTORS OF AMERICA, ARKANSAS CHAPTER, NATIONAL AGC SAFETY AWARD

CONSULTING-SPECIFYING ENGINEER, MEP GIANTS

ARKANSAS BUSINESS LIST OF LARGEST ENGINEERING FIRMS

2023 P3 AWARD SHORTLIST: ESG OF THE YEAR

UTAH VALLEY UNIVERSITY RETRO-CX PROJECT, ENERGY CHAMPION FOR EDUCATION, UTAH AEE CHAPTER

INDUSTRY INVOLVEMENT



INDIVIDUAL AWARDS & RECOGNITION



Caleb Haynes,
ASHRAE
Distinguished
Service Award



Alyssa Jaksich,
Sustainability VIP
2024 Finalist



Rob Guthrie,
Arkansas Money &
Politics Achievers in
their Forties



Tim Staley,
Little Rock Soiree
Magazine's 2023
Men on a Mission



Lauren Skeen,
Arkansas Money &
Politics 2023 Power
Women



Preston Caple,
BCxA's 20 Under 40



Alexander Schimmer,
BCxA's 20 Under 40



Aric Reed,
CSE's 2023 40
Under 40



Mark Francis,
Arkansas Money &
Politics 2023 Fifty
over 50

A MORE SUSTAINABLE BERNHARD: ACHIEVING CARBON NEUTRALITY & STRIVING TOWARDS NET ZERO

Bernhard is a carbon neutral company through the deployment of compensation measures that offset our annual Scope 1, Scope 2, and select Scope 3 greenhouse gas emissions.

As we strive towards our long-term goal of becoming net zero by 2050 or sooner, a combination of reduction efforts and compensation measures will be utilized under the ARC Hierarchy.

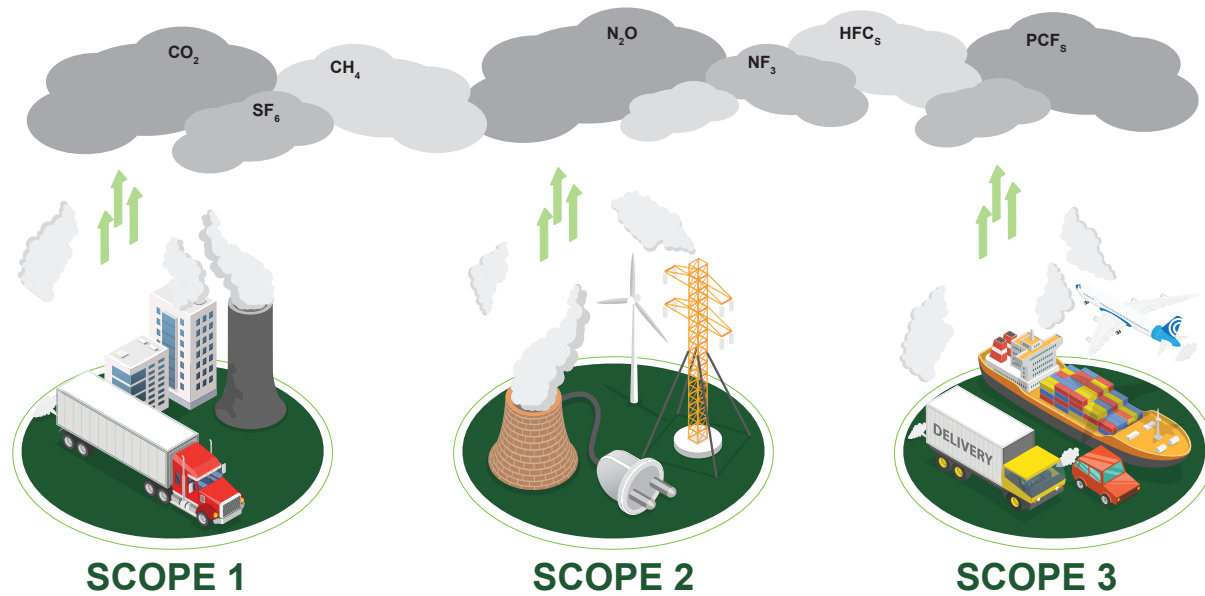
AVOID: Show preference for business decisions and actions that lead to avoided greenhouse gas emissions, thus minimizing the need for offsets.

REDUCE: Where emissions cannot be avoided, seek to reduce them through energy efficiency and optimization of business practices and policies.

COMPENSATE: Where emissions cannot be reduced or avoided, utilize offsets to neutralize remaining emissions. High-quality carbon credits will be prioritized via Bernhard's Carbon Offset Policy.



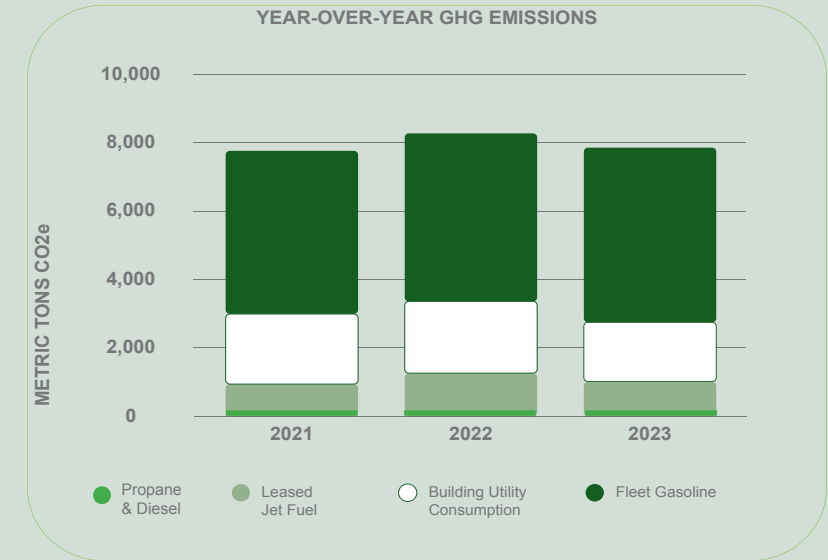
GHG EMISSIONS REPORTING



Scope 1 and Scope 2 emissions are a mandatory part of reporting for many organizations worldwide and relate to systems that are within reasonable control of an entity, such as onsite and purchased energy or fuel.

Scope 3 emissions are centered around sources of emissions that are more external to a specific organization, such as those across the supply chain. Reporting Scope 3 emissions is mostly voluntary.

GHG REPORTING: OUR FOOTPRINT



Our reporting includes emissions generated by:

- Utility consumption of our owned and leased offices, warehouses, and fabrication shops.
- Fuel usage from our owned and leased fleet vehicles.
- Jet fuel consumed by Bernhard's leased plane.
- Propane and diesel used to power equipment at our fabrication shop operations.

A MORE SUSTAINABLE BERNHARD: STRIVING TOWARDS NET ZERO

As we journey to net zero, we are committed to purchasing offsets annually in accordance with our Carbon Offset Policy, while continuously evaluating and implementing strategies to ultimately exhaust our reduction efforts and neutralize any residual emissions.

By investing in credible carbon offset projects throughout our journey, we are able to evolve from an approach that “does no harm” to one that proactively does good.

Areas of focus within our Climate Action Plan center around short-and mid-term strategies within each of our three primary emissions sources: plane management, fleet management, and utility consumption.

PLANE MANAGEMENT

Flight
Optimization
Strategies

Sustainable
Aviation Fuel

Resource
Strategies



FLEET MANAGEMENT

Idling Policy

Use Analysis &
Monitoring

Electric & Hybrid
Vehicles

Renewable Fuel

Smart Mobility
Incentives



UTILITY CONSUMPTION

Behavioral Policies

Energy Efficiency Projects

Solar Installation or PPAs

Building Management
Engagement & Advocacy

Sustainability
Questionnaire for
Potential Leased
Spaces

Design Standards
for New Construction



EMBEDDING SUSTAINABILITY IN OUR DAY-TO-DAY: OFFICE SUSTAINABILITY

While we've been helping our customers develop and achieve drastic emissions reduction goals for decades, we recognize that we are responsible for monitoring and mitigating the environmental impacts of our operations.

With this in mind, Bernhard set out to certify 22 of our locations under the Green Business Benchmark (GBB) certification program. This certification process was launched as an internal sustainability challenge, with each location completing initiatives for the improvement of office culture, waste management, emissions reductions, and more. Employees at the "Most Sustainable" and "Most Improved" offices were awarded an extra day of PTO!

GBB provides a great framework for Bernhard to incorporate green practices into day-to-day operations by engaging employees in our sustainability journey and enabling organizational change management. GBB certification allowed Bernhard to make measurable progress towards our environmental goals, marking and celebrating successes while highlighting areas still needing improvement.

EXAMPLES OF COMPLETED INITIATIVES INCLUDE:

COMPOSTING & RECYCLING PROGRAMS

SUSTAINABLE PRINTING & PAPER POLICY

SUSTAINABLE MEETING STANDARDS

INDOOR AIR QUALITY POLICY

GREEN OFFICE PRODUCTS

GREEN APPLIANCE POLICY

ENERGY AUDITS

REMOVING DISPOSABLE CUTLERY & SUPPLIES

NON-TOXIC & BIO-BASED CLEANING PRODUCTS

THERMOSTAT POLICY, AND MORE!

SUSTAINABILITY SPOTLIGHT: COMPOSTING CHAMPION

In 2023, our office in Fayetteville, Arkansas, was honored by the City of Fayetteville as a **Food Waste Composting Champion!**

Employees in our Fayetteville office successfully diverted over half a ton of food waste throughout 2023.

This effort **prevented over 3 tons of GHG emissions** from being created in a landfill setting.

We are truly impressed by the incredible effort of our Fayetteville employees and we appreciate the noteworthy strides made to being more sustainable!



EMBEDDING SUSTAINABILITY IN OUR DAY-TO-DAY: NBAA SUSTAINABLE FLIGHT ACCREDITATION

We understand that a sustainable future requires a holistic approach, and we are committed to integrating environmental considerations into all aspects of our operations. Throughout 2023, Bernhard's ESG team partnered with our flight department to develop a formal sustainable aviation plan under the National Business Aviation Association's (NBAA) Sustainable Flight Department Accreditation Program.

The primary goal of NBAA's program is to acknowledge organizations that are taking steps to reduce their GHG emissions while meeting exceptional environmental sustainability standards.

As a result of these efforts, Bernhard has already implemented the following short-term goals, which helped us **achieve Tier 6 Accreditation – the program's highest level.**

Optimizing flight patterns and flying at Mach .76 vs. Mach .80 for fuel consumption reduction.

Optimizing schedules to reduce empty legs.

Using single-engine taxis on arrivals.

Greening in-flight operations.

Evaluating sustainable aviation fuel (SAF) purchases within existing annual budgets.

Offsetting residual emissions in accordance with Bernhard's Carbon Offset Policy.



Over the longer term, we will continue to explore and implement new and evolving options for further reducing our aviation carbon footprint through operational choices, emerging technologies, and SAF book and claim strategies.

What does sustainability mean to you?

“I often tell people that life is a marathon, not a sprint – and I think that’s true for all life on our planet. To me, sustainability is making sure that our entire species can run our marathon on planet Earth for as long as we want it to last. We want our grandkids and great-grandkids to jog along with pristine air in their lungs, fueled by healthy foods, pure water, and clean energy. I also want that for every other living creature here. Personally, that’s what I consider to be both the meaning and the end goal of sustainability.”

– Diana Husmann, Director



How have our customers’ perspectives on sustainability shifted in recent years?

“The most significant change I’ve seen is with our healthcare customers. We’re seeing more and more adoption of climate goals within the industry. I think this is largely driven by the growing awareness of how significant a negative impact the healthcare industry has on the environment. Healthcare leaders are realizing that in order to deliver on their mission to “do no harm,” they have to expand their perspectives to environmental harm as well.”

– Jessi Bienert, VP Sustainable Solutions



What aspects of climate change and sustainability do you find most interesting?

“I’m an engineer, so unsurprisingly, I enjoy the challenge of finding a technical solution for customers that balances their sustainability aspirations, resiliency imperatives, financial constraints, and regulatory requirements. While they typically want to be sustainable, they can’t always pay a premium to do so. It’s a balancing act that requires innovation at every step.”

– Sam Selig, SVP Renewables



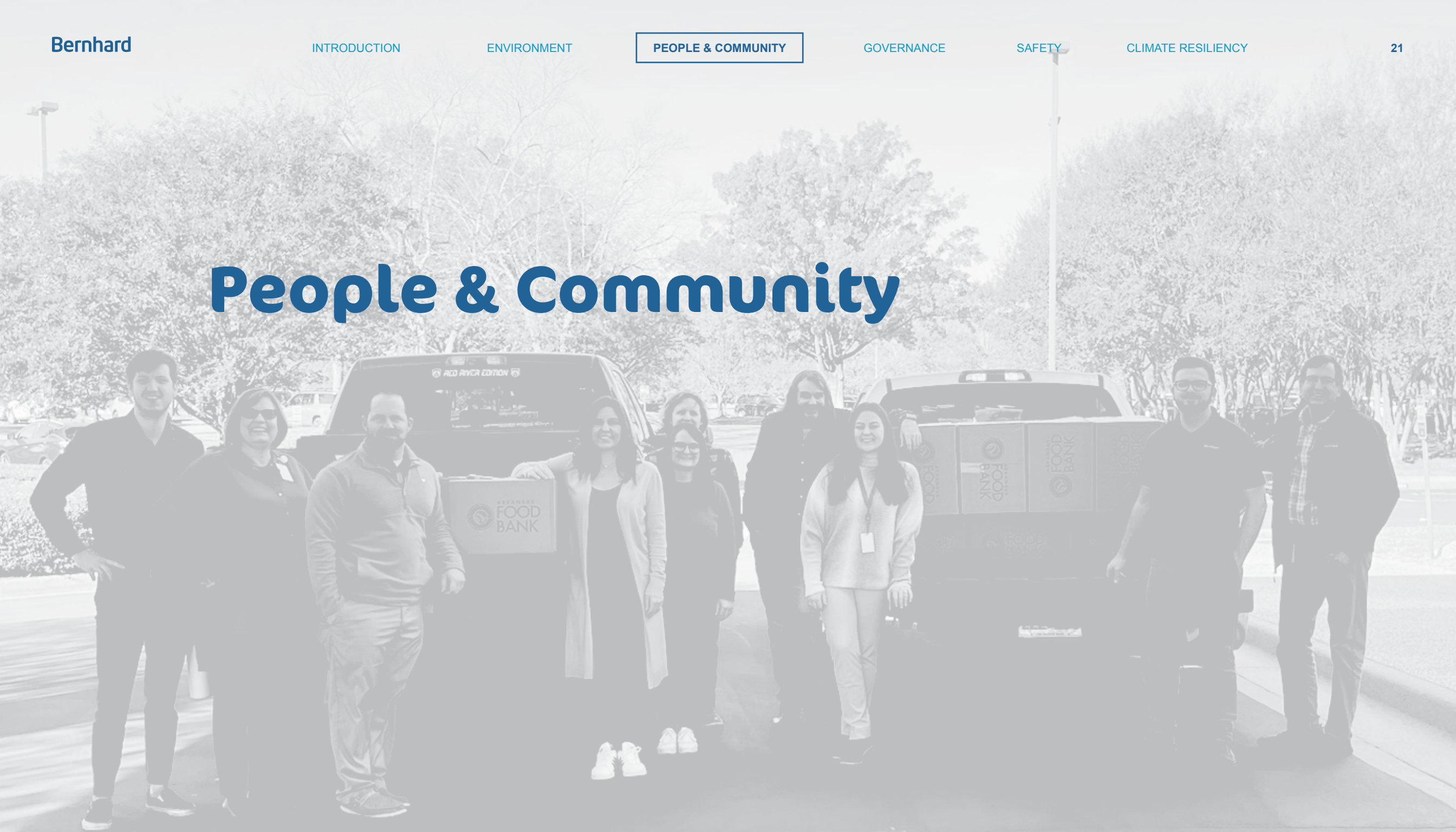
What do you think the biggest challenge for our customers is within the green transition?

“Financing. Although we work in a space with amazing win-wins and economic drivers, it takes a lot of capital to upgrade and transition technologies to meet decarbonization goals. So many of our customers have an incredible backlog of deferred maintenance and, while competing for resources, usually only has enough money to focus on low-hanging fruit. Bernhard’s Energy-as-a-Service structure addresses this problem in a very elegant way, enabling essential upgrades to major infrastructure to move forward today.”

– Chris Benson, VP Development



People & Community



OUR EMPLOYEE PROMISE

You deserve a workplace that values your well-being and recognizes the importance of your contributions.

We understand that when you're supported in all aspects of your life, you can better serve others and help create a brighter future.

At Bernhard, we prioritize our employee's physical and mental health and offer competitive pay and comprehensive benefits. We're committed to fostering your professional growth through ongoing career development opportunities.

We believe in creating an inclusive environment where everyone can thrive, offering opportunities for advancement and a supportive network. We're dedicated to sustainability and building a green future. Through energy-efficient practices and initiatives, we're working towards a more environmentally friendly workplace and community.

Together we can build a stronger, united, and more sustainable community for future generations.

Join us as we Grow EaaS Together.



SUPPORTED FROM DAY ONE

Weekly new hire orientations for all new team members.

Access to a comprehensive learning management system with technical, safety, and professional development training.

Bernhard Empower, an employee mentorship program designed to provide personal and professional guidance to employees by partnering them with seasoned staff members for ongoing mentorship.

Continued education support such as tuition reimbursement, certifications and training, skill-building workshops, industry conferences, and more!

Bernhard Leans In, a program created to offer employees the opportunity to connect with peers throughout the organization while developing personal and professional skills.

Annual one-on-one performance reviews with your supervisor to evaluate performance, receive feedback, and set goals for your professional and career development.

COMPETITIVE BENEFITS

Multiple insurance plans to meet your specific needs. Hearing aids, nutritional counseling, and rehabilitative and habilitative care are covered.

Retirement savings plan options with employer match, for eligible employees.

Our Employee Assistance Program provides short-term counseling and many digital support services for employees and their families.

FMLA Paid Parental Leave for the birth or placement of a child.
Optional short-term and long-term disability.

Bernhard incentivizes employee's health through our Employee Wellness Program.

Regular market research and competitive analysis to ensure market-competitive salaries.

BY THE NUMBERS: DE&I AT BERNHARD

Bernhard provides unrivaled Energy-as-a-Service solutions because of the diverse perspectives, backgrounds, and expertise of our employees.

More than 100 years of experience across dozens of different disciplines all coming together to help our customers reduce energy consumption, enhance resiliency, and build a more sustainable future.

By leveraging our combined talents within each team, we are always prepared to serve our customers' needs.

We recognize the importance of diversity in driving innovation. While we have made strides in promoting diversity among our employees, we acknowledge that our current demographic makeup does not fully reflect the rich diversity present in the STEM and construction industries or the broader US population.

This underscores our commitment to continuous improvement as we strive to create a more inclusive environment that embraces individuals from all backgrounds.

We are dedicated to proactively increasing our diversity, implementing strategies to attract and retain talent from underrepresented groups, and fostering an environment where everyone feels valued and empowered to contribute their unique perspectives. Through these efforts, we aim to strengthen Bernhard and contribute to a more diverse and equitable industry.

HOW WE COMPARE: U.S. POPULATION, STEM & CONSTRUCTION INDUSTRIES, & BERNHARD DIVERSITY METRICS

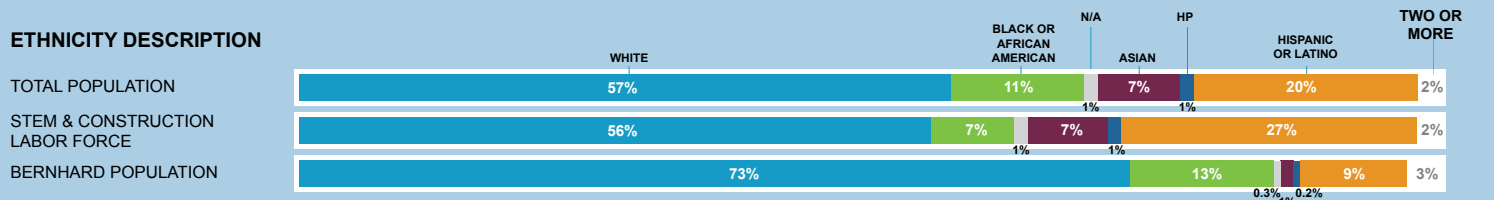
Source(s): Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2023.

Note(s): NA includes Native Americans and Alaskan Natives. HP includes Native Hawaiians and other Pacific Islanders. Hispanic or Latino may be any race; race categories exclude Hispanic origin. Two or more races also includes unspecified responses. Respondents can report more than one disability. Those who reported difficulty with one or more functionalities were classified as having a disability. The labor force includes those who are employed and those who are not working but actively seeking work (unemployed).

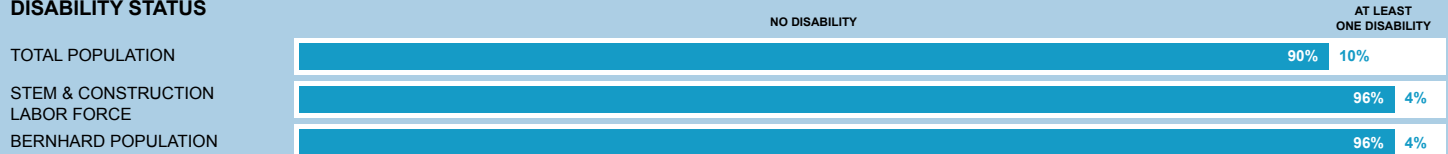
GENDER DESCRIPTION



ETHNICITY DESCRIPTION



DISABILITY STATUS



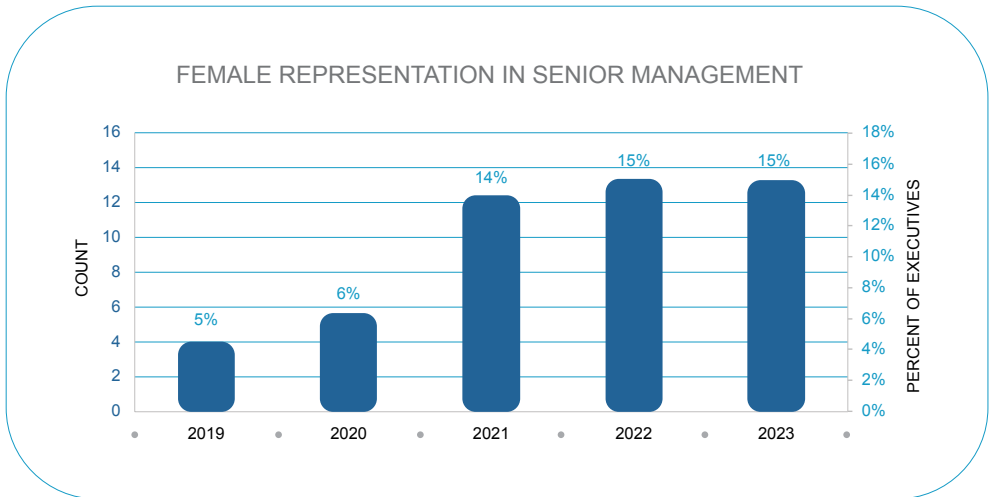


EMPOWERING ALL VOICES: GROWING DIVERSE LEADERS

Over the past five years, Bernhard has seen a 10% increase in the representation of women in senior management roles.

This upward trajectory reflects our commitment to fostering gender diversity and inclusivity in leadership positions. While we celebrate this progress, we recognize there is still work to be done to achieve greater representation.

We remain dedicated to implementing initiatives that empower and support all employees, ensuring that diverse voices are heard and elevated within our organization. We are inspired by the positive impact of this increased female representation in management, which drives innovation and propels our company towards a future where diversity is not just celebrated but integral to our success.



What does BELONGING mean to you?

“Being able to be my full self in the workplace and make meaningful connections with my coworkers.”

“Being noticed in the workplace not only by your effort but also by your presence in general.”

“Inclusion & equality”

“To be a part of a team where each one helps to provide input and their time to help with the goals of safety, performance and quality for our customers and the employees.”

“Integration into the team.”

“Being accepted as a package deal. I have strengths and weaknesses and I’m a human who is always growing and changing. When you belong, people accept this about you and welcome you anyways.”

“Belonging could be an asset/possession or a sense of connection and comfortableness.”

“A feeling of being happy or comfortable as part of the company and having a good relationship with the other employees because they welcome you and accept you.”

“Feeling safe.”

EMPOWERING ALL VOICES: GROWING A DIVERSE PIPELINE OF LEADERS

Diversity is an important topic in today's industries. But just talking about diversity isn't enough; we need action, and mentoring is a powerful way to make that happen.

Mentoring helps plant the seeds of empowerment and inclusion. When we mentor a diverse workforce, we're giving them the tools, support, and connections they need to thrive in industries where they've been underrepresented.

Bernhard has taken this further by creating fellowship roles throughout the company. For example, our Junior Engineering Fellows work directly under Engineering Division Leadership on a variety of projects offering collaborative training and professional development in strategy development and implementation, engineering management, project management, strategic communications, and operational leadership.

Fellows acquire invaluable skills and knowledge through this immersive experience that propels them toward a successful and rewarding career in leadership.

In 2023, Bernhard celebrated our Junior Engineering Fellows as they stepped into new roles within the company while also celebrating our first class of all-women fellows.

We recognize that developing diverse candidates for first and mid-level management positions is crucial to ensure a steady pipeline of diverse talent, allowing us to avoid creating gaps in representation as diverse candidates are promoted into senior roles, thus fostering a continuous and inclusive funnel of future leaders.

Our efforts are not just about ticking boxes on a diversity report; it's about creating a vibrant community where everyone's voice is heard. By supporting and guiding these rising stars, we're not only breaking down barriers but also driving innovation and progress within our industry.



Michaela Smith
Program Manager



Cami Lambert
Project Manager

EMPOWERING EXCELLENCE: INVESTING IN EMPLOYEE DEVELOPMENT & GROWTH

We're dedicated to cultivating a workforce equipped for success in today's dynamic landscape. We offer all employees comprehensive programs and resources designed to foster continuous learning and personal growth.

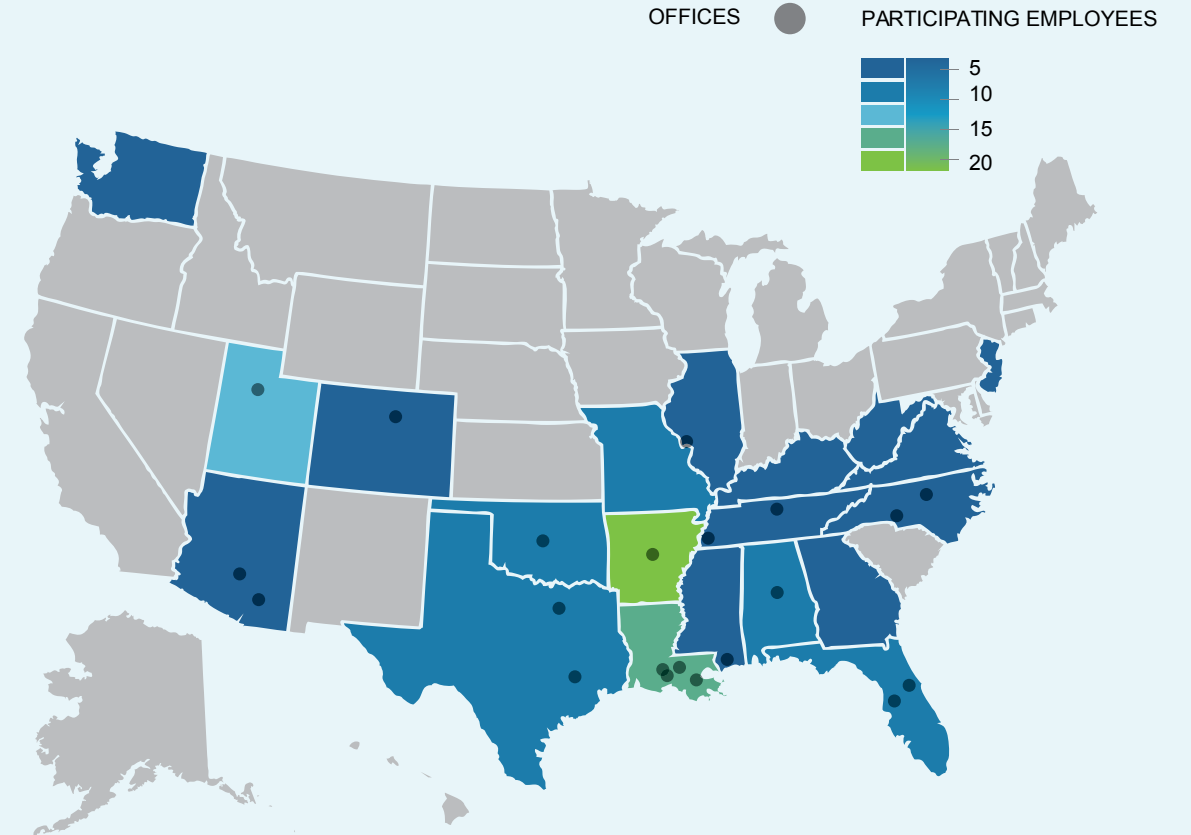
From innovative recruiting strategies to mentorship opportunities, we are committed to nurturing talent and empowering our workforce to push boundaries, embrace change, and unlock their full potential.

BERNHARD LEANS IN

We believe a company should be more than just a place to earn a paycheck.

Built on a network of small discussion groups called "Lean In Circles" that can be created and led by any employee, Bernhard Leans In is a DE&I program focused on inspiring discussion, education, and connection.

Designed to help connect Bernhard employees throughout the country, Lean In Circles are formed around a common thread, from the unique issues faced by minorities in leadership roles to balancing job duties while being a single mother to the challenges the LGBTQ+ community faces in their personal and professional lives.



The goal of Bernhard Leans In is to **create a community of connection** that helps employees feel more empowered and ready to achieve their personal and professional ambitions.

The map above highlights participating employees and the expansive reach of the Bernhard Leans In program.

WHY LEAN IN?

COMMUNITY BUILDING: Ever wish you could find a supportive community in the workplace for your specific goals or lived experience? That's what Lean In Circles are all about: connecting with colleagues who understand your ambitions, challenges, and experiences.

PEER MENTORSHIP: Bernhard Leans In gives employees the opportunity to learn from each other, fostering the culture of mutual growth and mentorship that has helped Bernhard excel since 1919.

FOSTERING LEADERSHIP: By participating in Lean In Circles, employees can improve a range of career-building and leadership-ready skills, from public speaking to leading crucial conversations.

PERSONAL GROWTH: What qualities define personal wellness and growth? Confidence, resilience, being tactful but honest with others, especially when expressing concerns. Lean In Circle discussions help participants build these crucial skills.

DIVERSITY & INCLUSION: Diversity and inclusion are more than just buzzwords at Bernhard. By providing space for diverse groups to learn, discuss, and engage in issues important to them, we're honoring our commitment to real, meaningful inclusivity.

NETWORKING: Business is about who you know. How will someone you become acquainted with through a Lean In Circle today be able to help you in business or your career tomorrow?

EMPOWERMENT: It's not called "Lean In" for nothing. By allowing employees to create communities and head up discussions, Bernhard Leans In empowers them to follow their ambitions and take on leadership roles within their most authentic selves.

As a participant in Lean In's Circle program, Bernhard Leans In is using Lean In's name, program logos and other branded materials under a license from LeanIn.Org. Bernhard Leans In is an independent group, and LeanIn.Org does not control its activities. Visit [LeanIn.org](https://leanin.org) to learn more about Lean In and its programs.



"Since launching Bernhard Leans In, we've had great participation in the program.

In addition to connecting with Circle members, participants in the program have also sponsored engaging events, training opportunities, and educational resources for the entire company.

I am excited to see where Bernhard Leans In takes us and what we will be able to accomplish together as the program continues to grow."

- Ashtyn Bell, Senior ESG Analyst

BERNHARD EMPOWER: EMPLOYEE MENTORSHIP PROGRAM

Mentorship is held in high regard at Bernhard. Our leaders recognize its pivotal role in fostering growth and development. We believe mentorship not only cultivates a culture of continuous learning but also promotes collaboration and knowledge sharing across all levels of our organization.

By pairing seasoned staff members with mentees, we aim to harness our team's wealth of experience and expertise, facilitating meaningful connections that transcend hierarchical boundaries.

Through mentorship, we aspire to empower our employees to navigate challenges, seize opportunities, and chart their own paths to success, ultimately contributing to a more engaged, resilient, and thriving workforce.

Bernhard **EMPOWER**
EMPLOYEE MENTORSHIP PROGRAM



What are the most valuable lessons or skills you've learned since starting your engineering journey?

"One of the most valuable lessons I have learned is that no matter how much you think you know, there is always room for improvement. I think it's important that all engineers continue to push themselves to develop new skills or improve existing skills and knowledge. The thirst for knowledge and drive to always want to learn more is what makes the most successful engineers."

- Alex Schimmer, Commissioning Technician I



How has mentorship helped you grow?

"Having mentors who were close to my age and mentors who have been in the industry for many years was so helpful starting out. It encouraged me that we all start from the position of knowing little and continually gaining expertise and knowledge in our respective fields."

- Sophie Anderson, Energy Analyst



What are the most valuable lessons or skills you've learned since starting your engineering journey?

"I've learned that the most important thing you must do in this industry is ask questions. There will always be somebody who knows more than you about any given subject. You can research and read books on a subject all day long, but having somebody to ask about that subject is vital. I am blessed to be able to work with so many intelligent people who can usually provide me with an answer."

- Andrew Chancey, Mechanical Designer II



INNOVATIVE RECRUITING EFFORTS

Bernhard is celebrating the one-year anniversary of our innovative partnership with Tulane University. The partnership – coined the 360 Promise – is built on Bernhard's commitment to hiring 360 Tulane University graduates over the next 30 years.

This campaign has shaped an expansive and thoughtfully designed recruitment approach, with a focus on engaging Tulane University students at both the undergraduate and graduate levels. The initiative aims to offer enriching internship opportunities that ignite interest in pursuing a full-time career at Bernhard.

A unique feature of the 360 Promise is using real-world Bernhard projects like Project RISE to develop course curriculum, feature in speaking events led by Bernhard employees, or inspire special projects for students. This gives students the chance to learn from ongoing projects alongside Bernhard experts.

At Bernhard's core, we exist to innovate, empower our customers, and promote a sustainable future.

We are fiercely committed to that future, and we view our partnership with Tulane as part of that journey.

14

HIRES
TO DATE

14

GUEST
SPEAKERS

17

RECRUITING
EVENTS

43

TOTAL CAMPUS
EVENTS





CREATING A CULTURE OF CARE

At Bernhard, we are committed to a Culture of CARE, one that promotes belonging and diversity, strives to create a welcoming workplace culture, and engages in the communities we live and work in.

Each year we celebrate Construction Inclusion Week, which amplifies awareness while celebrating diversity, equity, and inclusion to spearhead change. CIW explores the significance of DE&I within construction, highlighting how embracing diverse perspectives, ensuring equitable opportunities, and fostering an inclusive environment drives innovation, collaboration, and the creation of structures that resonate with the multifaceted communities that we serve.





CELEBRATING OUR EMPLOYEES: NATIONAL CONSTRUCTION APPRECIATION WEEK

At Bernhard, construction is central to our foundation.

For more than 105 years, we've delivered innovative solutions that help our customers save energy and operate more efficiently. The buildings we design, engineer, build, and maintain have quite literally shaped city skylines and contributed to the betterment of our communities. This would not be possible without the dedication and hard work of our construction employees.

To our construction professionals and skilled craftsmen:

Thank you for everything you do to better the built environment. With each brick laid, wire connected, and structure raised, you contribute to the betterment of our communities.

We celebrate your work and all you do to help us create a more sustainable and energy-efficient world!



CELEBRATING OUR EMPLOYEES: ENGINEERS WEEK

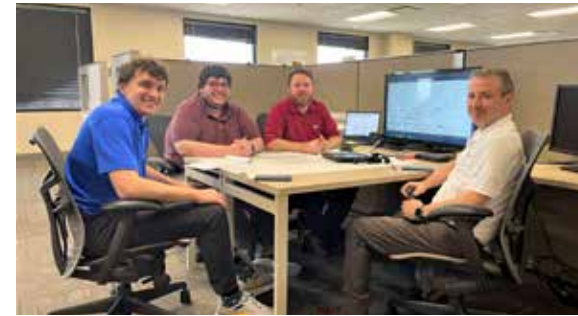
Engineers are naturally driven to solve problems, and we truly have the best in the field.

Our engineers look beyond one project or one building and focus on creating sustainable, long-term solutions. We celebrate all of our engineering employees for their creativity, innovative thinking, and contributions to our society.

To our engineers, technologists, and technicians:

Thank you for everything you do to make the world a better place.

Your work will spark the passion within the next generation of problem solvers so that they, too, can be part of creating the future!

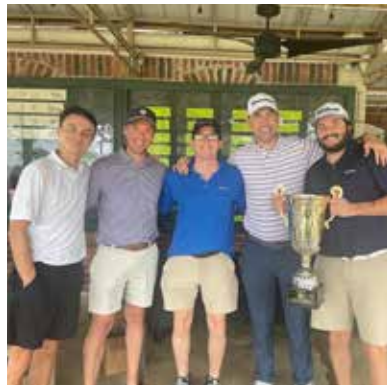




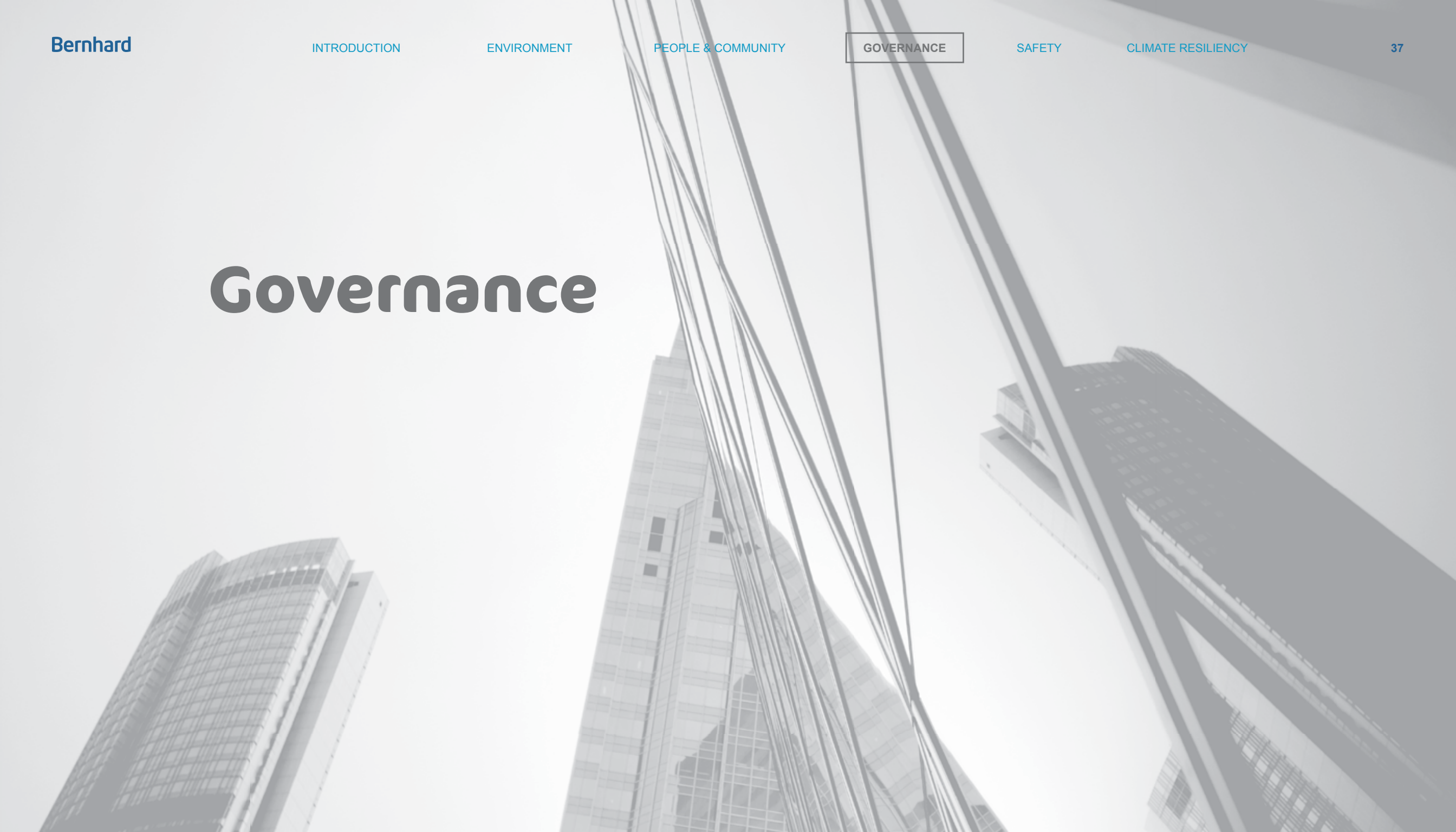
COMMUNITY ENGAGEMENT

Bernhard believes in nurturing a strong community impact and serving our surrounding communities as if they are one of our most cherished clients – **because they are.**

We believe in the power of community engagement through our employees, recognizing that their involvement not only strengthens local ties but also enriches their personal and professional growth while fostering a positive impact beyond the workplace.



Governance



CHIEF LEADERSHIP TEAM

Bernhard's chief leadership team is comprised of expert professionals with diverse and extensive experience in the industry.

These individuals provide strategic leadership and direction to the organization and leverage the talents of our workforce to empower our customers and promote a sustainable future.



CEO
Ed Tinsley



Incoming CEO
Rob Guthrie



Chief Legal Officer
Melissa Samuel



Chief Operating Officer
Philip Catanzaro



Chief Financial Officer
Lew Derbes



Chief of Staff, EVP
Alyssa Jaksich

CEO TRANSITION: BERNHARD'S NEXT CHAPTER

With a long history of evolving to set the pace in the ever-changing energy infrastructure industry, Bernhard is preparing for another phase of progression with the announcement of its CEO succession plan.

Ed Tinsley, the current CEO, will move into a new role within Bernhard on June 11th, 2024, and will be succeeded by Rob Guthrie, who currently serves as Bernhard's Chief Development Officer.

Ed Tinsley has led Bernhard as CEO since 2018, successfully guiding the company through significant growth and establishing Bernhard as the leading Energy-as-a-Service provider in the United States within core markets such as healthcare and higher education. Come June 2024, Tinsley will assume a new role where he will focus on mentoring and developing employees and working closer with clients to develop innovative energy solutions for their unique needs.

Rob Guthrie brings more than 20 years of industry experience and has played a vital role in Bernhard's business development efforts. As Chief Development Officer, Guthrie has been a key leader in steering Bernhard toward its long-term vision and is well-positioned to lead the company into the next chapter of its storied history.

"I appreciate every Bernhard employee's hard work and support over the past five years. The team persisted and found a way to overcome each and every challenge we faced. There is no doubt in my mind that with Rob's vision, strategy, and guidance, Bernhard can forge a new path and usher in a new era of solutions for our customers."

– Ed Tinsley



"I am honored to be named the next CEO of Bernhard, and I want to thank my mentor, Ed Tinsley, as well as the Bernhard Board of Directors and our shareholder, DIF Capital Partners, for placing their faith in me. I have big shoes to fill, but I am excited for the challenge and can't wait to get started."

- Rob Guthrie

NEW CHAPTER: A MESSAGE FROM THE INCOMING CEO

As we embark on the next chapter of Bernhard's legacy, it's important that we answer a couple of questions.

WHAT IS OUR PURPOSE? WHY DOES BERNHARD EXIST?

As our mission statement suggests, we exist to innovate, empower our customers, and promote a sustainable future. Every word in this statement was selected with a great deal of care. From a strategic perspective, every action we take must tie back to our purpose.

The **first chapter** of Bernhard's story began in 1919 and lasted roughly 100 years. During this time, we worked to build our reputation and customer base. We were not integrated during this chapter – we were operating as multiple independent companies largely in the southeastern U.S. – and we were not pursuing Energy-as-a-Service.

Our **second chapter** began in 2014 when we merged multiple legacy businesses into what is now Bernhard, with the express vision of becoming the leading Energy-as-a-Service provider in North America by 2023. At that time, this was a daunting goal that probably seemed unreachable to many of us.

After all, in 2014, EaaS was a mere idea – although we had decades of experience in the energy services sector, we had no EaaS track record at the time. We were standing at square one. We still had to prove that Energy-as-a-Service could work.

Today, Bernhard has financed over \$1.3 billion in EaaS partnerships with customers across the country.

We are no longer at square one.

We ARE the leading EaaS provider in North America.

But stories like ours do not have an end; they only have chapters.

The Bernhard story has been written and re-written many times by many different people over the past 105 years. It has evolved since 1919 based on its caretaker's values, choices, and goals and will continue to do so in the future.

We now consider Bernhard to be in its **third chapter**, which began with the DIF Capital Partners acquisition in late 2021. The theme of Chapter 3 is, without question, scaling the EaaS concept we created so many years ago. I would consider this to be our most exciting chapter because we had a good idea 10 years ago, we've proven it, and now it's time to turn the flywheel and scale the business.

The great Warren Buffett once said there are three key ingredients to make any business successful: energy, intelligence, and capital. We have all three of these, plus a great reputation in the market, a strong base of loyal customers, and an innovative team that keeps us on the cutting-edge and leading the Energy Transition.

NEW CHAPTER: CONTINUING THE LEGACY

Ed Tinsley has been chief executive for six years, a tenure marked by numerous achievements and significant growth. From his very first moments at the helm, Tinsley set high standards for what the company would achieve under his leadership. Since then, Bernhard has become a leading Energy-as-a-Service provider in the United States, with a \$1.3 billion portfolio of EaaS partnerships across the country at the end of 2023.

Tinsley's technical expertise and adept leadership have made him a standout figure in the energy infrastructure industry. Throughout four decades of experience as an energy engineering consultant and an owner advocate for healthcare, higher education, governmental, and commercial clients, Tinsley has managed the design of more than 300 construction projects with a total cost in excess of \$5 billion. He has also dedicated himself to advancing the field of energy-efficient facility design, commissioning, and operation by authoring articles and white papers for industry organizations.

Tinsley will remain a key piece of Bernhard's success story moving forward. Mentorship is a cornerstone of our organizational culture, and Tinsley has made it a point to train and empower others over the course of his career. In his new role, he will be able to further strengthen Bernhard's commitment to nurturing talent while continuing to make a lasting, positive impact on energy savings for clients.

With his passion for transformative mentorship, constant innovation, and environmental sustainability, Tinsley will continue to help Bernhard leave an undeniable mark.

"I'm looking forward to re-focusing my time on mentorship and sharing the knowledge I've gained over the years with our employees. I am beyond excited to get back to my roots and take on a new set of challenges."

- Ed Tinsley





UNITING OUR COMPANY: INTERNAL SYSTEMS

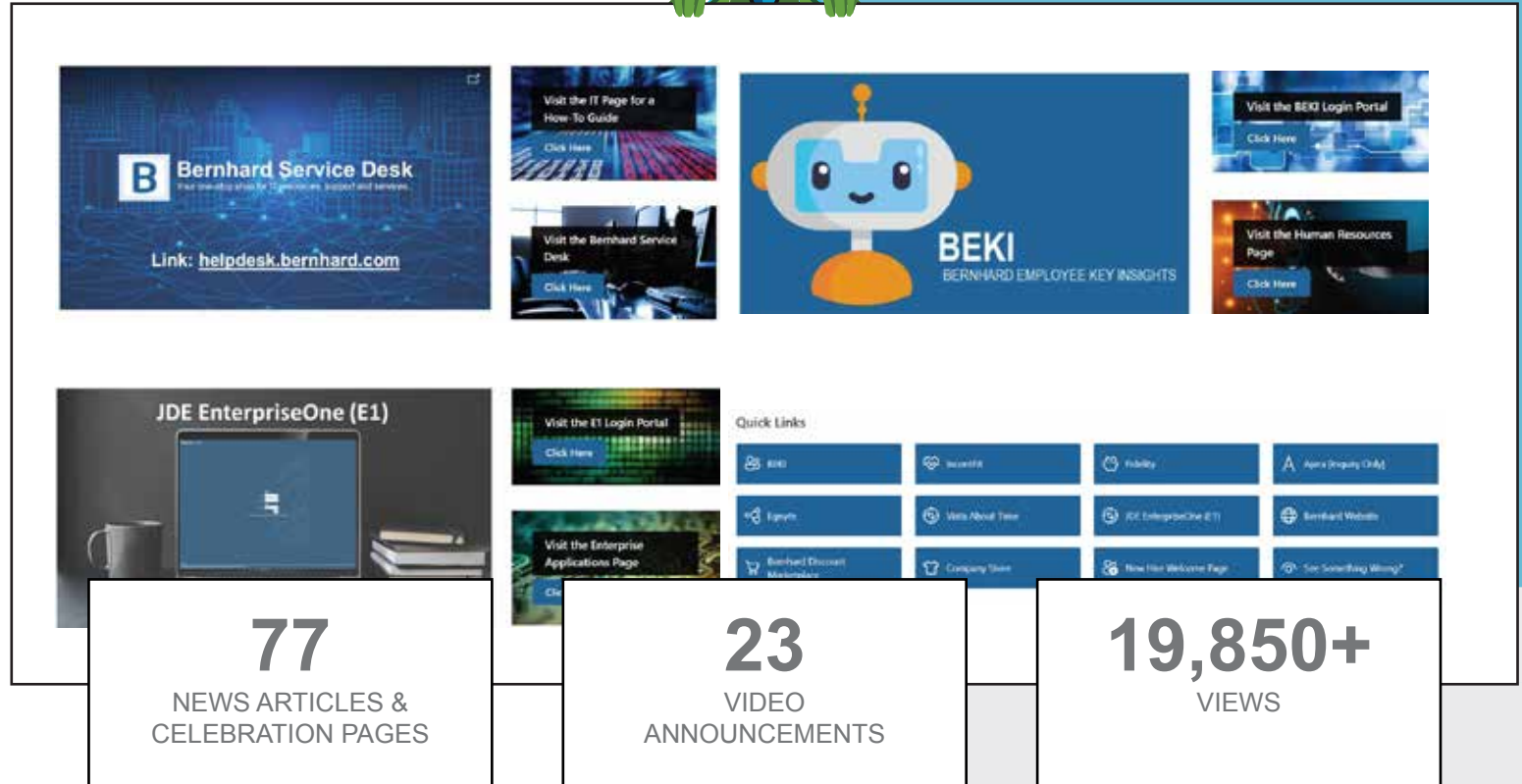
COMPANY INTRANET: Bernhard Electronic Resource Network for Employees (BERN-E)

BERN-E is the primary communication channel between Bernhard leadership and employees for internal news and information.

Employees can access leadership talks, company news stories, videos, employee and project spotlights, a feedback platform, and other informative content and resources.

Through this system, we're able to facilitate enterprise-wide communication, increase employee productivity, improve team collaboration, and help employees stay connected and informed.

Our company intranet is a critical step in uniting our workforce and forging connections across our many disciplines and functional areas.



TOP VIDEO ANNOUNCEMENTS:

- Energy-as-a-Service Hype Video
- B-United Leadership Message
- State of the Union CEO Message
- Bernhard Leans In Program Launch

TOP CELEBRATION PAGES:

- Halloween Costume Contest
- Internal Sustainability Challenge
- Green Week 2023
- Engineers Week

HUMAN RESOURCE MANAGEMENT SYSTEM: Bernhard Employee Key Insights (BEKI)

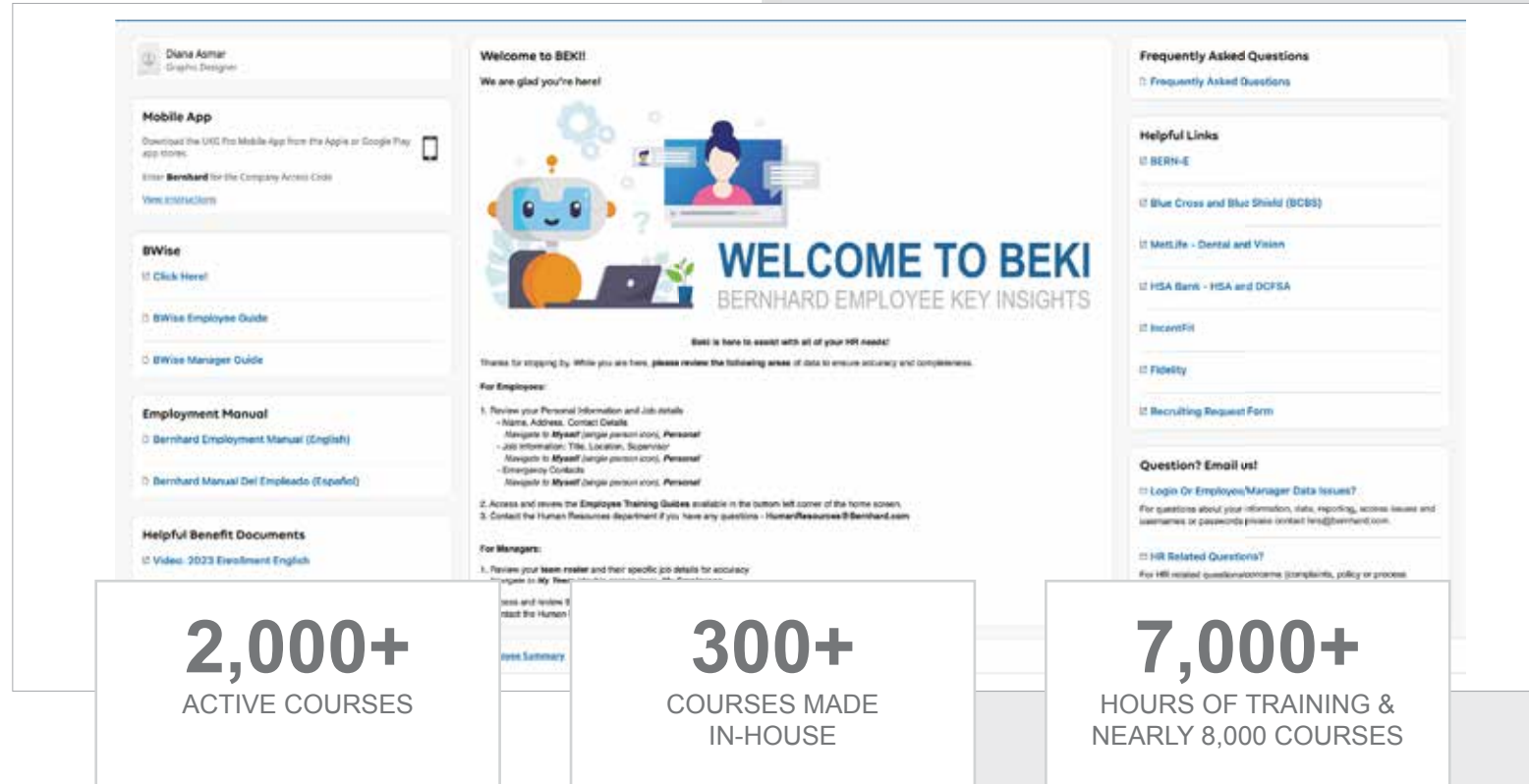
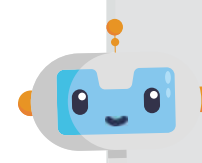
BEKI includes Human Resources, Recruiting, Onboarding, and Benefits support for all employees and managers. BEKI streamlines our day-to-day HR business practices, empowers our employees, and provides operational insights into HR performance and employee satisfaction to better meet the needs of our employees.

LEARNING MANAGEMENT SYSTEM: B Wise

Our comprehensive internal Learning Management System provides all employees with technical, safety, and professional development training.

Training courses cover an array of topics, including Leadership & Management, Diversity, Equity & Inclusion, Safety, Human Resources, Personal & Professional Development, and more.

In-house experts have developed role-specific courses to train employees on the technical skills and knowledge required to perform certain job duties. We support each of our employees in advancing their education and pursuing industry-specific certifications, training, and licenses.



2023 TOP COURSES:

- Managing Conflict in the Workplace
- Leadership 101
- Facility Operations and Maintenance Fundamentals
- How to Write S.M.A.R.T. Goals
- Introduction to Chilled Water Plants

ETHICS & COMPLIANCE

As we position ourselves for continued growth and success, we must operate with an ethical mindset, which is reflected in the way we embody and engage our core values every day. Our Code of Business Conduct sets the standard for who we are and how we operate.

Accountability is core to our culture and is a critical part of our commitment to earn the trust and respect of our colleagues, shareholders, business partners, governments, and communities. Our long-term success can only be achieved if each of us acts in a manner that supports our values and is in full compliance with the law. Every employee is empowered to speak up and report any potential Code violations. Employees will not be retaliated against for reporting potential Code violations.

Bernhard is an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and Individuals with Disabilities and participates in the e-Verify program. All qualified applicants receive consideration for employment without regard to race, creed, color, religion, sex, age, national origin, veteran status, disability, or any other classification protected by law.

CYBERSECURITY

Safety is a cornerstone of our work, but one area of workplace safety that often goes undetected is cybersecurity. In response, we've empowered an Information Security Committee to execute and oversee our Security Implementation Plan.

In partnership with a global leader in managed security services, the Committee launched the Security Implementation Plan to ensure Bernhard's networks, endpoints, and cloud environments are fully protected with 24/7 monitoring that can detect, respond to, and recover from cyber-attacks. Disaster recovery testing is performed on critical and high-priority systems, and employees are required to complete mandatory training to promote cybersecurity awareness. Training modules address topics like phishing, ransomware, and how to proactively identify cybersecurity threats, with expanded security training extending to IT professionals and leadership.

It's imperative for all employees to understand the fundamentals of cybersecurity and for our IT professionals to consistently work to strengthen our IT environment to keep ourselves and our coworkers safe while using technology.

Safety





SEE IT ASSESS IT FIX IT EVERY DAY!

Employees are encouraged to report unsafe conditions and are challenged to form individual goals for S.A.F.E. work:

“See it, Assess it, Fix it, Every day!”

As a result, we have been able to maintain an EMR well below industry average reported by BLS/NCCI as well as prevent specification non-compliance.

Improving safety by engaging workers lifts business performance.
Improving safety starts with preventing serious injuries and fatalities.

1,500+	22	1,500+	20,000+
OSHA trained employees	Dedicated HSE employees	Jobsite inspections in 2020	Training hours

Leadership sets safety improvement in motion.
Culture sustains performance, for better or worse.

Among Bernhard’s chief priorities is protecting the health and safety of our employees, business partners, and members of the communities. We have an industry-leading safety training program geared to maintain a safe and healthy work environment, safeguard all persons who enter, work, or live near our worksites, and meet or exceed regulatory standards.

Innovation is a core tenant at Bernhard. Not only are we pushing the industry forward with our energy solutions, but we are also innovating on the frontiers of safety. As inaugural members of the Serious Injury and Fatality Prevention Center of Excellence (SIF Prevention COE), we have contributed to thought leadership regarding preventing serious and fatal injuries across industries while focusing on our own improvement opportunities.

Since joining SIF Prevention COE, we have continued to improve and evolve our safety program. Paying closer attention to SIF injuries and SIF potential events has helped us focus on the contributing factors instead of solely on outcomes. Previously, KPIs were limited to lagging indicators almost exclusively. Now we have introduced leading metrics and incorporated SIF into our operations.

As a result, our 2023 Total Recordable Incident Rate is the lowest on record in Bernhard history.

We believe there is a direct correlation between safety performance and optimal organizational performance. As much time as we spend on operational efficiency, we spend equal, if not more, time researching injury causation in the workplace. Understanding employee behavior is the result of the systems, guidelines, and culture that Bernhard leadership has instilled from the top down.

EXPANDING OUR DEFINITION OF SAFETY: PHYSICAL & PSYCHOLOGICAL WELL-BEING

Within the Architecture, Engineering, and Construction (AEC) industries, there exists an unspoken challenge that often lurks beneath the surface: the stigma surrounding mental health. Despite the industry's relentless pursuit of physical safety on job sites, conversations about mental well-being remain shrouded in silence.

However, it is imperative to recognize that true safety encompasses not only the physical but also the psychological well-being of our workforce.

Traditionally, the AEC industry has fostered a culture of stoicism and toughness, where challenges are met with unwavering resolve, and vulnerabilities are often perceived as weaknesses. In such an environment, discussing mental health concerns can be met with skepticism or even disdain, perpetuating a cycle of silence and stigma.

Yet, the reality is that the pressures of the construction world, including tight deadlines, high stakes, and demanding work conditions, can take a toll on the mental well-being of workers.

The stigma surrounding mental health in the AEC industry is a barrier that must be overcome. At Bernhard, we strive to expand the definition of safety to include mental well-being. Through education, awareness, and comprehensive support systems, we can break down barriers, foster open dialogue, and ultimately create a safer, healthier, and more resilient workforce.

As we continue to strive for excellence, let us remember that true safety begins with caring for the holistic well-being of our greatest asset: our people.

BERNHARD'S EMPLOYEE ASSISTANCE PROGRAM

Bernhard's Employee Assistance Program (EAP) offers resources for emotional well-being and work-life balance to help employees succeed in the workplace.

Our program offers access to guidance that can help employees and their families address and resolve everyday issues at no cost.

We understand that managing work and home life can sometimes be a challenge.

Our EAP provides numerous resources to assist employees with difficult circumstances to achieve a healthy and balanced lifestyle.

FEATURED RESOURCES

ON DEMAND SUPPORT.

Struggling with stress, depression, relationship challenges, work-related problems, anxiety, substance use, grief, or other emotional health concerns? Reach a licensed clinician by phone 24/7/365.

WORK-LIFE BENEFITS.

Talk to expert financial, legal, and identity theft consultants. Get referrals for other needs like housing, education, home improvement, auto repair, child or elder care, and pet care.

DIGITAL SUPPORT GROUP.

Join virtual group sessions that are moderated and hosted by licensed counselors. These confidential meetings cover topics like preventing burnout, stress, mindfulness, grief, and more.

WELLNESS COACHING.

Access a Coach to build your resilience, learn healthy habits, establish new routines, work on your emotional intelligence, and more.

TEXT THERAPY.

Get connected with a licensed counselor Monday – Friday through text messaging and voice note on the mobile and desktop app.

MENTAL HEALTH NAVIGATION.

Not sure where to begin? Start with a short assessment and get a personalized plan for leveraging these EAP programs and resources.

SAFETY SPOTLIGHT: FABRICATION SHOP

At Bernhard, our 300,000 square feet of manufacturing and fabricating facilities are critical in our journey to revolutionize energy infrastructure delivery. By fabricating custom, modular HVAC and plumbing units offsite, we enhance safety, control costs, and streamline schedules. Benefits of our approach include:

- **Safety:** Minimized on-site work reduces risks and enhances safety.
- **Cost Efficiency:** Higher production rates and improved material cost control drive cost efficiency.
- **Quality Control:** Rigorous quality measures ensure a more precise and consistent product.
- **Schedule Flexibility:** Offsite fabrication allows for concurrent workflows, reducing project schedules and minimizing delays.

We also manufacture custom modular components for various applications. By harnessing the strengths of our multi-disciplinary team, we can deliver efficient products and modules that improve our project outcomes for customers. Our philosophy is to manufacture as much as possible to promote safety, reduce on-site labor, and improve the overall quality of the work.

300,000+
SQFT FOR
MANUFACTURING

100,000
PACKAGES
PRODUCED
ANNUALLY

500
AVERAGE ACTIVE
TICKETS
PER DAY

“The biggest thing is always staying two steps ahead of your people in the field. Plan your work and work your plan, keeping up with material, keeping up with their tasks, and making sure they’re doing it safely and holding them accountable.”

- Justin Collins, Industrial Superintendent

“When [Bernhard Safety] walks through a job site, they’re thorough and they’re checking for every little thing to keep us safe and other trades around us safe...They’re making a job site easier to work on and safer for everyone.”

- Logan Trahan, Journeyman Electrician

Climate Resiliency

The background image is a grayscale aerial photograph of a solar farm. In the foreground, several rows of solar panels are visible, extending towards the horizon. In the distance, there is an industrial facility with several tall towers and structures. The sky is filled with soft, white clouds. The overall scene is a mix of renewable energy and industrial infrastructure.

WHY DECARBONIZATION MATTERS FOR THE BUILT ENVIRONMENT

With America feeling the impact of climate change through extreme weather events like prolonged droughts and catastrophic hurricanes, finding ways to reduce the amount of GHG emissions released into the atmosphere every year is increasingly top-of-mind for businesses, government leaders, and the public.

Not only is climate change an environmental issue, but it is also recognized as the most significant danger to human life from the effects of more frequent and severe natural disasters. The impacts of climate change are inequitable and most likely to impact poor and disadvantaged communities.

Decarbonization-related environmental goals are critical, but they do not define why healthcare systems, higher education institutions, and other organizations exist in the first place. What is the point of a school if there are not sufficient light and comfortable conditions for students and teachers to effectively educate and conduct research?

Healthcare spaces, built to protect and enhance the quality of life, ironically use more than double the average energy per square foot and produce more emissions than any other commercial building category in the United States. Many types of educational facilities also have significantly above-average energy use.

Owners are faced with many choices about how to procure supplies, what types of technologies to use, and how to operate what they have. Serving a core mission can be accomplished in several ways, but successful decarbonization allows an organization to do this while minimizing operational waste and proving environmental responsibility.

COMMERCIAL BUILDINGS
ARE RESPONSIBLE FOR

16%

OF U.S. EMISSIONS
OR

826M

MTCO₂E PER YEAR

30%

OF ENERGY USED BY
U.S. COMMERCIAL
BUILDINGS IS
WASTED



HOW BERNHARD CAN HELP

While significant focus and effort must be put towards reducing emissions to slow the pace of global warming, adapting to climate consequences to protect ourselves and our communities cannot be overlooked.

Sustainability and resilience are intertwined yet not always aligned, especially in critical sectors like healthcare and higher education.

While energy efficiency and fossil fuel reduction are paramount sustainability objectives, ensuring reliable power supply takes precedence for mission-critical facilities.

Bernhard acknowledges this complexity, offering innovative solutions that balance resilience and sustainability goals while considering operational costs and fiscal responsibility. With our widespread presence in the hurricane-prone Gulf South region and extensive expertise, Bernhard assists customers nationwide in fortifying critical infrastructure and navigating climate-related risks while also reducing greenhouse gas emissions.

From hurricanes to power outages, we provide comprehensive disaster planning and resilience support. We help our customers prepare for and navigate catastrophic events while meeting actionable decarbonization targets.

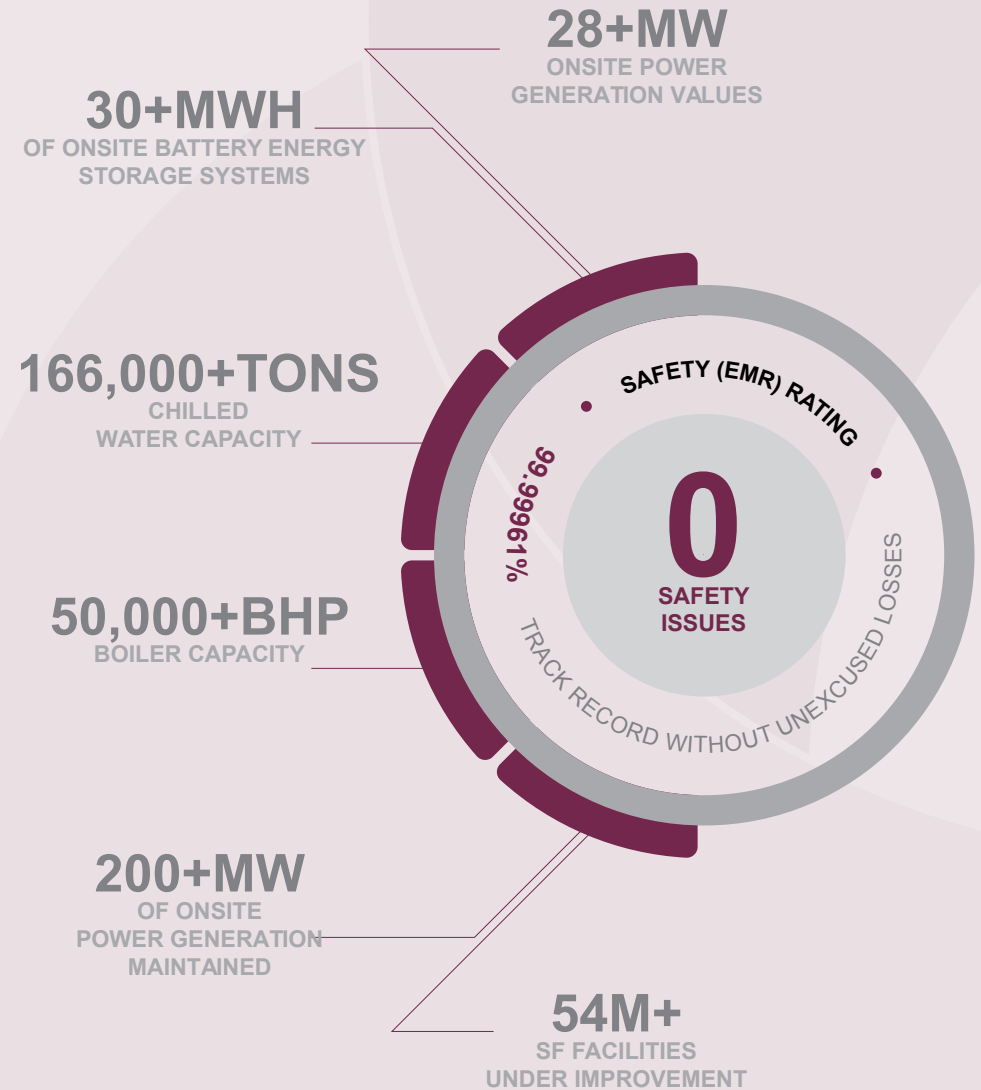
A PROVEN TRACK RECORD: ASSETS UNDER MANAGEMENT

Bernhard prefers outcome-driven partnerships when transforming a campus by renewing infrastructure, transferring risk, and equipping stakeholders for the future. Transformations of this magnitude cannot be accomplished without careful planning, steadfast communication, and an exceptional level of management and organizational controls throughout the duration of the partnership.

We are extremely proud of the measurable results and significant goals that we continue to meet and exceed through our EaaS partnerships.

“At Bernhard, we are there when facility operations need us the most. We allow our clients to focus on their mission-critical operations without the added stress of worrying about their energy operations during a disaster scenario. There is no easy template to follow during disaster relief. Everything happens at a rapid pace and crews have to be incredibly flexible and quick with decision making.”

Michael Cooper, PE
President of Sustainability



CULTURE OF INNOVATION

Innovation is at the core of what we do.

Embracing out-of-the-box thinking, we encourage our teams to explore new energy solutions without the fear of failure, recognizing each step as progress toward finding the perfect outcome.

This commitment to innovation ensures Bernhard remains at the forefront of the energy transition, constantly pushing boundaries to benefit our customers and the economy.

INNOVATION SPOTLIGHT: OPTIMIZING ENERGY EFFICIENCY AND STRENGTHENING RESILIENCY

As part of our EaaS agreement with Conway Medical Center (CMC) in South Carolina, Bernhard partnered with CellCube to retrofit CMC's electrical infrastructure with CellCube's 1MW/7MWh vanadium flow energy storage system.

This system provides instantaneously accessible battery power for 10 hours or more and supports Bernhard's other sustainable infrastructure upgrades for the campus, including installing a heat pump chiller, solar array, and EV charging station.

With this proven vanadium flow technology, CMC gains improved energy resilience and long-duration battery storage capabilities, empowering smarter energy management and protection against power outages. The project underscores the critical role of battery storage in enhancing critical infrastructure, particularly in life-critical facilities like hospitals.

This innovative solution will address CMC's high electricity rates and challenging natural gas setup, while strengthening resilience and reducing greenhouse gas emissions by 33%.



A TRANSFORMATIVE 30-YEAR ENERGY PARTNERSHIP: HACKENSACK MERIDIAN HEALTH

In late 2023, Bernhard launched a 30-year partnership with Hackensack Meridian Health (HMH), a New Jersey healthcare powerhouse operating 18 hospitals across eight counties, with nearly 4,000 licensed beds and a workforce of approximately 35,000 employees and 6,500 physicians.

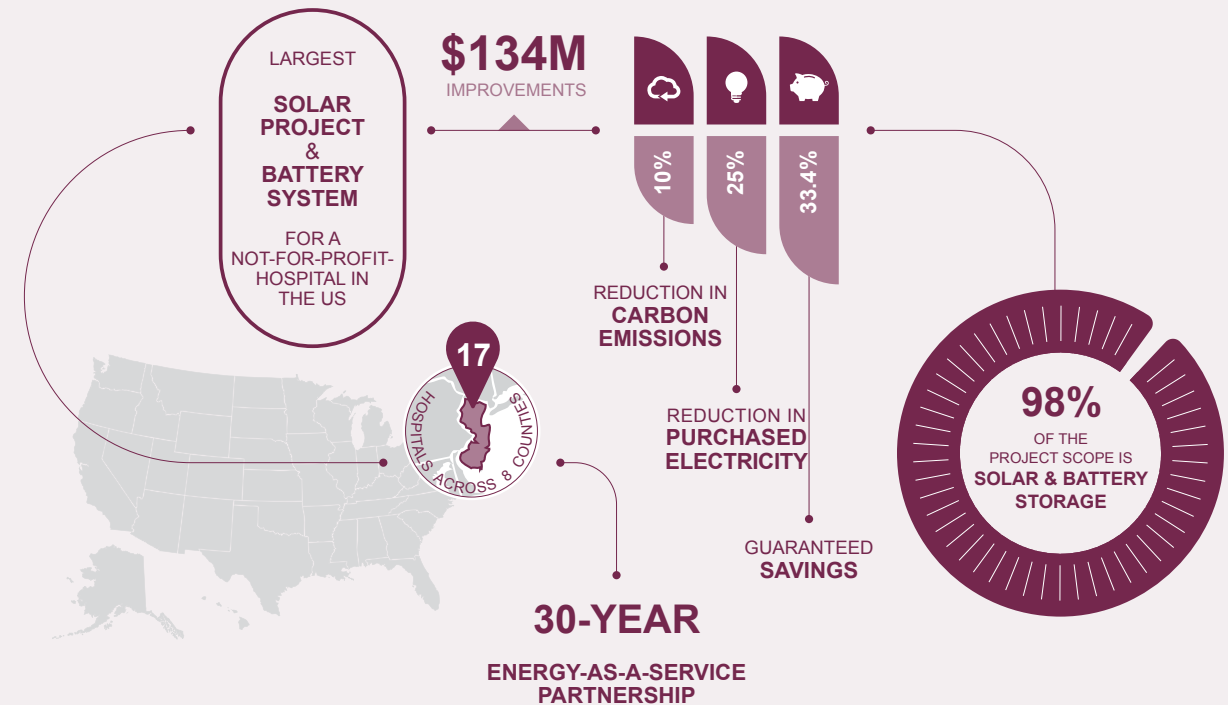
As a result of this transformative project, HMH is set to own the largest solar and battery energy storage system of any not-for-profit healthcare provider in the United States.

Nearly 98 percent of the project scope is solar and battery storage, including 50,000 solar panels manufactured in the USA.

This collaboration sets the stage for a transformative impact on both the healthcare sector and the local workforce. Creating jobs is a cornerstone of this initiative, primarily through the engagement of construction and trades crews responsible for implementing energy-efficient solutions.

This partnership between Bernhard and Hackensack Meridian Health signifies a commitment to sustainable practices, operational efficiency, and advancing healthcare infrastructure.

It sets the stage for a greener and more resilient future in the healthcare sector, showcasing the potential of long-term collaborations in creating lasting positive impacts on both business operations and the environment.



Bernhard

WWW.BERNHARD.COM