

## DSA Environmental Compliance Disclosure

Data Systems Analysts Inc. (DSA) is built on a foundation of values. We are more socially and environmentally responsible today than ever before with a commitment toward continuous sustainability and reduced Total Carbon Footprint. We commit to conserving energy and responsibly disposing of waste and reducing our environmental impact.

DSA does not own any corporate facilities or vehicles so we have an extremely limited ability to either measure or change our corporate impact on climate change, forests, or water security. Nevertheless, DSA has taken steps to reduce our Business and Carbon Footprint by decreasing the amount of leased office space. Furthermore, DSA is targeting an even larger reduction in our carbon footprint by implementing a hybrid work environment to maximize virtual meeting tools and limit corporate sponsored travel.

DSA is committed to being a more environmentally sustainable business. Through DSA's Critical Infrastructure group, DSA works with Universities and other businesses to conserve natural gas, heat, and cooling of buildings. In conjunction with our partners, we have developed and deployed a smart system to improve energy conservation, extend the life of HVAC equipment, and reduce maintenance costs.

The majority of DSA employees operate at government locations. For those employees, DSA promotes responsible conservation and environmental measures, to include encouraging employees to use mass transit and car pool; recycle waste material; properly maintain computers and other equipment the company or government issues; and adhere to Government customer environmental guidelines.

For DSA employees and consultants operating at our offsite locations, we adhere to the following:

- a. DSA's offices in Fairfax, VA; Aberdeen, MD; and Trevoise, PA adhere to high environmental standards. Given that we lease the facilities, we work with building managers to ensure effective HVAC and utility oversight, but have no insights into their utilities usage or environmental metrics. To reduce the carbon footprint and energy usage, building managers minimize the use and availability of building utilities during off-duty hours.
- b. To maintain our IT infrastructure at our offices, we employ energy efficient devices and local temperature control systems, independent of facility utilities, particularly during off-duty hours.
- c. At all of our office locations, DSA promotes responsible conservation and environmental measures, to include encouraging employees to use mass transit and car pool; recycle waste material; and properly maintain computers and other equipment the company or government issues.
- d. Whenever possible, we encourage the use of paperless files and reduced amount of printing. This reduces waste while also conserving resources.

### Community Outreach:

DSA actively supports and provides training through TechGirlz, a nonprofit organization dedicated to reducing the gender gap in technology occupations for young women that are of middle school age. The free workshops provide exposure and hands on experience that stimulates interest and familiarity with technology as well as networking events for career exposure.

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