



MASY's Commitment to the Environment

GREENHOUSE GAS EMISSIONS REPORTING AND REDUCTION GOALS

THE MASYS GROUP LLC | 2023

The MASY Group's Environmental Policy

Since 2019, MASY's leadership has taken a proactive approach to reducing carbon emissions in its day-to-day operations. The commitment to the environment is evident in the conservation of natural resources through the conscientious recycling and reusing of materials, promotion of business processes that reduce environmental impact, conservation of energy at every opportunity, and choosing renewable over non-renewable energy sources when feasible. All employees are encouraged to be good stewards of this environmental pledge and expected to report any environmental, health, or safety concerns to management. In this report, MASY seeks to formally track and report its environmental impact with the primary goal of reducing its footprint.

FY2022 Greenhouse Gas Emissions

The MASY Group utilized a GHG emissions calculator application via <https://ghg.rturner.net>, which calculates greenhouse gas emissions based on our data inputs.

Scope 1: Fleet Vehicles and Generators

The MASY Group does not have Scope 1 Emissions to report.

Scope 2: Facilities

The MASY Group does not own any office space occupied by our employees. The emissions are based on the company's 5,413 square feet of leased space. The emissions in this category are calculated by taking the electrical consumption for the given square footage as a percentage of the total electrical consumption for the building.

Scope 3: Business Travel and Commuting

The calculations for this type of emissions include work-related travel, which includes air travel, car rentals, billable miles, and hotel stays. This information was gathered from our finance and programs department, as all business trips are tracked and expensed. The calculations for regular commuting for all employees traveling to and from work were estimated based on responses given for a company-wide data call. Those employees who use public transportation were not included in the computation of these estimates.

Air Travel: The GHG Protocol provides emissions factors for estimating greenhouse gas emissions for Air Travel which include distance, aircraft type, and type of distance traveled (short, medium, or long haul).

Automobile: Our company has a standard practice of renting compact or midsize sedans for employees on business-related travel. These types of vehicles are often chosen for their

fuel efficiency, cost-effectiveness, and practicality for most business travel needs. The information about the vehicle model and average miles for the duration of the trip were used to compute the emissions for this category.

Hotels: Based on GHG Protocol, all hotel stays are to be logged by number of nights stayed and the country where the hotel is located. For 2022, there was some foreign as well as domestic travel, so those factors were accounted for in this calculation.

Employee Commuting: Employees were encouraged to participate in a company-wide data call, requesting information on their average commute per month. Program managers were asked to fill in information gaps based on known residences and required distances traveled for work. On average, employees at our company average 1,200 miles per month which is close to the national average. In addition, there are 7 active employees who work virtually from home and do not contribute to these emissions calculations.

2022 GHG EMISSIONS		tCO ₂ E
Scope 1	Fleet	--
	Stationary Combustion	--
Scope 2	Domestic	26.49
	International	--
Scope 3	Business Travel	7.33
	Commuting	232.66

Summary

Given the size and scope of our company, we are averaging lower emissions compared to like- sized companies. One factor that contributes to this is that less than 10% of employees are required to do business travel during the year. In addition, 90% of our workforce works either remotely or on-site for the customer, which minimizes the need for a large office space to conduct operations. Since the Covid-19 pandemic, many meetings and trips that were normally conducted in person have gone virtual. Given the sensitive nature of some of the work, there will always be a requirement for some business travel as operations will be required on-site for the customer. Our data also shows that 87.31% of the company’s emissions come from employee commuting. On average, our employees commute 10,770 miles per year which is very close to the national average of 10,600. Going forward, the company can look to improve their emissions levels by encouraging participation of ride-share programs by the employees as well as increasing virtual/tele-work options.

References

EPA, 2018. *Emission Factors for Greenhouse Gas Inventories*. Available for download at: https://www.epa.gov/sites/production/files/201803/documents/emission-factors_mar_2018_o.pdf

World Resources Institute, 2015. *GHG Protocol tool for stationary Combustion Version 4.1* from <http://www.ghgprotocol.org/calculation-tools/all-tools>

GHG Protocol, 2013. *Technical Guidance for Calculating Scope 3 Emissions. Category 7: Employee Commuting*. Available for download at: <http://www.ghgprotocol.org/feature/scope-3-calculation-guidance>