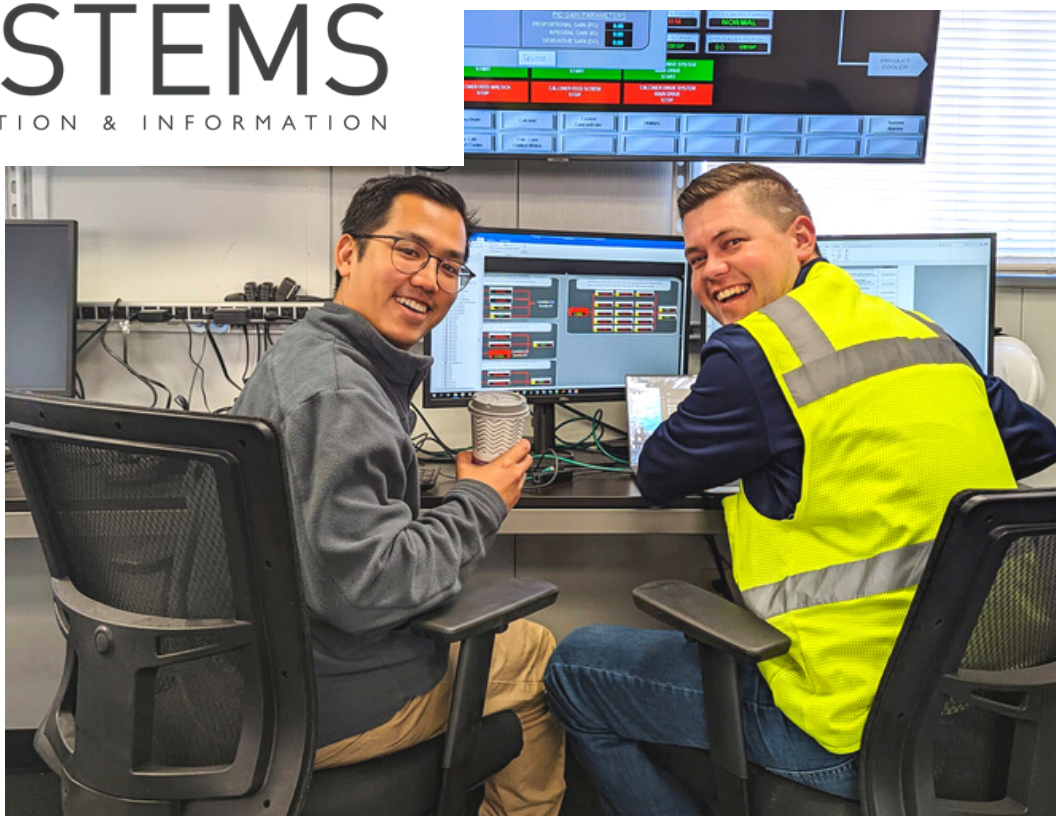




Thermo Systems is a global, full-service control systems integration partner.



Thermo Systems is:

- A privately held company committed to providing world-class automation solutions since 1998.
- Made of strong and diverse leadership and a dedicated engineering team that ensure our consistent growth year over year.
- Globally recognized for delivering high-quality, on-time, on-budget projects. We offer continual support and guidance long after completion.
- A partner who can provide \$50 million single project bonding capacity and an aggregate program of \$100 million.

THERMO BY THE NUMBERS



TEAM MEMBERS

350 and growing



ANNUAL REVENUE

\$160 million and climbing



GLOBALLY LOCATED

20 locations and expanding



BONDING CAPACITY

\$100 million



The Thermo Systems engineering team offers turnkey control systems solutions and life cycle service expertise in 3 key markets:

DISTRICT ENERGY

Thermo Systems has in-depth experience with control systems for chiller plants, boiler plants, cogeneration facilities, energy transfer stations, electrical microgrids, and geothermal plants and battery systems.

LIFE SCIENCES

Our engineering team is well versed in the development and execution of validated projects and has proven capability and domain knowledge in everything from utilities to bulk manufacturing to fill finish.

MISSION CRITICAL

The data center industry is experiencing rapid growth, and Thermo Systems has extensive experience designing and installing the control systems to make their facilities and critical utilities both efficient and resilient.



DISTRICT ENERGY



A global, full-service control systems integration partner, providing world-class automation solutions for 3 key markets.



LIFE SCIENCES

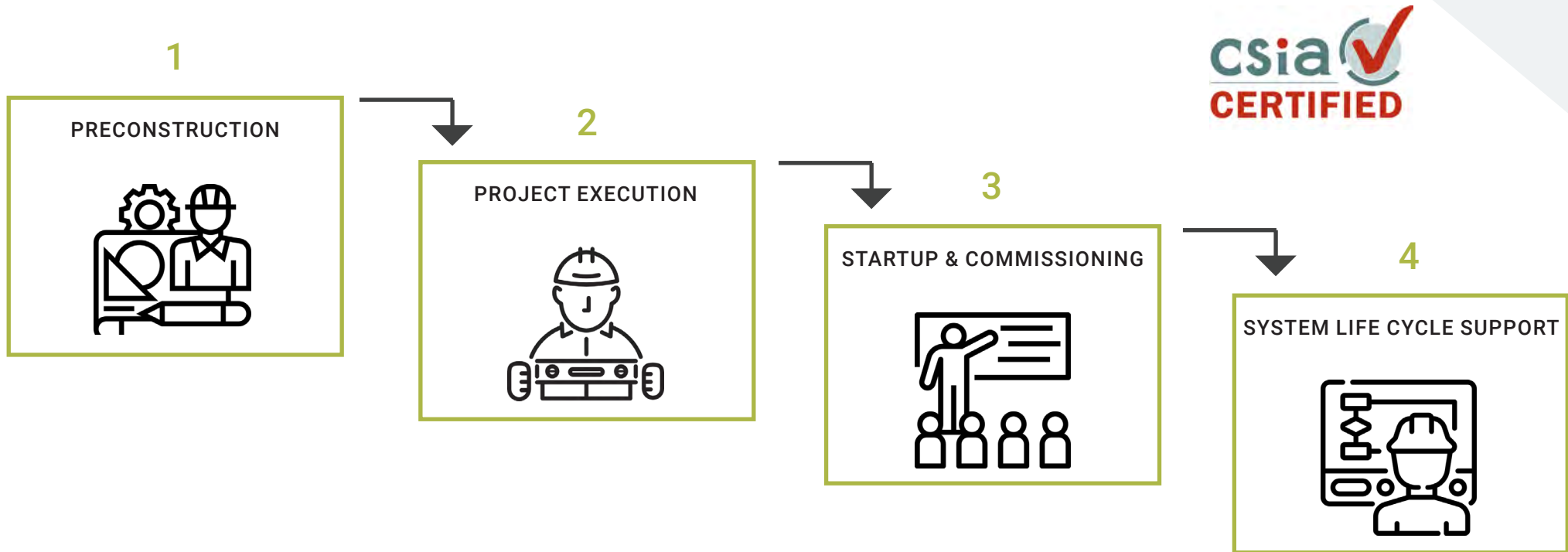


MISSION CRITICAL

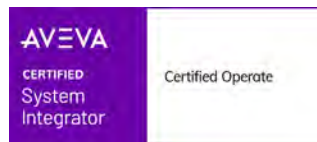




Thermo Systems supports all phases of your project from preconstruction to system life cycle support.



PRODUCT EXPERTISE



The Thermo Culture



At Thermo Systems, we have three simple goals: Customer Success, Employee Success, and Financial Strength. Our foundation is built upon our Thermo Culture which works to support and enrich all of our employees.

Thermo University

Thermo University is a unique, innovative training program that ensures our employees have the skills and knowledge to perform their current responsibilities and provides a clear path forward for future growth and career development.

There are four main parts to the program:

- Control Systems Engineering
- Safety
- Business Development
- Management



Thermo's Veteran Commitment

- National recruiting in partnership with Rockwell Automation and the Academy of Advanced Manufacturing.
- Regional recruiting through engagement with the veteran placement programs local to our major engineering centers.
- Thermo Systems was recognized by U.S. Department of Labor with a Gold Award for the HIRE Vets initiative.
- Continued transition support for our newly-hired veterans who are transitioning into the private sector.



Women in Automation

Thermo Systems is committed to supporting our female professionals at all stages of their careers, providing the opportunity to develop their skills and contribute to Thermo Systems' commitment to customer success. The Women in Automation group at Thermo Systems offers a place where women can go to share experiences, discuss challenges and gain insights from other women in the field.



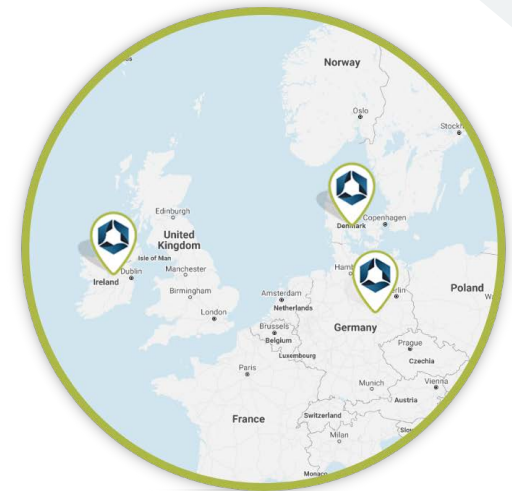
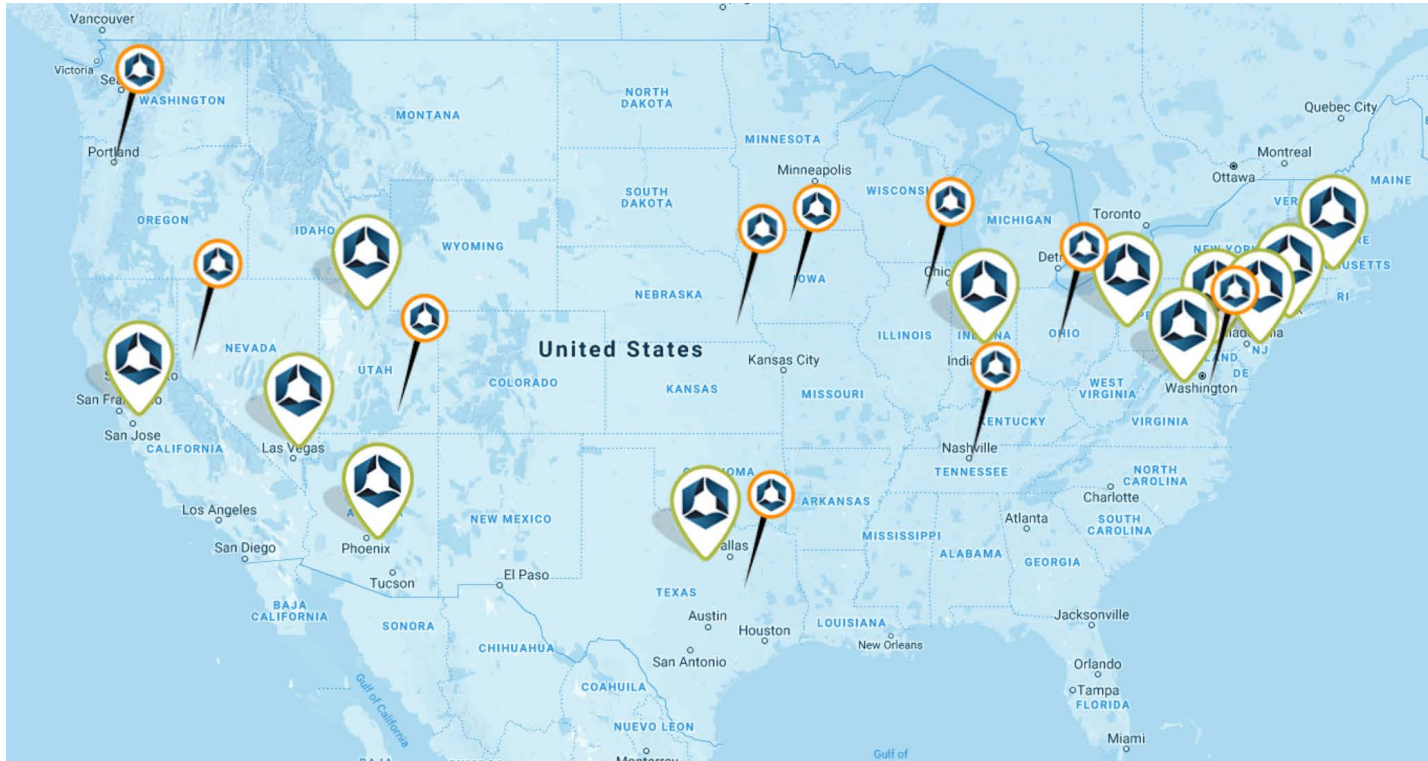


Thermo Systems delivers industry-leading service to our customers through these key differentiators:

- Thermo Systems has the **scale and resources** to staff any size project while also maintaining a shared resource model.
- We are experienced in **mobilizing leadership and building local teams** to support projects in any geographical region.
- Our commitment to **training, quality, diversity, and inclusion** ensures the Thermo team working on your project delivers excellence.
- The **unique company culture** at Thermo Systems strengthens our team by offering an environment where all team members perform their best. Our team's strong bond, collaborative mindset, and positive outlook are all attributes that ensure project success for our customers.
- We take a **long-term partnership approach** to our customer engagements to earn a customer for life.
- Thermo Systems' complete suite of preconstruction, detailed design, construction, and support services makes us a go-to partner for the **entire life cycle of your project**.
- We excel at working with EPCs as well as directly with our end user clients.



Serving our customers 24/7, globally.



Office Locations



Satellite Locations

Regional Locations:

East Windsor, NJ

Pittsburgh Area (Duquesne, PA)

Las Vegas Area (Henderson, NV)

San Francisco Bay Area
(Pleasanton, CA)

New York City (Manhattan)

Philadelphia Area (West Point, PA)

Indianapolis Area (Carmel, IN) Dallas/

Fort Worth Area (Mansfield, TX)

Washington, D.C. Area (Reston, VA)

Salt Lake City Area (Lehi, UT)

Phoenix, AZ

Boston Area

Portland, OR Area

Charlotte, NC Area

Omaha, NE Area

Columbus, OH

Dekalb, IL

Clarksville, TN

Odense, Denmark

Dublin, Ireland

Berlin, Germany



www.thermosystems.com

