



SUSTAINABILITY REPORT





Content

Empresas Bern

**Fundación Bern &
Our Education Centers**

**Community:
Our Clients: Internal & External**

**Sustainable Environmental
Practices
our Green Footprint (Pawprint)**

HERMAN BERN & MIRIAM DE BERN



1977

The first project under the brand is created: PH Costa Brava.



1978

Engineer Herman Bern and his wife, Miriam Bern, established Empresas Bern.



1982

The Suites Ambassador Aparthotel is built in El Cangrejo, marking it Empresas Bern's first venture into hotel management and operations industry.

1986

Vialmo is a company dedicated to the production and installation of glass and aluminum products, including premium aluminum window, door, and facade systems.

1987

Cimentec, S.A. a company specializing in foundations, pilings, and geotechnical solutions.

1992

ARDECO is a company that specializes in manufacturing kitchens, bathrooms, closets, and cabinets, enriching the design and ambiance of residential and commercial projects.

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1996

Bern Hotels & Resorts was established, becoming the brand's tourism and hospitality division.



1996

Empresas Bern builds the Miramar Towers, marking the beginning of the skyscraper era in Panama.

1998

The Bern Foundation was established as a nonprofit organization dedicated to improving the quality of education in Panama.



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2001

Inauguration of Panama's first eco-hotel: Gamboa Rainforest Reserve.

2001

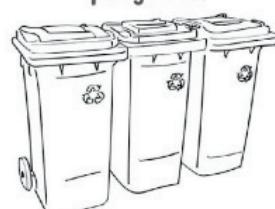
Empresas Bern becomes the second Panamanian company to sign the United Nations Global Compact.

2005

Empresas Bern stands out as the only private company to have legally assumed the custody, protection, and conservation of a Nature Reserve in Punta Bruja.

2008

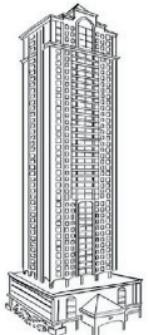
We implemented environmental conservation policies across all our projects.



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2010

We built Parque del Mar I, a residential tower in Costa del Este – That has become one of Panama City's most exclusive and sought-after neighborhoods.



2020

Empresas Bern made its hotel facilities available to the public healthcare sector.

2016

Plaza del Este earned LEED Gold certification for being a project designed in accordance with the standards set by the U.S. Green Building Council, recognizing its commitment to sustainable construction and environmental responsibility.

2023

MERCO recognizes Empresas Bern as the number one brand in reputation within Panama's construction and real estate sector.

2023

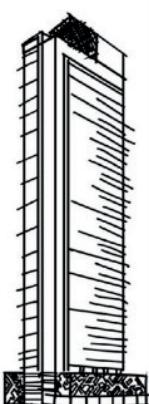
La Micaela, a sustainable farm located in Altos de Boquete, begins operations, supplying the brand's hotels with products such as coffee, vegetables, and organic fruits.

2024

The brand becomes the first real estate group in Panama to enter the stock exchange with a green bond issuance based on LEED certification.

2017

Empresas Bern developed short-term rental project models, becoming a pioneer in Panama in this type of real estate business concept.



2025

Empresas Bern refreshes its logo and visual identity to remain current and reaffirm its legacy as Panama's leading and most innovative brand.

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Herman Bern

President & Founder

As the founder of Empresas Bern, I am proud to share our reflections on a period marked by meaningful achievements and impactful contributions to our community and culture. Today, our organization is made up of more than 2,200 dedicated employees across our Corporate Holding. They are the true DNA of our organization—each one contributing talent, purpose, and heart.

Without their commitment, we would not be the company, nor the family, that continues to grow united under shared beliefs and values.

We became the first real estate company in Panama to participate in Green Bonds issued by the Panama Stock Exchange—an important milestone that underscores our commitment to building a more sustainable and resilient future. We also joined the UN's Responsible Tax Finance Program for the Environment, further aligning our business practices with global sustainability standards and responsible governance.

Our dedication to people and community continues to shape every initiative we undertake. This includes our long-standing commitment to education. Through our Institutos Bern, we have helped prepare new generations of professionals who contribute directly to Panama's development. We believe education is one of the most powerful tools for social mobility and progress, and we remain committed to nurturing learning environments that inspire growth and potential.

At Bern Hotels & Resorts, this commitment was recently recognized through the Konzerta Awards, where the tourism division received an award highlighting our ongoing efforts to transform the workplace, elevate talent management practices, and create meaningful opportunities for our workforce. We are proud of this recognition, which reflects the values that define our culture of excellence.

Part of this vision has also involved returning to our origins—reflecting on where we come from and giving back to the land and the people who have shaped our legacy. A powerful example of this is La Micaela, our sustainable farm in Altos de Boquete. What began as a recreational retreat has evolved into a symbol of our commitment to sustainable agriculture and the circular economy. Today, La Micaela supplies our hotels with fresh, locally grown products, embodying the “Farm to Table” philosophy and directly supporting the Boquete community and the broader Chiriquí region. This reconnection with the land strengthens local economies and reaffirms our deep commitment to environmental stewardship and social responsibility.

Our work in community development also extends to culture and creativity. Through the creation of Modart, a space designed to elevate and showcase Panamanian and local fashion designers, we continue to support the country's creative industries and empower emerging talent. Together, we launched a meaningful project at the Women's Rehabilitation Center (CEFERE), offering workshops that train incarcerated women with skills to design and produce handcrafted products under the registered brand IntegrArte. This initiative demonstrates how art, opportunity, and compassion can transform lives and inspire hope.

With every step we take—whether through sustainability, cultural investment, education, or community empowerment—we reinforce our mission: to build a brighter, more inclusive, and sustainable future for all.

Thank you for your continued support and for believing in the vision that has guided Empresas Bern for generations.

A handwritten signature in black ink that reads "Herman". The signature is fluid and cursive, with a distinct "H" at the beginning.

Empresas Bern

Committed to Panama, committed to the future

Empresas Bern is a family-owned business with more than 45 years of experience generating economic, social, and environmental value through the comprehensive development of urban, tourism, and residential projects across Panama. Since its founding in 1978, it has built more than 200 projects and delivered over 10,000 units, with a workforce of over 2,200 personnel.

Our purpose goes beyond construction: we aim to improve lives and strengthen the communities where we operate. In 1998, the Fundación Bern was created as the social arm of the group to channel efforts into education, community development, and environmental care, complementing our CSR actions through donations, volunteering, and strategic programs.

To ensure transparency, traceability, and effectiveness, this report was developed using the Global Reporting Initiative Standards (GRI 2021). Additionally, we have adopted the following international frameworks:



Name: Empresas Bern

Sector: Construction, Real Estate, Hospitality & Tourism

Founded: 1978

Operations: Empresas Bern and its subsidiaries operate throughout Panama

Legal Form: Empresas Bern is a private holding of many companies

Projects Completed: 200+

Units Delivered: 10,000+

Workforce: 2,200+ employees

UN Global Compact

Empresas Bern has been a signatory of the UN Global Compact since 2001, proactively adopting its 10 principles in human rights, labor, environment, and anti-corruption. We report annually on our actions under each of these pillars, reaffirming our commitment to ethical, transparent, and responsible management.

Gender Equality

As signatories of the UN Women's Empowerment Principles (WEPs), we actively promote equality in all areas: construction, administration, and hospitality. At Empresas Bern, we believe in meritocracy; talent and performance drive professional growth regardless of gender. Thanks to this vision, many women hold key leadership roles and receive equal (or higher) compensation than their male counterparts.

Sustainable Development Goals (SDGs)

Our commitment to the 17 Sustainable Development Goals is reflected in each of our social, environmental, and economic actions.



Our People

Number of employees 2024 & 2025
(estimated):

DIVISION	TOTAL 2024	TOTAL 2025
Empresas Bern HQ	94	104
Empresas Bern Subsidiaries	200	223
Bern Foundation	140	129
Bern Hotels & Resorts Employees	1,076	1,352
Bern Hotels & Resorts Subsidiaries	58	58
Construction employees *	723	320
Total	2,291	2,186

Mission

To contribute to the well-being and development of Panama through the construction of high-quality buildings and tourism complexes, with the participation of our qualified human capital, ensuring efficiency and increasing company value.

Vision

To be at the forefront of the real estate business in Panama and leaders in the residential, commercial, and hotel sectors.

Values

Solidarity

Commitment

Sustainability

Consistency

* These figures varies depending on the construction projects in progress.



- ⑤ **UN Global Compact signatory since 2001**
- ⑤ **Alliances with UNICEF and United Way**
- ⑤ **Cooperation agreement between The Panama International Hotel School and USMA**
- ⑤ **Agreement with the Red Ribbon Business Coalition for HIV prevention and control**
- ⑤ **Member of CAPADESO**
- ⑤ **Member of IPG – Gender Parity Initiative**
- ⑤ **UN Women “Women’s Empowerment Principles: Equality Means Business” Signatory**

Recognitions & Certifications 2024 - 2025

01

Panama Sustainable Seal – MITRADEL (2024)

02

Responsible Building Certification by CAPAC for new residential projects

03

Environmental leadership recognition by Panama Stock Exchange and Tourism Chamber

04

Green Key certification in sustainable hospitality practices



05

Outstanding Citizen Award for leaving a mark on the Bella Vista District.

06

Bern Hotels & Resorts received the “360 Attraction & Hiring” award at the Konzerta Awards.

07

Women, Peace, Security (WPS) Recognition given by the Panama Security Minister and the Southern Command to Jacqueline Bern for her valuable contribution

Training & Education Programs

O1

1,200+ annual technical training hours for operators

O2

Workshops on waste management and energy efficiency

O3

Green Key: Panama Green Hotels certification in sustainable hospitality practices

O4

Internal training on diversity, ethics, and regulatory compliance

O5

Justo Arosemena Order, highest distinction granted by the National Assembly, awarded to Miriam de Bern on International Women's Day.





Fundación Bern

Empresas Bern has been committed to its employees and communities since its founding in 1978.



For Grupo Bern, sustainability is not a trend—it's an essential part of its DNA. From the beginning, the organization has promoted employee and community well-being by integrating reforestation, environmental conservation, and social development programs into its operations.

We were one of the first Panamanian companies to join the UN Global Compact, and we work alongside organizations such as CAPADESO, United Way, Gender Parity Initiative (MIDES), UN Women, among others—reinforcing our commitment to social responsibility, human rights, environmental stewardship, and ethical business practices.

"Our foundation's goal is to achieve EQUAL OPPORTUNITIES for different sectors of Panamanian society through EDUCATION, our main focus, while channeling the social contributions of Grupo Bern."

Promoting quality education in our country, Fundación Bern built and manages three schools and a study center in outlying areas of the city.

Educational Centers:

-  Instituto Bern Las Mañanitas, Tocumen
-  Instituto Bern Valle Dorado, Chorrera
-  Centro Educativo Infantil Luz del Mundo, Veracruz
-  Panama International Hotel School, Ciudad del Saber



Education



Our Commitment

Providing underprivileged children with adequate physical and operational infrastructure in their educational centers, thereby achieving the integral education of individuals through their training in the Bern Institutes.

Objectives

A high-quality bilingual education system for over 2,500 children annually, through the Bern Institutes located in Las Mañanitas, Tocumen, Valle Dorado in La Chorrera, and the Luz del Mundo Early Childhood Education Center in Veracruz.

Integral Education – The Philosophy Behind Our Institutes

Primary = Obedience:

The student is prepared to follow orders and commands, learning to respect rules, laws, and authority.

Middle School = Wisdom:

The student is prepared to differentiate and decide between good and bad, moral and immoral, ethical and unethical, acceptable and unacceptable, and to expand their mind with new knowledge.

High School = Service:

The student channels all their energy into activities that serve others, the community, and the environment. They are expected to be role models for younger students and to learn to be leaders in their community.

Instituto Bern Las Mañanitas, Tocumen



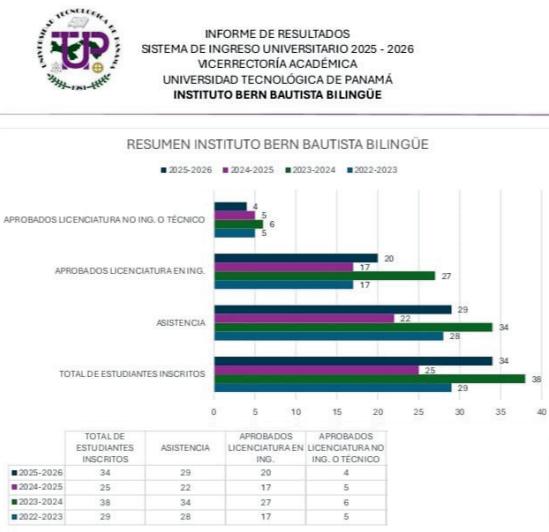
Founded in 1998, the institute began with 139 students and about 9 administrative staff. Today, it serves 906 students and has over 80 teachers and administrative staff. It has benefited more than 2,500 students with bilingual education in technology, culture, arts, social studies, sports, and moral values.

This project has been well-received by the community, as all classes and materials are provided at the highest academic level at an affordable cost.

Graduates

To date, more than 900 students have graduated with a Bachelor of Science with an emphasis in Computer Science, and since 2017, with a Bachelor of Commerce with an emphasis in Business Management.

Over 88% are attending university, and of those, more than 45% chose to study engineering.



According to the results report presented by the Technological University of Panama for the 2025-2026 period, a total of 34 graduates from the Instituto Bern enrolled in the university admission process. Of these, 20 students were accepted into Engineering degree programs, while 4 were accepted into non-engineering or technical degree programs, reflecting a strong academic performance and a high level of preparation among our graduates.

Where are they now



Alumni

Graduation Year

University

Career

Workplace

Cristel Garibaldo	2012	Universidad Tecnologica de Panama	Bachelor's in Logistics & Multimodal Transportation	Procter & Gamble
Reinier Duncan	2012	Universidad Tecnologica de Panama / INESDI Business TechSchool	Master's in Software Engineering / Master's in Digital Project Management	BLADEX
Javier Alexis Samudio	2014	ADEN University	Business Administration	Estée Lauder
Javier Gonzalez Evans	2018	Universidad Tecnologica de Panama	Industrial Engineering	Sura Insurance
Kaithlyn Maldonado	2020	Universidad Tecnologica de Panama	Mechanical Engineering	Suez International
Ambar Murillo Arosemena	2022	Universidad Tecnologica de Panama	Industrial Mechanical Engineering	Cable & Wireless

This table presents a sample of the alumni registry compiled for graduates from 2008 to 2025. It highlights the academic and professional pathways our former students have pursued after completing their studies at Instituto Bern. By documenting their continued education, technical specializations, and university degrees, this registry provides valuable insight into the long-term impact of our educational model and the opportunities it helps create. It also serves as a tool for evaluating how effectively our programs prepare students for higher education and the evolving demands of the workforce.

Instituto Bern Valle Dorado, Chorrera

Founded in 2000, the school currently serves 225 students, offering bilingual education in technology, culture, arts, social studies, sports, and moral values.



Programs and Accreditation Offered at the Bern Institutes

01 02 03 04

Cultural Programs

Children's choir with 100 members, folk music ensemble, social service, camps, values development programs, social studies, and community outreach activities.

Smart Summer

A summer program for outstanding students from nearby public schools.

Happy Summer “Verano Feliz”

Developed by the English teachers at the Bern Institute, this free summer program for children of the community (the majority are from the public schools of the area) offers English classes to over 1,200 children aged 8 to 12.

Learning Through Letters & Numbers

A Spanish and Math contest started in 2006 for 6th-grade students from six public schools in Tocumen.

05

Bern English Experience

Offers a fully English-based curriculum, with advanced-level materials and biblical integrations.

09

ACSI Accreditation (Association of Christian Schools International)

Program designed to evaluate and certify the quality of Christian educational institutions. Focuses on standards of academic excellence, spiritual development, and Christian values.

06

Scientific Innovation & Student Achievement

A group of students who have participated in SENACYT and excelled at the ExpoCiencias organized by CATIE (Tropical Agricultural Research and Higher Education Center) event, where students present innovative scientific projects that highlight their creativity, commitment to science, and passion for knowledge.

07

Bern Home Experience Home Schooling

Alternative study model, offering students a flexible and high-quality educational option.

It promotes personalized learning, adapted to each student's pace and individual needs, fostering autonomy and critical thinking. Likewise, parents play a fundamental role in the educational process by providing support and guidance, strengthening motivation and discipline at home.

08

Environmental Commitment – Green Energy

As part of its ecological initiatives, the institution operates with 220 solar panels of 575W each, enabling the use of solar energy to efficiently illuminate their facilities. This responsible effort contributes to environmental conservation by reducing greenhouse gas emissions and promoting a culture of respect for natural resources.

Centro Educativo Infantil Luz del Mundo, Veracruz

Founded in 2013, the school now has 100 students and offers bilingual education in technology, culture, arts, social studies, sports, and moral values.



The Panama International Hotel School, Ciudad del Saber

Founded in 2008, The Panama International Hotel School has graduated more than 340 students being the only hospitality and gastronomy school in Panamá, as well as offering continuing education in Switzerland. Its core mission is to educate and train future hospitality professionals through a practical study/work model carried out on-site at the Holiday Inn Hotel. The school offers two-year programs that combine academic learning with real-world experience.

The institution offers two bilingual Associate Degree programs:

- Associate Degree in Culinary Arts
- Associate Degree in Food and Beverage Management



Community

Building Communities with Purpose



When we speak of community, we don't only mean the external environment. We also include our internal community—our collaborators, teams, and partners. From our real estate and construction divisions to our hotel operations, we implement best practices focused on key themes such as gender equality, education, corporate volunteering, job stability, and diversity.

This section offers a comprehensive look at the programs and actions we undertake to mitigate our impact, create shared value, and contribute actively to the well-being of people and the environment that surrounds us.

Bern Volunteer Program: Sentirse Bien Haciéndolo Bern

The Bern Volunteer Program has been part of Empresas Bern's spirit since its inception. In 2013, under the motto "Sentirse Bien Haciéndolo Bern (feeling good doing good)," we reinforced our efforts to establish an active corporate volunteer program focused on ecological, child support, sports, and community initiatives.

However, at Empresas Bern, we believe that the best form of volunteering is not a one-time act, but a daily practice—demonstrated through actions that reflect our values inside and outside the workplace.

Since 2014, we have formed a passionate group of collaborators known as La Tropa Bern, a team actively involved in social projects, environmental activities, and impactful initiatives, representing the very best of our organization's solidarity and human spirit.

Gender Equality

A Commitment to Equality and Diversity

At Empresas Bern, gender equality and equal opportunity are not aspirations — they are core values embedded in our organizational culture.

We have a strict anti-discrimination policy and deeply believe in meritocracy as the foundation for professional growth. Achievements are what matter, not gender.



Women, Peace, Security (WPS) Recognition

The impact of female leadership extends far beyond our organization. It plays a key role in promoting inclusion, safety, and social well-being at a national level.

For that reason, Empresas Bern's CEO, Jacqueline Bern was honored with the Women, Peace, and Security (WPS) Recognition, given by the Panama Security Minister and the Southern Command for contributing to advancing women's leadership and fostering a culture of equality and security

Female Leadership & Equal Pay

Thanks to this vision, many women now hold senior management positions across business units and receive equal pay based on performance and responsibility.

In our hotel division, this commitment is tangible: 5 out of our 9 hotels are managed by women, showing that equity results in leadership.

Recognition & Strategic Partnerships

Empresas Bern is a founding member of the Gender Parity Initiative in Panama, a signatory of the Women's Empowerment Principles (WEPs) from UN Women, and a member of Mujer + Panamá, and Association of Women Board of Directors (ADP), reaffirming its commitment to female empowerment and inclusive workplaces.

We were also recognized by MIDES with an Honorable Mention in the category of Women's Empowerment for our initiative:

"Breaking the Glass Ceiling: Equality and Leadership at Bern Hotels & Resorts" (2022).



Training & Development with Equality

Through the BH&R Executive Development Training program, we support the professional growth of all our staff, ensuring leadership roles are equally available to all genders. This program provides leadership training, technical skills, and mentorship opportunities to help every team member advance and reach their full potential.

Diversity, Inclusion, and Equal Opportunity



Empresas Bern promotes diversity as a core value.

Our hiring processes are designed to ensure equal opportunities regardless of gender, race, political opinion, or religious beliefs. For example, we do not require photos on resumes, focusing purely on objective evaluation.

Our staff at Empresas Bern, Bern Hotels & Resorts, and affiliated companies reflects an equitable and diverse workplace, with men and women occupying all levels and roles.

DIVISION	TOTAL 2024	TOTAL 2025
Total Employees	2,291	2,186
Women	1,008	939
Men	1,283	1,247
Age Group		
18 - 30	667	699
31 - 40	618	612
41 - 50	548	459
50 +	458	416

* These figures varies depending on the construction projects in progress.



Employment Stability A Long-Term Commitment

Job stability is a vital part of overall well-being. At Empresas Bern, we believe that retaining human talent fosters belonging and organizational commitment. We are proud to have employees who have been with us for more than 45 years.

Fair and Transparent Compensation

Empresas Bern's compensation model is based on internal equity, market competitiveness, transparency, and performance recognition. Every team member, regardless of level, is fairly rewarded, reinforcing our zero-discrimination policy and commitment to a just, ethical, and motivating work environment.

Good Practices



With a workforce of more than 2,200 people, Empresas Bern's greatest value is its human capital. They share our principles, goals, and vision—resulting in better practices, products, and services. Our collaborators are the driving force behind the company's 45+ years of quality and excellence.

Empresas Bern has maintained direct communication between upper management and each of its collaborators, regardless of structural level. We comply with labor laws and reject all forms of discrimination based on race, gender, political ideology, or religion.



Health and Wellness

We care about our collaborators' health and well-being. We organize regular Health Fairs in partnership with the Ministry of Health, Hospital 4 Altos, and PROBIDSIDA. These include medical checkups, vaccinations, and educational talks to promote healthy living.

We also support our team through:

- 100% private health insurance for administrative staff
- Voluntary Christmas savings programs (Empresas Bern and BH&R)
- Recycling program
- Educational advancement incentives
- Health fairs

Corporate Social Responsibility & our Hotels



Bern Hotels & Resorts, the hospitality and tourism division of Empresas Bern, is made up of nine hotels, a hotel school, a spa, and several units dedicated to excellence and sustainability. One of its properties is already Green Key certified, and the remaining hotels are advancing in their certification process.

The chain promotes continuous training, gender equality, and professional growth among its employees, while also supporting local development through partnerships with communities, artisans, and Indigenous groups. Among them is the San Antonio community, an Embera indigenous village, located along the Chagres River, which is supported by Gamboa Rainforest Reserve through employment, sustainable tourism opportunities, and the sale of traditional handicrafts. These efforts help preserve cultural heritage and strengthen community livelihoods.

Bern Hotels & Resorts also collaborates with universities, NGOs, and organizations focused on education and sustainability. It encourages guest participation in water and energy conservation, implements environmental education programs, and offers scholarships that contribute positively to society.

Hotel Hermano Program

“Community Tourism Awareness and Skill-Building Program”

Created by Bern Hotels and Resorts, the pilot program involved the Panama Tourism Authority to facilitate outreach to lodges actively providing accommodations to tourists and visitors in remote areas. The Posada Media Luna, located along the Tjér Di River in the community of Bonyic, Bocas del Toro, within the Naso Tjér Di territory, was the first site visited at the beginning of 2023 as part of the Hotel Hermano pilot program.

The program aims to mentor small hospitality properties in rural areas of the country and provide them with training to enhance the tourist experience, making these establishments more compatible with the standards offered by internationally branded hotels.

In 2023, when the program launched, training was provided to groups from rural areas of Panama on topics such as customer service, finance for non-financial professionals, front desk and reservations, concierge services, housekeeping, laundry, marketing, sales and events, restaurant and kitchen operations, as well as group management through guided tours.



modart
ESPACIO MODA PANAMÁ

Specially curated space empowering local design & cultural identity



Modart was created to offer Panamanian designers an accessible, high-visibility space to showcase and market their brands alongside other creatives. As a permanent pop-up store located in a prime area, it strengthens Panama's fashion industry by fostering community, creativity, and economic opportunity. This initiative is the result of a collaboration between Empresas Bern, the Ministry of Culture of Panama, Better Fashion by Mara Durufour, Thanaci Cho, and various local and international designers.

Today, Modart hosts 32 brands (93% led by women) which directly benefits approximately 165 families across the country.

A highlight of the initiative is Comarcas Unidas, a collective formed by indigenous designers from the Guna, Ngäbe, and Emberá communities. Through their work, they transform traditional craftsmanship, such as mola techniques, into contemporary fashion pieces, generating income for women in their communities while preserving cultural heritage.

Sustainable Environmental Practices

our Green Footprint (Pawprint)

At Empresas Bern, every project is developed within a sustainable framework—balancing social and economic growth with environmental protection.

Since 2009, we have signed the UN Environment Programme (UNEP) and Ministry of Environment's International Declaration of Cleaner Production, encouraging sustainable business operations.

For over 15 years, Fundación Bern, Empresas Bern, and Bern Hotels & Resorts have led environmental efforts to manage waste responsibly and encourage staff participation in environmental stewardship.



Marine Wildlife Conservation Program

As of a few years, Westin Playa Bonita and Dreams Playa Bonita Hotels, have carried out regular patrols along the hotel's coastal area with the objective of monitoring the reproductive activity of the *tortuga lora* (*Lepidochelys olivacea*), a species classified as vulnerable according to the IUCN Red List (2019).

Over 19 years of continuous conservation efforts, our program has released 11,206 baby turtles into the ocean, helping to preserve this important species and its natural cycle. This year, 14 nests have been identified and 1,480 eggs relocated to our protection nursery. To date, 179 hatchlings have successfully emerged, with an additional 1,289 expected to hatch between the months of October and November.

As a next step, we plan to establish an incubation and nest protection nursery, aiming to enhance nesting success and promote environmental education among guests and staff.



Highlights of Our Environmental Strategy

Wastewater Treatment Plants (PTARs):

We operate wastewater treatment systems across several locations, including Gamboa Rainforest Reserve, Westin Playa Bonita, Dreams Playa Bonita, Holiday Inn, Global Business Terminal, Hospital 4 Altos, and Colonia Real. These systems significantly reduce environmental impact by treating water on-site, lowering freshwater consumption, protecting surrounding ecosystems, and ensuring cleaner discharge into the environment.

The company Proforma currently monitors plant performance. According to the latest laboratory analysis, the system is operating effectively, showing positive progress.

Biofilters:

We use nature-based biofiltration systems that combine aquatic plants, gravel beds, and subsurface hydrology to naturally purify wastewater—an energy-efficient, environmentally friendly treatment method.

Eco-Efficiency:

- **Solar Energy:** Solar panel systems have been installed at Crowne Plaza Airport, Westin Playa Bonita, and Instituto Bern Las Mañanitas, contributing to cleaner energy use and reduced emissions.
- **Green Building Leadership:** We are active members of the Panama Green Building Council. Several of our commercial projects—such as Plaza del Este and Global Business Terminal—hold LEED Silver and Gold certifications, reflecting our commitment to sustainable construction.

Solid Waste Management:

Our affiliate GEASA has led environmental management efforts since 2008. As of 2023, we also partner with TRASHFORMA, which handles the collection of recyclables and provides monthly reports detailing the kilograms of waste recovered.

Collected materials include:

- cardboard
- glass
- plastics (hard and soft)
- PET
- metal scraps, among others

All materials are transported to appropriate processing facilities for responsible recycling or disposal.

Battery Neutralization Program:

Since 2014, we have implemented a safe storage and neutralization system for used alkaline batteries to prevent toxic leaks. Batteries are encapsulated in specialized plastic and buried in non-structural areas of our developments.

We also extend this knowledge to the community by teaching children how to replicate the process at home through small garden stone-path projects.

Alternative Energy at “The Luxury Laundry”:

Recycled cooking oil powers centralized laundry boilers, reducing reliance on fossil fuels and emissions. We currently have an active contract with the company **BIORECYCLING**, which is responsible for collecting the used oil generated at the hotel.

Greenhouse Gas Emissions Reduction & Carbon Footprint Tracking:

Since 2014, we have progressively reduced our carbon footprint by replacing diesel with biodiesel and recycled cooking oil to power the boilers in our hotel laundry operations. Additionally, all our properties use environmentally friendly refrigerants, minimizing the release of high-impact greenhouse gases.

At the Crowne Plaza Airport, our photovoltaic solar system generates clean, renewable energy, contributing directly to the reduction of CO₂ emissions and lowering our dependence on nonrenewable energy sources.

We also voluntarily track our carbon footprint to guide our reduction strategies.



Sustainable Farming: La Micaela Farm

Going back to our green origin

Green Economy

Our sustainable farm, Granja La Micaela, located in Altos de Boquete, is where Grupo Bern has a special connection to the Chiriquí region. What began as a recreational space has evolved into a fully sustainable farm. It now supplies fresh products to our hotels, embodying our “Farm to Table” philosophy.

We have also entered the coffee industry, producing our own brand of coffee, as well as avocados and vegetables.



Community

At Granja La Micaela, our commitment to sustainability extends beyond the land and into the lives of those who nurture it. The La Micaela family is made up of dedicated local personnel from the Boquete area who work directly on the farm, caring for the land and its harvests. In addition, the personnel at our coffee shops—based in Panama City—continue this connection by sharing the story and quality of our products with customers across the country. Together, they ensure that the value created at La Micaela reaches beyond the farm, strengthening both local communities and our broader commitment to sustainable development.

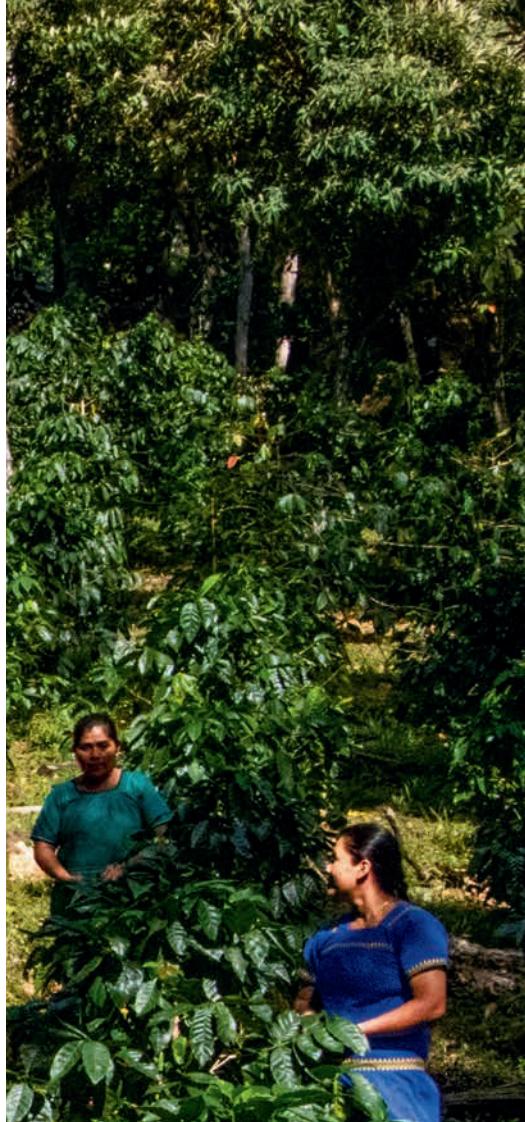
During the coffee harvest season, we provide employment opportunities for indigenous women from nearby areas and surrounding communities, offering them safe, private, and comfortable lodging throughout their stay. Beyond the harvest, our operations continue to rely on year-round employment for local residents, reinforcing our dedication to inclusive growth, community empowerment, and the sustainable development of the Boquete region.

Circular Economy

We refer to circular economy as a model of production and consumption that involves sharing, renting, reusing, repairing, refurbishing, and recycling existing materials and products as many times as possible to create added value. This way, the life cycle of products is extended.

For this reason, we consider Granja La Micaela to be an example of a circular economy, as it directly benefits the community of Boquete and the products of Chiriquí. Guests at our hotels are served produce delivered straight from the farm.







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Date

2025

This 2024–2025 Sustainability Report, covering the period from January 1 to December 31, has been prepared in accordance with the principles of ethics, transparency, and accountability that define us as a group.

We present it to all our stakeholders as a reflection of our ongoing commitment to sustainable development, the continuous improvement of our practices, and the building of relationships based on trust, dialogue, and collaboration.

