Environmental Program

Strategic growth through innovative sustainability practices

As a leader in AI, SAS recognizes that a sustainable future incorporating AI requires developing solutions grounded in science and data to address climate change mitigation and adaptation. Responsible AI includes reducing environmental impacts and ensuring the continued availability of natural resources as a shared responsibility that starts with intentional and ambitious goals and actions.

To implement these sustainable business strategies and develop smarter operational models, leading organizations have relied on SAS' renowned analytic expertise and powerful software solutions. SAS not only has a long-standing reputation advocating for clean energy but also uses its own AI and analytics to support environmental initiatives across its operations. As a corporate sustainability leader and advocate, SAS works closely with employees, suppliers and customers to reduce its environmental footprint with programs focused on energy conservation, emissions management, pollution mitigation, water conservation, biodiversity protection, green building and other programs. From streaming data to improve operations through its smart campus project to powering office buildings with clean energy from its solar farms, the company uses SAS Visual Analytics to collect, manage, calculate and report its **environmental performance**.

SAS IS COMMITTED TO REDUCING ABSOLUTE SCOPE 1, 2 AND 3 GHG EMISSIONS 52.6% BY 2030 AND ACHIEVING NET-ZERO EMISSIONS BY 2050.

SAS Environmental Goals

CATEGORY	TARGET	BY	FROM	2024 PROGRESS	STATUS
Emissions	SBTi-validated net-zero commitment to reduce absolute scope 1, 2 and 3 greenhouse gas (GHG) emissions 90% by 2050 from a 2018 base year.	2050	2018	Global emissions decreased 6.4% across all scopes the past year from 90,156 to 84,425 T CO2e – a 47.1% reduction from the 2018 base year.	**On target**
Emissions	SBTi-validated 25% GHG emissions reduction.	2025	2018	Achieved in 2020 and not included in the scope of our 2022 SBTi revalidation.	**Achieved**
Emissions	SBTi-validated 52.6% GHG emissions reduction.	2030	2018	SAS scope 1, 2 and 3 emissions are 47.1% below 2018 base year inventory.	**On target**
Emissions	75% GHG emissions reduction	2040	2018	On target to achieve 75% target by 2040.	**On target**
Emissions	50% office building carbon use intensity (CUI) improvement.	2025	2010	Global CUI improved 59% from 2010 base year – down 1.6% the past year to 8.5 CO2e pounds per square foot.	**Achieved**
Emissions	Limit business travel emissions to 50% of base year.	Ongoing	2018	Emissions are down 65% (11,569 T CO2e) compared to 2018 base year.	**On target**
Emissions	Annually increase percentage of renewably sourced electricity.	2023	2018	Percentage of renewably sourced electricity increased 1% in 2024.	**Achieved**
Energy	40% office building energy use intensity (EUI) improvement.	2025	2010	Global EUI decreased 2% the past year to 12.7 kWh per square foot – a 38% reduction.	**On target**
Energy	***New*** ISO 50001 energy management system (EnMS) certification for SAS headquarters.	2025	NA	Achieved Stage 1 approval for ISO 50001 certification in 2024.	**On target**
Energy	1.35 data center power usage effectiveness (PUE).	Annual	NA	Achieved 1.28 PUE in 2024.	**Achieved**
Energy	Generate 3.5M kWh from solar installations.	Annual	NA	Solar generation was down slightly (2.8M) due to maintenance repairs. A system repowering project is planned for 2025.	**Below target**
Governance and Policy	Limited assurances for scope 1 and scope 2 emission inventories.	Annual	2018	Earned limited assurances for 2024 scope 1, scope 2 and scope 3, category 3 GHG emission inventories and energy use.	**Achieved**

ENVIRONMENTAL PROGRAM

CATEGORY	TARGET	BY	FROM	2024 PROGRESS	STATUS
Governance and Policy	***New*** Limited assurances for scope 3 emission inventory.	2026	2018	Earned limited assurance for scope 3, category 3: fuel and energy not included in scopes 1 and 2 emissions.	**On target**
Green Buildings	LEED Gold minimum for all building construction projects.	Ongoing	NA	No activity in 2024.	**Achieved**
Green Buildings	Energy Star certification for all primary HQ office buildings.	2025	NA	No activity in 2024.	**Achieved**
Paper	75% employee paper use rate reduction.	2025	2009	Print-on-demand and digital document technologies helped reduce paper use rate by more than 94% since 2009.	**Achieved**
Paper	30% recycled content for paper purchases.	Annual	NA	Average recycled content for all purchased paper was 59% for 2024.	**Achieved**
Paper	70% absolute paper use reduction.	2025	2009	Paper use was down 51% from 2023 and 97% since 2009.	**On target**
Transportation	Annually increase emission savings from use of electric vehicle supply equipment (EVSE).	Annual	NA	EVSE emission savings increased 71% in 2024 to 591.6 T CO2e. 147 charging stations are available for employees and guests.	**Achieved**
Waste and Recycling	50% landfill diversion rate for waste from operations.	Annual	NA	Diverted 60.7% of operational waste from landfills – 416 metric tons.	**Achieved**
Waste and Recycling	100% e-waste diversion rate from landfills.	Annual	NA	Diverted 100% of e-waste via repurposing, recycling and philanthropic programs.	**Achieved**
Waste and Recycling	50% reduction of operational waste.	2025	2012	Waste volumes decreased 21% in 2024 (184MT) – a 77% base year reduction.	**Achieved**
Waste and Recycling	75% paper and commingled volume reduction.	2025	2012	Paper and single-use plastics volumes have decreased 93% or 413 metric tons.	**Achieved**

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CATEGORY	TARGET	BY	FROM	2024 PROGRESS	STATUS
Waste and Recycling	70% of construction waste diverted from landfills.	Annual	NA	100% of approximately 1,100 pounds was diverted from landfills in 2024.	**Achieved**
Waste and Recycling	0% hazardous waste spills.	Annual	NA	SAS did not have any hazardous material spills or environmental compliance fines.	**Achieved**
Water	20% office building water use intensity (WUI) improvement.	2030	2011	Increased slightly to 7.02 gallons per square foot in 2024 – 28% lower than base year.	**On target**
Water	***New*** 1.8L/ kWh data center water use effectiveness (WUE) rate.	2030	NA	Data center WUE was 1.96 in 2024 – a 2.0% improvement from the previous year.	**On target**
Biodiversity	Increase employee awareness about the importance of biodiversity.	Annual	NA	Provided apiary tours to help employees understand the importance of pollinators.	**On target**
Biodiversity	Create nature-positive biodiversity policy.	2025	2020	Initiated project to develop policy and ensure global business strategy alignment.	**On target**
Supply Chain	30% of Strategic Sourcing and Procurement sustainability training.	Annual	NA	Sustainable procurement training jumped to 93% of total training hours in 2024.	**Achieved**
Supply Chain	Annually increase % of emissions data (by spend) collected from suppliers.	Annual	NA	25.9% of scope 1, 2 and 3 emissions data was provided directly from suppliers in 2024 – a 14% increase over 2023.	**Achieved**
Supply Chain	Identify and procure supplier risk assessment and data collection tool(s).	2024	NA	Procured in 2024 with onboarding scheduled for 2025.	**On target**

Environmental Achievements

Environmental achievements in 2024 reflect SAS' sustained commitment to reducing environmental impact and steadfast ambition to achieve the company's Science Based Targets initiative (SBTi) validated net-zero targets. They are also reflective of how data and analytics can be used to help organizations adapt to postpandemic changes, improve understanding of business processes, spark innovation, increase operational efficiencies and mitigate environmental impact. Insights gained by working from home helped SAS question standard practices such as air travel to conduct in-person meetings and daily office commutes, and how to optimize efficiencies for partially occupied office buildings.

This year's report also reflects continued progress toward increasing transparency in alignment with the

ENVIRONMENTAL PROGRAM

European Sustainability Reporting Standards (ESRS) and preparing for compliance with a host of emerging environmental global regulations. SAS initiated processes to formally address impact and financial materiality as detailed in ESRS and double materiality assessment (DMA) guidance and to address expected compliance requirements for regulations like the Corporate Sustainability Reporting Directive (CSRD).

For 2024, SAS continued building on its corporate sustainability leadership and Internet of Things (IoT) technology prowess by progressing on its smart campus project at its Cary, NC, headquarters. The use of SAS advanced, real-time analytics is helping improve occupant comfort, proactively address potential issues, prioritize work schedules, and reduce energy usage and related emissions. While most of the work was accomplished in 2024, data collection and analytic reporting was instrumental in helping SAS achieve ISO 50001 energy management system certification for its Cary headquarters in early 2025. SAS also improved processes for collecting reliable data and methodologies for more accurately calculating the company's GHG inventories.

SAS earned limited assurances from Lloyd's Register Quality Assurance (LRQA) for its scope 1, scope 2 and scope 3, category 3 GHG emission inventories and energy use.

SAS' top 2024 environmental program achievements include:

- Reduced absolute emissions across all scopes by 5,730.6 T CO2e (47.1%) over the 2018 base year and 6.4% from prior year.
- Business travel emissions are down 65% (11,569 T CO2e) compared to the 2018 base year.
- Reduced office building carbon use intensity (CUI) from prior year by 1.6% – a 59% improvement from base year (8.5 CO2 pounds/square foot).
- Diverted 60.7% of operational and 100% of construction waste from landfills globally (416 metric tons).
- Reduced overall operational waste by 21.1%, or 184 metric tons less than 2023.
- Increased emissions data 14% (by spend) collected directly from suppliers.
- SAS data centers decreased energy consumption 3.6%, down to 27.0 million kWh.
- Achieved 1.28 data center power usage effectiveness (PUE) rate.
- Generated almost 3 million kWh of clean, renewable energy from rooftop and ground-mounted solar systems.
- Achieved stage 1 approval for ISO 50001 energy management system (EnMS) certification for world headquarters operations. (Certification achieved in 2025.)

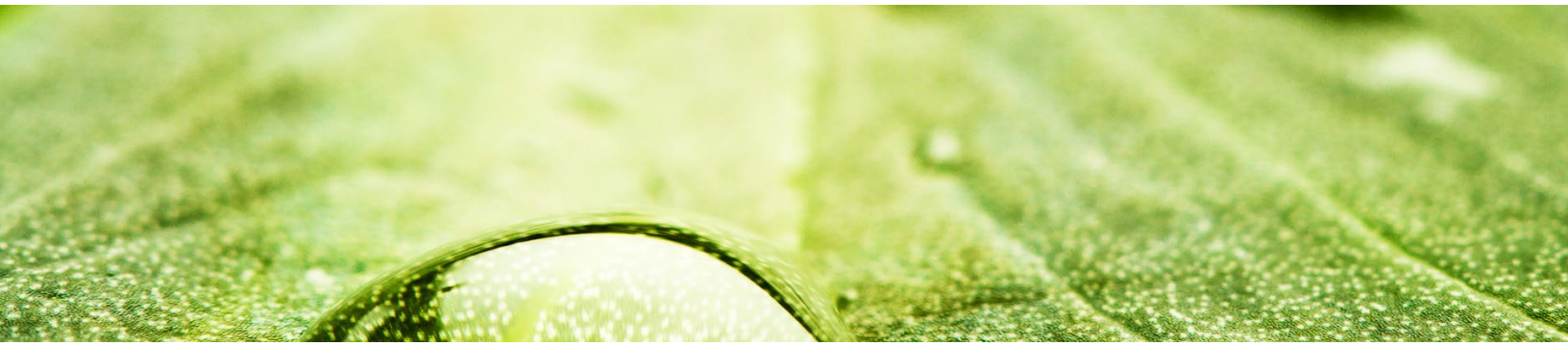
47% **Greenhouse Gas**
Absolute greenhouse gas reduction from 2018 base year

38% **Energy Efficiency**
Energy use intensity improvement for office buildings

59% **Carbon Efficiency**
Carbon use intensity improvement for office buildings

65% **Business Travel**
Business travel emissions reduction

100% **LEED Certification**
LEED-certified core office space at headquarters



Environmental Governance

SAS' environmental performance is reviewed by executive leadership to provide guidance on conducting global operations in a sustainable manner.

Implementing environmental goals and strategies is largely the domain of the SAS Environmental Management Program and Chief Environmental Sustainability Officer (CESO). The CESO reports directly to the Chief Corporate Services Officer, who reports to the Chief Executive Officer. The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental performance indicators for global operations, conducts environmental risk and impact assessments, and provides guidance and support to all offices worldwide. Offices around the globe have personnel who manage site-specific environmental initiatives.

SAS' CESO is responsible for managing climate change issues for SAS. This position addresses ongoing matters related to climate change, identifies risks and opportunities, calculates and reports SAS' global carbon footprint, and surfaces key environmental performance (against targets) for executive review. The CESO collaborates with the SAS Business Continuity Management program and staff from key operational departments at SAS to ensure that risks are assessed for short-, medium- and long-term impact and consider existing and emerging regulations, technological advancements, acute and chronic physical impacts, and more. Climate risk and opportunity disclosures are detailed in annual CDP reports.

Environmental Policies

SAS requires its operations around the world to abide by corporate environmental-related policies and mandates in key areas material to how the company conducts business. These policies and mandates provide guidance and direction and establish the basis for goals designed to help SAS continually optimize operational efficiencies; reduce energy and water use; eliminate harmful emissions and air pollution; incorporate the principles of circular economy by eliminating waste, reusing resources and minimizing negative biodiversity impacts; engage with suppliers to responsibly source materials, divert waste from landfills, limit noise and light pollution, comply with all environmental regulations, and more. Employees are asked to abide by the following mandates.

Environmental Mandates

SAS conducts business in accordance with the Ten Principles of the United Nations (UN) Global Compact and supports its Sustainable Development Goals. The following corporate mandates provide guidance for adhering to policy and establishing priorities for environmental initiatives.

- Corporate priority: Establish policies, goals, programs and practices for conducting operations in an environmentally sound manner while ensuring environmental equity remains a key consideration in the transition to a net-zero carbon future.
- Integrated management: Integrate environmental policies, programs and practices into all functions, business units and global office locations.
- Assessment: Conduct impact and life cycle assessments (LCA) of existing and planned operations to understand environmental impact.
- Continual improvement: Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.

- Facilities and operations: Conduct business operations with ongoing consideration for minimizing resource consumption, environmental pollution and other adverse environmental impacts, and ensure waste is handled responsibly.
- Products and services: Provide products and services with processes that support a circular economy and have no undue environmental impact throughout the product life cycle – from material sourcing, product development and delivery to ensuring responsible use and disposal.
- Employee education: Educate, train, motivate and empower employees to conduct activities in an environmentally responsible manner.
- Customer support: Advise and help educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS products.
- Suppliers and contractors: Promote the **SAS principles of sustainable procurement** and policies to all suppliers and contractors, and build capacity in supply chain to align with SAS' environmental targets and net-zero ambitions.
- Transparency: Publicly report environmental data, impact and annual progress against company targets with reference to the Global Reporting Initiative (GRI) Standards.
- External validation: Pursue limited assurances to the ISO 14064-3 standard from independent third-party auditors for annual and base year emission inventories.

ISO Compliance

In 2025, SAS achieved ISO 50001 energy management system (EnMS) certification for its corporate headquarters. The Environmental Management Program also applies best practice ISO 14001 environmental management system (EMS) processes and structure to drive continual improvement across business operations and in the development of solutions and services to address its environmental impacts. These include:

- Using SAS software solutions and other tools to measure, report and improve environmental performance.
- Ensuring environmental affairs are addressed by executive management.
- Addressing immediate and short-, medium- and long-term impacts of products, services and processes on the environment.
- Providing global direction about addressing environmental concerns through the allocation of resources, assignment of responsibility, and ongoing evaluation of practices, procedures and processes.
- Enabling continual improvement of environmental and energy management processes.

SAS is committed to reporting scope 1, scope 2 and select scope 3 base and current year GHG inventories validated by external auditors to the 14064-3 limited assurance standard. SAS uses its own technology to measure and analyze the performance of its sustainability initiatives. SAS solutions also support the application of global standards such as the Greenhouse Gas Protocol and the Global Reporting Initiative.

Precautionary Approach

Aligning with the UN Global Compact's Principle 7, SAS supports a precautionary approach to environmental challenges and minimizing anthropogenic impacts from business operations. This aligns with SAS' philosophy in five meaningful ways:

1. To ensure business operations do not expose the public and environment to harm.
2. To comply with all environmental regulations.
3. To encourage the development and diffusion of environmentally friendly technologies.
4. To promote environmental awareness via increased transparency and access to meaningful data so analytics can be used to make intelligent and responsible decisions.
5. To show that environmental responsibility is not just about goodwill; it makes good business sense.

Energy and Emissions

Emissions (GRI 305)

SAS remains committed to the goals of the **Business Ambition for 1.5°C**. The company is part of the **UNFCCC Race to Zero campaign**, a global United Nations Framework Convention on Climate Change campaign to rally leadership and support from businesses, cities, regions and investors for a healthy, resilient, zero-carbon recovery that improves resiliency, creates decent jobs and unlocks sustainable growth. SAS also aligns with the **We Mean Business Coalition** goal to catalyze business and policy actions to halve emissions by 2030 and accelerate a transition to a global net-zero economy by 2050.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

WE MEAN BUSINESS
economic opportunity through bold climate action

BUSINESS AMBITION FOR 1.5°C

Governance

Implementing environmental goals and strategies is largely the domain of the SAS Environmental Management Program and Chief Environmental Sustainability Officer. The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental performance indicators for global operations, conducts environmental risk and impact assessments, and provides guidance and support to all offices worldwide.

The CESO collaborates with operational departments across SAS to ensure that risks are assessed for short-, medium- and long-term impact and consider existing and emerging regulations, technological advancements, acute and chronic physical impacts, and more. Issues and environmental performance reporting are surfaced for executive review and approval. Risks, opportunities and additional energy and emission information are detailed more fully in the company's annual CDP climate change questionnaire.

Methodology and Boundary

Energy and emission reports reflect a global operational control consolidation approach using calculation methodologies compliant with GHG Protocol standards and ISO 14064-1 for the quantification and reporting of greenhouse gas emissions and removals. Sources for emission factors include:

- Intergovernmental Panel on Climate Change's (IPCC) 100-year global warming potential values from its *Sixth Assessment Report*.
- International Energy Agency (IEA) location-based emission factors and transmission and distribution (T&D) losses outside of the US.
- Environmental Protection Agency (EPA) Emissions and Generation Resource Integrated Database (eGRID) location-based emission factors and T&D losses inside the US.
- EPA emission factors for stationary/mobile fuel usage and employee commute.
- Green-e, Association of Issuing Bodies (AIB) and Australia's Department of Climate Change, Energy, the Environment and Water residual mix factors for market-based emissions from purchased electricity.
- UK Department for Environment, Food and Rural Affairs well-to-tank emission factors for purchased fuels.
- For the sites using renewable electricity, SAS is using market-based emission factors from renewable energy certificates and guarantees of origin.

For 2024, SAS had physical operations in 42 countries with 11 owned locations, including its headquarters in Cary, NC, and offices in Australia, Belgium, Canada, France, Germany, Italy, Netherlands, Poland, Sweden and the United Kingdom. Globally, SAS manages approximately 3.3 million square feet of owned office and data center space.

Roadmap to Net-Zero

SAS is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050 and has SBTi-

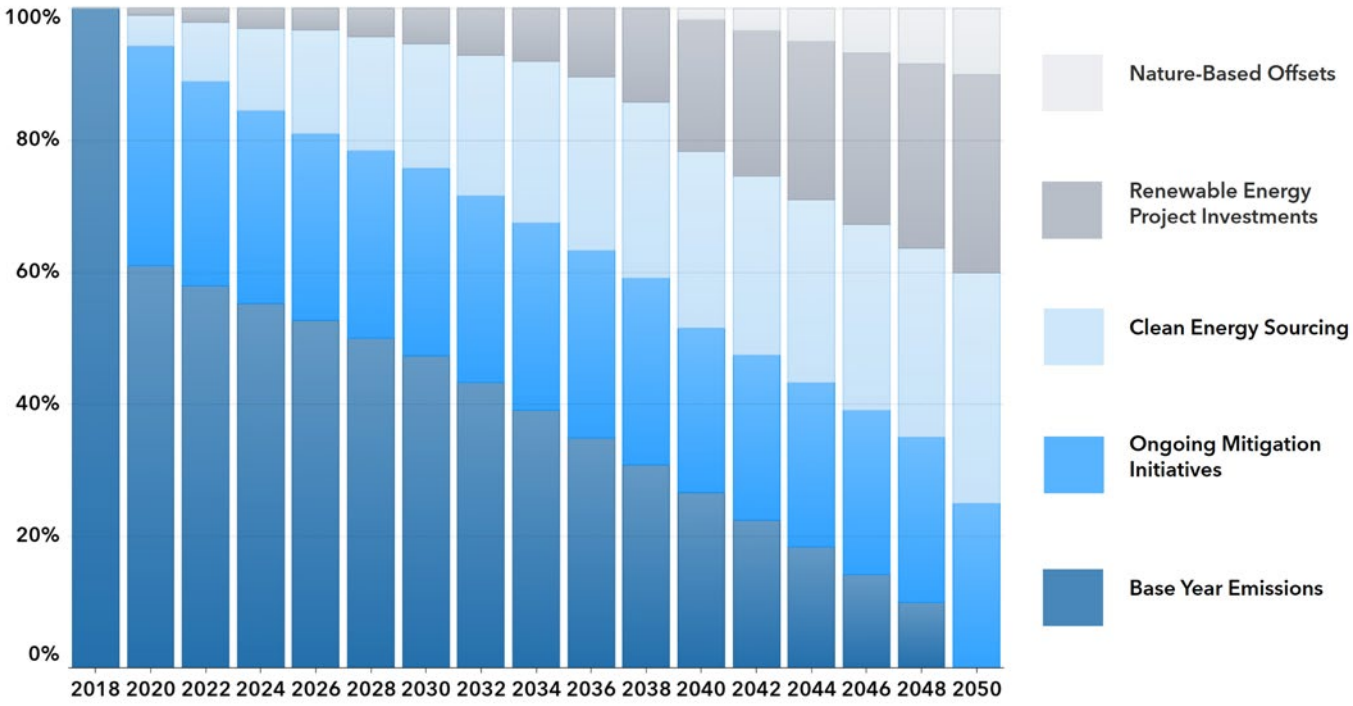
validated targets compatible with requirements to limit the global temperature rise to 1.5 C by 2050. These include targets to reduce absolute scope 1, 2 and 3 GHG emissions 52.6% by 2030 and 90% by 2050 from the 2018 base year. SAS energy and emission policies are designed to help SAS achieve these targets and manage its material impacts, risks and opportunities related to climate change. See the Environmental Goals table for a more complete list of targets.

To achieve its net-zero ambitions, SAS assigns top priority to minimizing energy consumption and related emissions from its operations. Ongoing energy and emissions mitigation initiatives include establishing aggressive energy and emission reduction goals, building and maintaining facilities to LEED guidelines, installing electric vehicle charging stations, investing in renewable energy, pursuing smart energy-efficient technologies for office buildings and data centers, encouraging teleconferencing to limit travel, and developing analytic tools to help employees understand the environmental impacts of their business decisions.

While on track to achieve SAS' interim target reduction of 52.6% by 2030, climate-scenario modeling indicates additional decarbonization levers are needed to achieve the 75% reduction by 2040 and net-zero ambitions by 2050. These include:

- Adopting innovative new business models.
- Ramping up investments in high-efficiency equipment and clean and renewable projects.
- Transitioning from equipment powered by fossil fuels.
- Annually increasing the percentage of clean energy used across operations.
- Encouraging suppliers to set emission targets and report progress.
- Partnering with governments, universities, customers, suppliers and innovative organizations to develop solutions to net-zero challenges.
- Applying analytically driven decisioning to ensure emission targets are achieved.
- Procuring offsets for residual obligations.

ROAD MAP TO NET-ZERO



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SAS uses the EU sustainable taxonomy as a reference guidance for aligning spend and revenues with its climate ambitions. The company also uses its own software to improve processes for collecting, understanding and managing energy and emissions requirements for facilities worldwide, increasing the ability to report and proactively influence consumption trends. The environmental program uses SAS software to identify reduction strategies; develop and monitor performance indicators; understand relationships between measures; determine initiatives with the greatest effect; and communicate strategy, goals and objectives to facilitate execution.

Net-Zero Progress

SAS' environmental footprint was mitigated by ongoing investment in energy-efficient technologies, smart energy sensors, solar, retro-commissioning of primary office buildings and adoption of LEED best practices.

SAS' use of advanced, real-time analytics from streaming data from its building managements helped to improve energy usage while proactively identifying ways to make improvements. Operational efficiencies, investments in renewable energy and numerous emission reduction initiatives have helped SAS achieve its 25% absolute 2025 emissions reduction target ahead of schedule and stay on track to reach its 2030 52.6% target.

In 2024, emissions across all scopes decreased 5,731 T CO2e, or 6.3% from the prior year. This continued an aggregate trend reduction of 75,197 T CO2e – a 47.1% base year improvement. Residual mix factors were applied to the company's electricity consumption. This calculation methodology ensures more accurate accounting for sold renewable energy credits. This methodology change resulted in a 2,031 T CO2e increase to SAS' scope 2 inventory, causing its 2024 emissions to be higher than 2023 despite using less electricity across company operations.

SAS has a supplier engagement ambition in line with guidance from the Science Based Targets initiative. Efforts are underway to cascade impact, beyond SAS' direct operational control, down to its suppliers. In 2024, procurement and environmental teams initiated the development of a risk assessment, data collection and education program to increase engagement and build capacity with suppliers. As part of this initiative, 25.9% (by spend) of scope 3, category 1 and 2 emissions were collected directly from suppliers – a 14% improvement over 2023. SAS also initiated the procurement of a risk assessment tool to help evaluate suppliers.

Since 2018, scope 1, 2 and 3 emissions are down 47.1%, a 75,198 T CO2e reduction. SAS is well positioned to achieve and exceed its net-zero target ahead of schedule. Significant 2024 initiatives contributing to this trend include:

INITIATIVE	T CO2e SAVINGS
Proactive Maintenance of Significant Energy Users (SEUs)	1,450
Real-Time Monitoring of HVAC Processes	1,650
Lighting Upgrades	100
Teleworking	1,000
Employee Commute - EVSE Infrastructure	592
TOTALS	**4,792**

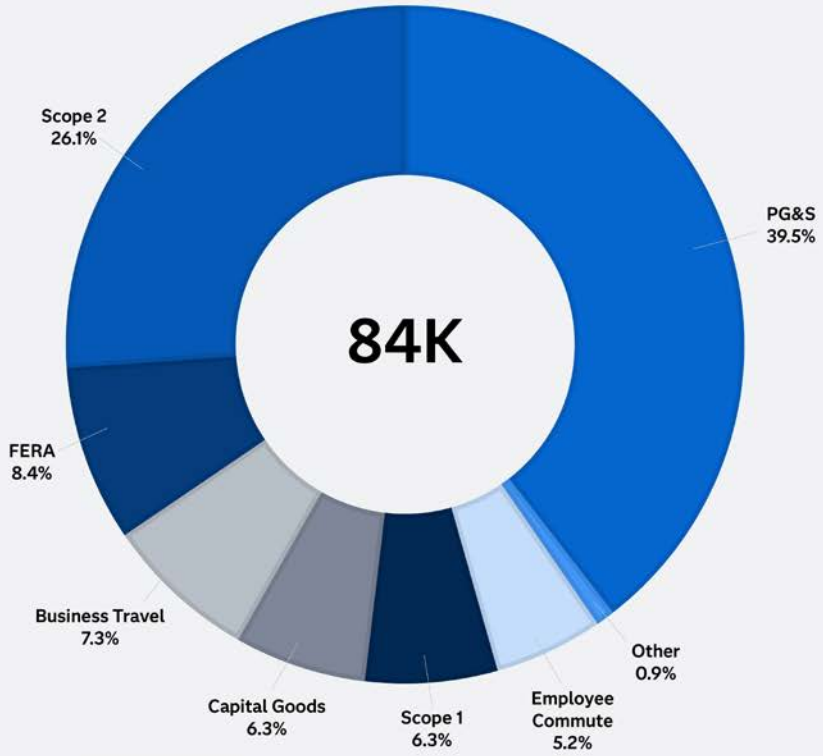
ENVIRONMENTAL PROGRAM

EMISSIONS TREND BY SCOPE									
Scope (T CO2e)	2018 (BASE)	2019	2020	2021	2022	2023	2024	VAR (BASE)	VAR %
Scope 1	9,481	9,401	4,080	3,253	4,364	5,383	5,316	(4,165)	-43.9%
Scope 2 Market Based	36,154	32,643	25,359	23,077	22,863	21,429	22,022	(14,131)	-39.1%
Solar (REC Retired)	-	-	-	-	(68)	(64)	(26)	(26)	100.0%
Scope 3	113,988	141,514	69,067	60,340	69,515	63,409	57,113	(56,876)	-49.9%
Totals	**159,623**	**183,558**	**98,506**	**86,670**	**96,673**	**90,156**	**84,425**	**(75,198)**	**-47.1%**

SCOPE 3 EMISSIONS									
Category (T CO2e)	2018 (BASE)	2019	2020	2021	2022	2023	2024	VAR (BASE)	VAR %
Cat 1 *Residual Purchased Goods & Services*	58,390	57,659	42,370	43,797	46,562	40,027	33,362	(25,029)	-42.9%
Cat 2 *Capital Goods*	10,964	38,810	5,669	2,695	4,313	5,400	5,351	(5,613)	-51.2%
Cat 3 *Fuel & Energy (Not in Scopes 1&2)*	13,869	12,962	10,495	9,347	9,862	7,426	7,082	(6,787)	-48.9%
Cat 4 *Upstream Transportation & Distribution*	2,326	2,105	1,322	976	1,153	1,081	577	(1,748)	-75.2%
Cat 5 *Waste from Operations*	521	734	272	153	261	218	199	(323)	-61.9%
Cat 6 *Business Travel*	17,753	19,281	5,545	1,022	3,582	6,575	6,184	(11,569)	-65.2%
Cat 7 *Employee Commute*	10,166	9,963	3,396	2,350	3,783	2,681	4,359	(5,807)	-57.1%
Cat 8 *Upstream Leased Assets (Included in Scopes 1&2)*	12,814	12,623	9,192	6,174	6,803	6,345	5,721	(7,093)	-55.4%
Totals	**113,988**	**141,514**	**69,067**	**60,340**	**69,515**	**63,409**	**57,113**	**(56,876)**	**-49.9%**

NET-ZERO FORECAST (T CO2e)								
2018 BASE YEAR	2023	2024	2025	2030	2035	2040	2045	2050 NET-ZERO
159,623	90,156	84,425	79,811	75,661	57,464	39,906	27,934	15,962
Absolute Reduction %	**(44%)**	**(47%)**	**(50%)**	**(52.6%)**	**(64%)**	**(75%)**	**(82.5%)**	**(90%)**

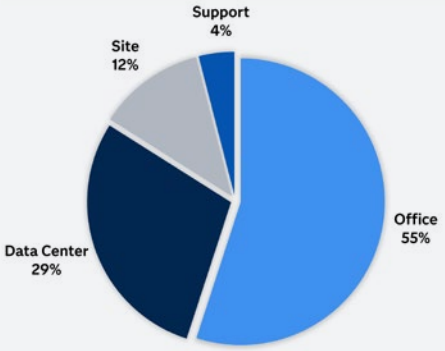
2024 EMISSIONS DISTRIBUTION



PG&S – Purchased Goods & Services, FERA – Fuel & Energy-Related Activities not included in scopes 1 & 2.

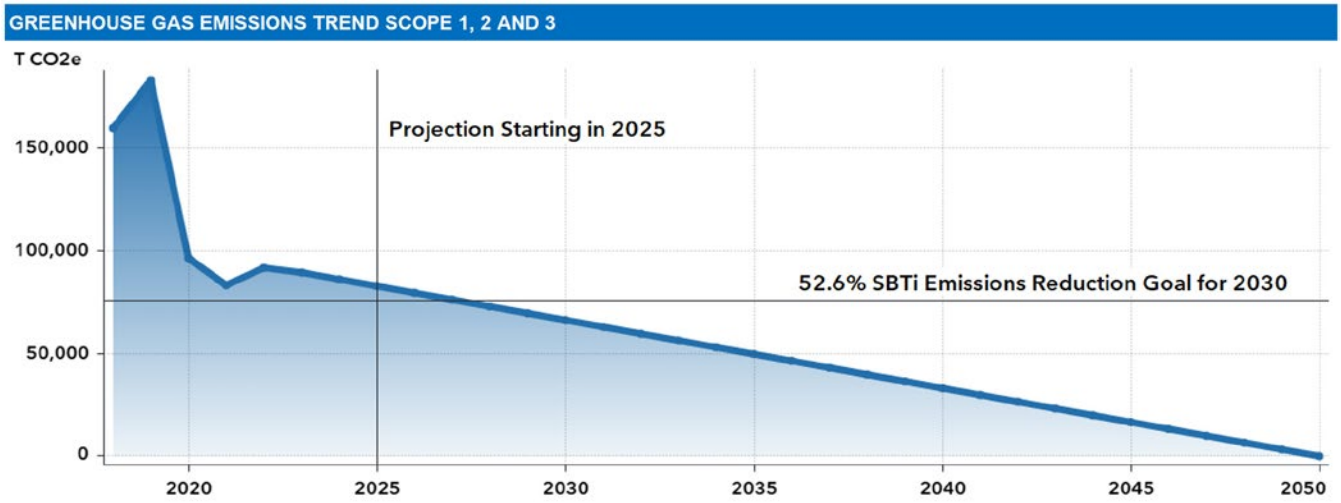
SCOPE 1 & 2 EMISSIONS BY COMPONENT GAS (T CO2e)					
Emissions	CO2	CH4	N2O	HFCs	Total
Scope 1	5,046.6	3.6	39.6	226.2	5,316.1
Scope 2	21,889.9	41.2	65.2	0.0	21,996.4
Total	**26,936.6**	**44.8**	**104.9**	**226.2**	**27,312.4**

SCOPE 1 & 2 BY FACILITY



EMISSIONS (T CO2e) BY OWNED OFFICE					
Country	2018	2023	2024	Base Year Var	Base Year Var %
Scope 1					
Australia	487.6	392.5	425.2	(62.4)	-13%
Belgium	157.9	105.2	87.7	(70.2)	-44%
Canada	365.3	244.8	224.4	(140.9)	-39%
France	301.1	134.9	131.1	(170.0)	-56%
Germany	1,938.1	469.3	471.2	(1,466.8)	-76%
Italy	501.6	2.7	2.3	(499.3)	-100%
Netherlands	313.0	183.9	178.3	(134.7)	-43%
Poland	584.2	410.6	389.0	(195.2)	-33%
Sweden	68.9	87.0	85.1	16.2	24%
United Kingdom (UKI)	1,319.6	368.4	290.5	(1,029.1)	-78%
United States	29,046.1	19,533.6	19,419.9	(9,626.2)	-33%

UKI includes emissions for owned office in the UK and leased office in Ireland.



Scope 3 Downstream Emissions

Scope 3 emission categories 9, 10, 12, 14 and 15 are not applicable or significant to SAS' business operations. Categories 11 and 13 are estimated but not included in SAS' SBTi-validated emissions inventory.

Category 11: Use of Sold Products (3,794 – T CO2e) – A large percentage of SAS customers are either hosted in SAS data centers and included in the company's scope 1 and 2 inventories or hosted with service providers accounted for in scope 3, category 1 emissions. The category 11 estimate is based on expected customer energy using broad-based controlled environment assumptions. SAS is developing procedures to improve accounting for this emission inventory.

Category 13: Downstream Leased Assets (229 – T CO2e) – This refers to global office spaces where SAS subleases some space to other organizations.

Click here to access dynamic environmental reporting using SAS Visual Analytics.

Awareness

In addition to employing sustainability measures globally, SAS promotes environmental education and awareness. The company also actively advocates for the deployment of renewable energy and the economic and environmental benefits of clean energy. Activities include advocacy for a global transition to clean and equitable energy, educational campaigns, speaking engagements, SAS solar farm visits, companywide Earth Day activities, articles on the internal green website, white papers and social media sites. By engaging with customers, employees, and industry and world leaders, SAS seeks to extend the reach of its sustainability initiatives. SAS believes ongoing advocacy for sound climate policies resulting from unbiased data, research and collaboration will help establish a course of action that benefits sustainable, long-term health.

- SAS partners with organizations such as the Smart Cities Council and the Research Triangle Region Cleantech Cluster to help municipalities become smarter by harnessing the explosion of data sourced from connected devices, social media and IoT. Increasing the understanding of interdependent technologies such as artificial intelligence, broadband wireless, cloud computing and IoT networks will help improve efficiencies, reduce costs, identify opportunities and mitigate the impacts of climate change.

- SAS is a founding member of the newly formed Business Sustainability Roundtable (BSR) whose mission aims to encourage businesses to lead in the creation of sustainable communities.
- SAS participated in the **Count Me In, Cary!** Climate Action Advisory Group meetings, which led to the development of a Sustainability and Climate Action Strategy that identifies sustainability and environmental goals, strategies and actions to address climate change and ensure the community is better prepared for climate impacts.

SAS achieved limited assurance for 2024 energy use and scope 1, scope 2 and scope 3, category 3 (FERA) GHG emission calculations. The company's base year recalculation policy was triggered due to organizational changes that resulted in a 5% variance to scope 1 and 2 emissions. This restatement will be included in next year's impact report.

Energy (GRI 302)

SAS' ISO 50001 energy management system (EnMS) certification at its world headquarters underscores the company's ongoing commitment to sustainability, operational efficiency and responsible energy consumption. The SAS energy policy ensures this commitment extends to operations globally and supports progress toward achieving related targets such as the 40% energy use intensity (EUI) improvement for office buildings and annual 1.35 power usage effectiveness (PUE) for data centers. See the Environmental Goals table for a more complete list of targets.

ENERGY CONSUMPTION BY REGION (GJ)					
Region	2024	2023	2022	23-24 Var	Var %
Asia Pacific	19,504.5	19,138.9	22,000.6	365.6	1.9%
Canada	6,985.0	8,323.4	10,483.2	(1,338.4)	-16.1%
EMEA	49,607.2	53,481.3	57,826.3	(3,874.1)	-7.2%
Latin America	2,604.6	2,826.4	3,117.6	(221.7)	-7.8%
United States	260,637.6	268,071.0	256,944.1	(7,433.3)	-2.8%
Total	**339,339.0**	**351,841.0**	**350,371.8**	**(12,502.0)**	**-3.6%**

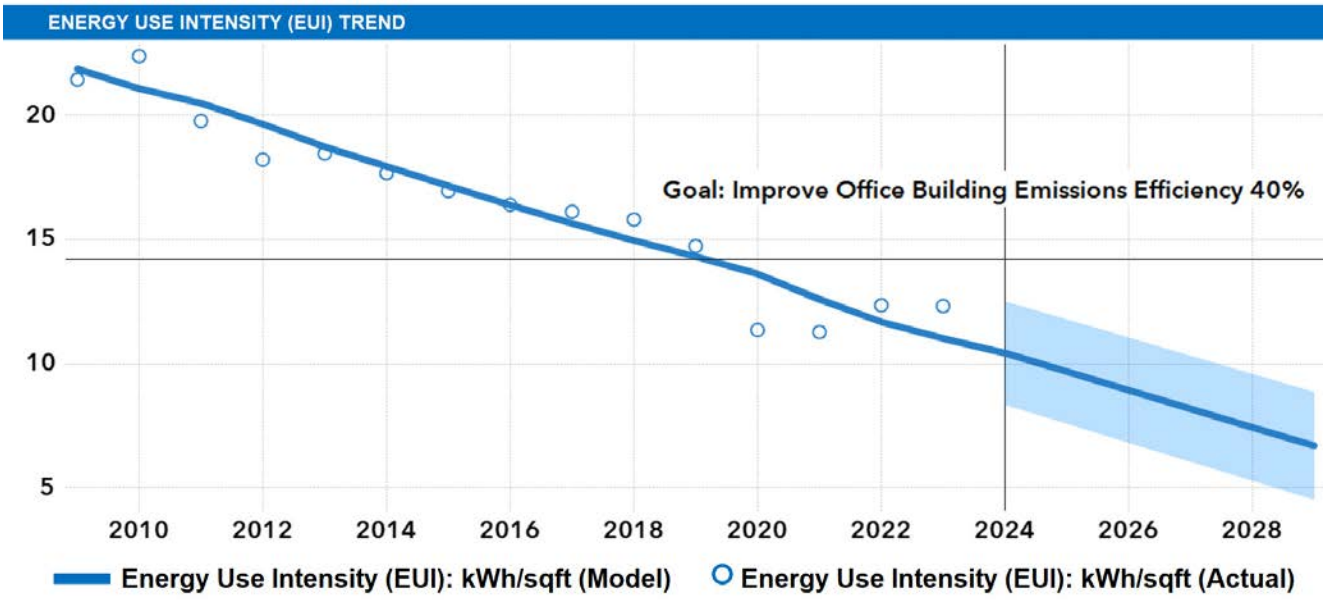
ENERGY CONSUMPTION BY SOURCE (GJ)					
Energy Type	2024	2023	2022	23-24 Var	Var %
Diesel	5,750.9	6,418.2	7,458.0	(667.3)	-10.4%
Electricity	259,289.8	270,980.7	283,133.3	(11,690.9)	-4.3%
Gasoline	4,325.9	3,865.9	3,836.7	460.0	11.9%
Jet Fuel	41,313.3	41,666.1	23,327.4	(352.8)	-0.8%
Natural Gas	25,698.6	24,557.8	28,734.4	1,140.8	4.6%
Propane	2,960.5	4,352.3	3,882.0	(1,391.8)	-32.0%
Total	**339,339.0**	**351,841.0**	**350,371.8**	**(12,502.0)**	**-3.6%**

ENERGY CONSUMPTION BY COUNTRY (GJ) (OWNED OFFICES)					
Country	2024	2023	2022	23-24 Var	Var %
United States	260,962.7	268,885.7	257,808.9	(7,923.0)	-2.9%
Germany	10,686.8	10,768.6	12,173.2	(81.8)	-0.8%
UKI	9,181.0	10,226.1	10,695.9	(1,045.0)	-10.2%
Canada	6,985.0	8,323.4	10,483.2	(1,338.4)	-16.1%
Sweden	4,190.1	4,341.4	4,238.1	(151.3)	-3.5%
France	3,790.7	4,368.4	4,996.7	(577.8)	-13.2%
Australia	3,204.2	2,953.1	2,877.6	251.0	8.5%
Italy	2,588.2	2,914.4	4,447.0	(326.2)	-11.2%
Netherlands	2,122.6	2,195.9	2,106.2	(73.3)	-3.3%
Poland	1,757.1	1,859.1	1,779.6	(102.0)	-5.5%
Belgium	1,747.9	2,129.0	2,475.5	(381.1)	-17.9%
Total	**309,240.4**	**320,988.2**	**316,104.0**	**(11,747.8)**	**-3.7%**

UKI includes energy use for owned office in the UK and leased office in Ireland.

SAS analyzes operational data to optimize development and delivery of its products and services to customers. Efficiency trends highlight a sustainable trend of decreasing energy growth against increasing revenues. In 2024, SAS' revenue was about the same as 2023 while overall energy consumption decreased slightly.

SAS' office energy use intensity decreased 2% this past year and by 38% from its base year – down to 12.7 kilowatt hours per square foot. Emissions per square foot also decreased – 2% from the prior year and 59% from the base year – down to 8.5 CO_2 pounds per square foot. Operational efficiencies, regardless of the pandemic impact, have SAS on pace to achieve its 2025 targets of 40% energy use efficiency (EUI) and 50% carbon use intensity (CUI) per square foot for office buildings.



Assessments

SAS completes CDP and EcoVadis surveys annually to assess environmental and social responsibility across operations. In 2024, SAS achieved a CDP performance score of B for supplier engagement and a B rating for climate change. SAS achieved a Silver sustainability recognition and is ranked in the 93rd percentile of all suppliers on the EcoVadis supplier assessment.

Data Center Operations

Energy for data center operations (DCO) is the largest contributor to SAS' environmental footprint. A core growth area for SAS is its cloud and managed hosting business. SAS deploys software for its customers in a variety of cloud-friendly configurations. This entails hosting data and solutions for those customers on infrastructure in its data centers, as well as on public cloud infrastructure. SAS invests in the highest-efficiency technologies in its dedicated computing facility at its world headquarters – emphasizing efficiency, flexibility and sustainability. This past year, DCO evaluated the cooling requirements of SAS' data centers and increased the temperature of the chiller plant to increase efficiency. Consolidation options were also evaluated to improve efficiencies in line with DCO critical power/mechanical systems' life cycle management.

SAS data center operations regularly achieve an average power usage effectiveness (PUE) of 1.35 or better. A PUE closer to 1.0 indicates greater efficiency – as every watt above 1.0 is consumed in support of the IT equipment – for cooling and power distribution.

SAS 2025 predictions: AI gets specialized and sustainable

"The rush to adopt AI is leading to inefficient models that consume vast amounts of cloud resources and contribute to a larger carbon footprint. It is not only up to hardware providers and hyperscalers to reduce environmental impact – it's a shared responsibility with the AI users managing data and AI workloads. Greater efficiency in AI model development – made possible by cloud-optimized data and AI platforms – will help to reduce unnecessary duplication and waste and minimize energy consumption."

Jerry Williams
SAS Chief Environmental Sustainability Officer

Solar and Renewable Energy

SAS' nine global solar installations generated 10,195 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 196,000 gigajoules of solar energy; approximately 52% was sold to North Carolina utilities in support of the state's Renewable Energy and Energy Efficiency Portfolio Standard.

At a combined 2.3 MW in capacity, SAS' solar farms are located on 12 acres at world headquarters in Cary, NC. The photovoltaic solar arrays generated 3.3 million kilowatt-hours of clean, renewable energy this past year.

Electric Vehicle Support and the Eco-Commuter Program

The SAS Eco-Commuter Parking Program encourages employees to mitigate the environmental impacts of their daily commute by providing specially marked preferred parking spaces for plug-in electric vehicles (PEVs), low-emission vehicles and active carpool participants.

Eco-Commuter parking globally includes designated PEV spaces with access to 147 charging stations – a 5% increase from 2023. SAS provides free charging for all employees and visitors at most of its buildings at headquarters and many global office locations. In 2024, 591.6 T CO2e of emissions were saved by employees and guests using the charging infrastructure. This is a 71% increase over the past year and reflects the shift in trend to electric vehicles.

Employees share the charging station infrastructure by following the SAS Electric Vehicle Supply Equipment Use Policy and Guidelines.

2024 DATA

- Reduced absolute emissions across all scopes by 5,730.6 T CO2e, or 6.4% from the prior year, resulting in an aggregate 47.1% reduction from the 2018 base year.
- Achieved stage 1 approval for ISO 50001 energy management system (EnMS) certification for Cary's HQ operations. (Certification achieved in 2025.)
- Conducted preliminary double materiality assessment using the GRI 2021 standard.
- Continued support for plug-in electric vehicles and now has 147 electric vehicle charging stations with plans for more.
- Joined more than 230 business leaders by signing up for the Government of Canada's Net-Zero Challenge.
- Participated in the **EarthShare North Carolina Climate Week**, a first event of its kind in the state.
- Initiated repowering projects for two existing solar farms.
- The SAS UK office continued initiatives to upgrade LED lighting and deploy (PIR) passive infrared sensors.
- Expanded baseline GHG inventory to disclose estimates for downstream scope 3 emissions relevant to SAS operations.
- SAS data centers decreased energy consumption 3.6%, down to 27.0 million kWh.
- Data center PUE increased slightly in 2024, from 1.25 to 1.28, but is still below the 1.35 annual target.
- Achieved 60% carbon use intensity (CUI) target – down 1.6% the past year to 8.5 CO2 pounds per square foot.
- On track for 40% energy use intensity target for office buildings by 2025 – a 38% base year improvement.
- SAS renewable energy generation from solar installations totaled approximately 2.8 million kWh, providing more than 5% of electricity needs for campus HQ office buildings.
- Hosted the **2024 Research Triangle Cleantech Cluster Innovation Awards**, which was attended by more than 200 leaders and innovators from business, government, municipalities, academia and more who value the importance of cleantech in North Carolina.
- Signed a Ceres support letter directed at utility commissioners and policymakers to consider various recommendations to drive clean energy across the Southeast.

Green Building Practices

SAS embraces Leadership in Energy and Environmental Design (LEED) guidelines for new construction, remodeling and retrofitting existing buildings. The company's Energy Policy aligns with the UN SDG 9: Industry, Innovation, and Infrastructure, and specifies a LEED Gold minimum standard for all building construction projects. Since 2005, all new office buildings and data centers at the world headquarters have obtained LEED certification. SAS holds a Silver level national membership with the US Green Building Council (USGBC). For offices located in countries that do not use LEED, SAS incorporates country-specific best practices and seeks equivalent certifications for new construction and maintenance.

SAS owns 10 LEED certified buildings, including:

World Headquarters: Building A – LEED Gold Certified Office Building

- At 419,924 square feet, Building A is SAS' largest building. Approximately 50% of its electricity needs are supplied by a 1 MW capacity on-site solar farm. It also has 34 electric vehicle charging ports providing free electricity to employees and guests.

ENVIRONMENTAL PROGRAM

World Headquarters: Building C – LEED Platinum Certified Office Building

- It was the first building in Wake County and only the fifth in North Carolina to achieve LEED Platinum certification. The building consumes 40% less energy and 50% less water by integrating highly efficient technologies and sustainable features such as photovoltaic panels that generate 100,000 kWh annually, solar thermal panels to provide hot water for the café, thermal slab floor cooling, and a rainwater collection system with two 20,000-gallon cisterns that capture water for use in bathrooms.

World Headquarters: Building Q – LEED Platinum Certified Office Building

- The office building features rooftop solar photovoltaic panels; highly insulated exterior wall and roofing systems; highly efficient heating and air conditioning, mechanical systems and energy recovery units; and a water-side heat exchanger.

Solna, Sweden: LEED Gold Certified Office Building

- This building features geothermal energy wells for efficient heating and cooling, rooftop solar photovoltaic panels, a sedum-covered green roof and on-site beehives, which provide honey for the cafeteria.

Toronto: LEED Platinum Certified Office Building

- Toronto was the first LEED-certified new office building in Canada. With rainwater harvesting and energy conservation measures saving more than 6 million kWh of energy per year, the SAS building has served as an inspiration for many other new buildings in Toronto.

2024 DATA

- 100% of core office buildings and data centers at campus headquarters are LEED certified.
- 82%, or approximately 1.9 million square feet, of building space at campus headquarters is LEED certified.
- SAS also has Energy Star certifications for 11 buildings at campus headquarters.
- 4 leased buildings in Finland, Germany and Austin, TX, were recognized with LEED certifications in 2024.
- A significant ISO 50001 energy management system milestone was reached when SAS integrated an additional core office building (Building R) into its campus' suite of real-time HVAC reporting.

Water and Effluents (GRI 303)

Water conservation is of paramount importance to SAS, with many facilities operating in communities where water shortages and water use restrictions are standard. As a software company, reliance on water resources is limited to physical operations needed for employee use, building cooling systems, site irrigation and hosted data center services.

Per SAS policy, the company strives to manage water resources responsibly by eliminating unnecessary consumption. SAS also follows the Alliance for Water Stewardship (AWS) framework guidance for sustainable water management. SAS is targeting a 20% water use intensity improvement for all office buildings by 2030. See the Environmental Goals table for a more complete list of targets. To achieve these targets, coupling water-saving technologies and practice with increased employee awareness has resulted in significant savings. For example:

- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63% more compared to standard fixtures.
- Sphagnum moss, a naturally replenishable water treatment option for building cooling towers, increases equipment efficiency and reduces potable water consumption.
- Rooftop rainwater collection systems capture water for use in bathrooms.
- Replacing cooling towers with high-efficiency models that use reclaimed water.
- Wastewater options, such as reclaimed and gray water, lower potable water consumption and reduce upstream emissions associated with water treatment.
- Reducing and customizing irrigation schedules avoids overwatering plants.
- Collecting rainwater in retention ponds and cisterns minimizes stormwater runoff and provides water for landscape irrigation.
- Native and drought-resistant plants and warm-season grasses require less frequent irrigation.
- Timely repair of leaking pipes and the installation of low-flow toilets, showerheads and faucet aerators save at least 1 million gallons each year.

Governance

As detailed in the Environmental Governance section, implementing environmental goals and strategies is largely the domain of the SAS Environmental Management Program and Chief Environmental Sustainability Officer (CESO). The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental performance indicators for global operations, conducts environmental risk and impact assessments, and provides guidance and support to all offices worldwide.

The CESO collaborates with the SAS Business Continuity Management (BCM) program and staff from key operational departments at SAS to ensure that risks are assessed for short-, medium- and long-term impact and consider existing and emerging regulations, technological advancements, acute and chronic physical impacts, and more. Issues and environmental performance reporting are surfaced for executive review and approval.

With a high percentage of employees choosing to work hybrid and remote schedules, financial and quality risks related to water access are low. Most of SAS' facilities return water to utilities for treatment. Despite lower risks, the environmental program conducts regular risk assessments by monitoring water consumption, availability, quality, costs and other variables for global operations.

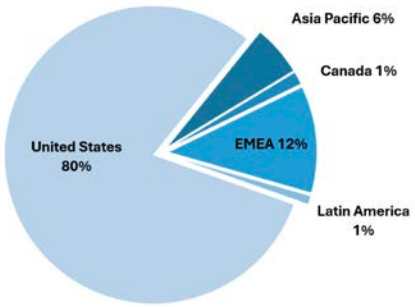
Water Discharge Management

Preservation of ecosystems in proximity to its operations is standard business practice for SAS and common across all operations. Facilities staff work closely with local water utilities to ensure compliance with all environmental regulations and are trained to manage stormwater runoff and pollution prevention. The Neuse River Basin is the primary water source for SAS headquarters and has the greatest risk of impacts from discharges and stormwater runoff.

ABSOLUTE WATER WITHDRAWAL

REGION	2024 (cubic meter)	2023 (cubic meter)	Var	Var %
Asia Pacific	10,394.0	9795.7	598.3	6.1%
Canada	2,723.2	3,696.9	(973.7)	-26.3%
EMEA	21,914.2	16,905.0	5,009.2	29.6%
Latin America	1,804.5	1,526.7	277.8	18.2%
United States	151,611.0	146,325.8	5,285.2	3.6%
Total	**188,446.9**	**178,250.1**	**10,196.8**	**5.7%**

2024 THIRD PARTY & GROUNDWATER



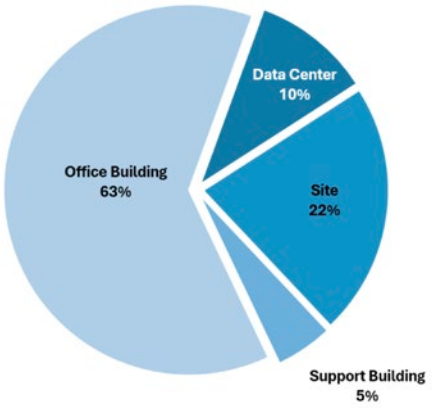
ABSOLUTE WATER DISCHARGE AND CONSUMPTION

2024	Discharge			Consumption		
REGION	Groundwater (cubic meter)	Third-Party (cubic meter)	Total Discharge	Groundwater (cubic meter)	Third-Party (cubic meter)	Total Consumption
Asia Pacific	0.0	4,715.3	4,715.3	0.0	5,678.7	5,678.7
Canada	0.0	1,235.4	1,235.4	0.0	1,487.8	1,487.8
EMEA	0.0	9,941.5	9,941.5	0.0	11,972.6	11,972.6
Latin America	0.0	818.6	818.6	0.0	985.9	985.9
United States	37,214.0	51,897.1	89,111.1	0.0	62,499.9	62,499.9
Total	**37,214.0**	**68,608.0**	**105,822.0**	**0.0**	**82,624.9**	**82,624.9**

ABSOLUTE WATER DISCHARGE AND CONSUMPTION

COUNTRY	2024 Withdrawal (cubic meters)	2023 Withdrawal (cubic meter)	Var	Var %
United States	149,502.7	142,018.8	7,483.9	5.3%
UKI	4,318.1	88.3	4,229.8	4788.5%
Germany	3,751.0	2,618.0	1,133.0	43.3%
Canada	1,942.7	2,578.1	(635.4)	-24.6%
Poland	1,662.0	1,377.0	285.0	20.7%
Italy	1,379.1	1,637.7	(258.5)	-15.8%
France	979.0	1,382.0	(403.0)	-29.2%
Sweden	888.0	912.0	(24.0)	-2.6
Australia	777.0	1,186.0	(409.0)	-34.5%
Netherlands	489.0	631.0	(142.0)	-22.5%
Belgium	247.2	84.0	163.2	194.3%
All Others	22,511.1	23,737.2	(1,226.1)	-5.2%
Total	**188,446.9**	**178,250.1**	**10,196.8**	**5.7%**

2024 WATER USE DISTRIBUTION

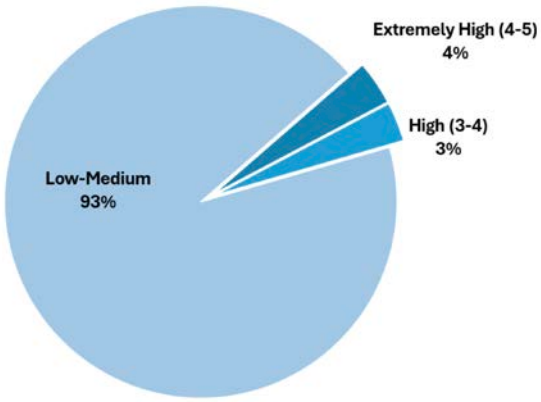


SAS used the World Resources Institute (WRI) Aqueduct Water Risk Atlas to identify office locations subject to water stress. SAS has 17 offices located in areas considered Extremely High Risk or High Risk. Water withdrawals in these locations are low relative to core office sites with 6.1% of overall water used in these areas. All sites have contingency plans to address water stress and have closed loop systems to manage water responsibly.

2024 WATER WITHDRAWALS BY HIGH-RISK

Risk Level	Country	Cubic Meters	Percent of Total
Extremely High (WRI 4-5)	China	516.3	0.27%
Extremely High (WRI 4-5)	India	4,482.5	2.38%
Extremely High (WRI 4-5)	South Africa	881.5	0.47%
Extremely High (WRI 4-5)	United Arab Emirates	221.3	0.12%
Extremely High	**Total**	**6,101.6**	**3.24%**
High (WRI 3-4)	China	157.5	0.08%
High (WRI 3-4)	India	475.8	0.25%
High (WRI 3-4)	Mexico	731.8	0.39%
High (WRI 3-4)	Philippines	364.6	0.19%
High (WRI 3-4)	Qatar	3.7	0.00%
High (WRI 3-4)	Romania	56.5	0.03%
High (WRI 3-4)	Russian Federation	832.2	0.44%
High (WRI 3-4)	Saudi Arabia	96.9	0.05%
High (WRI 3-4)	Serbia	76.5	0.04%
High (WRI 3-4)	Spain	1,375.6	0.73%
High (WRI 3-4)	Sweden	888.0	0.47%
High (WRI 3-4)	Turkey	330.9	0.18%
High (WRI 3-4)	United States	4.3	0.00%
High	**Total**	**5,394.4**	**2.86%**

2024 WATER RISK PROFILE



Water reports are based on actual withdrawal and discharge data collected from all owned and some leased offices globally and reported annually in the CDP Water Security questionnaire. In 2024, an intensity metric was applied to approximately 20% of leased office square footage that could not provide actual data. SAS did not use any water from surface, sea or produced water sources.

A continued postpandemic trend of more employees returning to SAS-owned and leased office locations has led to increased operational schedules and higher use of resources.

SAS calculates a Water Usage Effectiveness (WUE) metric for data center operations based on the ratio between water and electricity use for IT equipment. In 2024, the SAS WUE was 1.96L of water per kWh, which was slightly better than the annual 2L/kWh target.

2024 DATA

- SAS used 188,447 cubic meters of water globally in 2024. The 5.7% increase from 2023 was primarily due to postpandemic return-to-office schedules.
- Despite increased operational schedules, ongoing efficiency improvements helped keep the employee water use intensity rate at 7.02 gallons per square foot.
- In 2024, SAS' water consumption rate (1,000 cubic meters per net revenue) was .063 – a slight increase over the .062 prior year rate.
- Returned 45.4% (74,946 cubic meters) of municipal water for treatment by local utilities.
- Water storage at SAS office locations is limited to a 2,500 cubic meter retention pond that collects stormwater runoff for landscape irrigation, two 76-cubic-meter cisterns that capture water for use in office bathrooms and numerous smaller containers used to help water on-site gardens.
- Continued use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. This solution improves overall water quality, increases equipment efficiency, removes corrosive organic material, reduces potable water consumption and minimizes the need for chemical treatments.
- SAS completed the CDP Water Security survey and received a B for overall score.
- Conducted preliminary double materiality assessment using the GRI 2021 standard.
- **Click here** to access dynamic environmental reporting using SAS Visual Analytics.

Waste/Landfill Diversion (GRI 306)

SAS is committed to responsibly managing waste from its operations and operates its business in alignment with the principles of a circular economy. Per SAS policy, the company employs best practice guidelines detailed by ASTM's waste management standards and the Zero Waste International Alliance. SAS strives to responsibly source, reduce and reuse materials where practical, limit the use of single-use plastics, and encourage recycling, composting and other alternatives to landfill disposals.

Waste and recycling targets supporting SAS policies include annual commitments for 100% of e-waste, 70% of construction waste and 50% of operational waste diverted from landfills. The company also strives for a 0% rate for hazardous waste spills. Operational waste diverted from landfills regularly exceeds 65%. See the Environmental Goals table for a more complete list of targets.

The Waste Management Program at SAS measures and monitors the waste stream to improve efficiencies, assess risks and identify opportunities for improvement.

A sampling of processes that support policy goals include:

- Providing on-site recycling for aluminum, batteries, cardboard, electronics, magazines, glass, newspaper, pallets, paper, plastic bottles, printer cartridges, scrap metal and more.
- Annually striving for 100% e-waste recycling and reuse.
- Strongly encouraging the use of readily biodegradable, compostable and recyclable materials across operations.
- Providing alternatives to greatly limit and repurpose single-use plastics.
- Enhancing the functionality of online resources to significantly reduce paper use.
- Employing green building best practices to regularly exceed 85% waste diversion from landfills for building construction projects.
- Engaging employees with grassroot programs and education campaigns to reduce waste and encourage recycling efforts.

While SAS software is primarily delivered online, physical product deliveries are packaged with recyclable materials.

Circular Economy

SAS understands that by incorporating the principles of circularity, the company can achieve positive system-level changes within its operations and across its entire value chain. These benefits include improving SAS' understanding of environmental impact both upstream and downstream, strengthening supply chain resilience, optimizing efficiencies, reducing emissions, increasing cost savings, and better identifying opportunities for innovation and growth. Business activities that promote the concept of circularity include:

- Using sphagnum moss as a chemical-free cooling tower water treatment and repurposing it as a landscaping soil amendment and grass seed top dressing.
- Composting cafeteria food wastes for landscaping purposes.
- Recycling waste vegetable oil for conversion into biodiesel fuel and livestock feed.
- Purchasing materials with consideration of circular concepts and working with responsible suppliers.
- Maintaining IT equipment to effectively extend asset life.
- Repurposing IT devices to departments with less technical needs.
- Selling equipment, furniture, artwork and miscellaneous materials no longer needed by SAS to employees via discount sales.
- Donating residual IT resources and furniture to nonprofits and external organizations.
- Managing water responsibly by utilizing closed-loop systems to ensure reuse and efficient treatment of water resources.

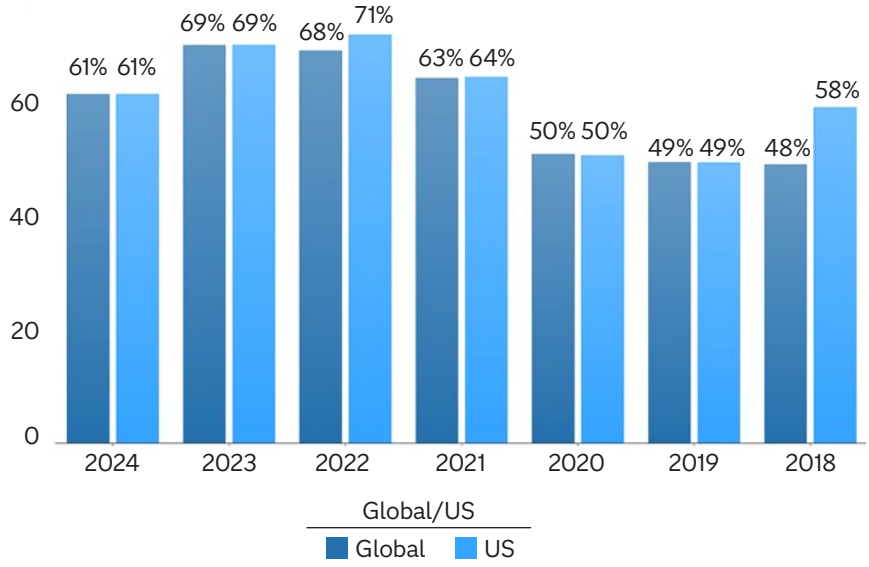
Governance

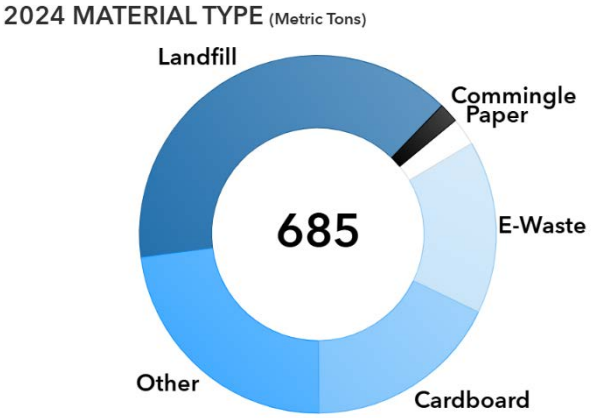
Waste management strategies and policies are implemented by SAS Corporate Services and the Environmental Management Program. The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental performance indicators for global operations, conducts environmental risk and impact assessments, pursues options for continual improvement, and provides training programs, guidance and support to all offices worldwide.

OPERATIONAL WASTE BY REGION (metric tons)

Regions	2024 (metric tons)	2023 (metric tons)	2022 (metric tons)	2024-23 Var.	2024-23 Var. %
US	485	651	564	-166	-25.5%
AP	96	95	113	1	1.3%
EMEA	90	109	294	-19	-17.2%
CALA	13	14	14	-1	-4.3%
Total	**685**	**869**	**985**	**-184**	**-21.1%**

US/GLOBAL RECYCLE RATES





OPERATIONAL WASTE BY COUNTRY (Metric Ton)

Country	2024	2023	Var	Var %
Australia	3.9	5.3	(1.4)	-26.5%
Belgium	3.1	1.5	1.6	103.8%
France	5.8	7.2	(1.4)	-19.3%
Germany	6.9	8.4	(1.5)	-18.2%
Italy	7.1	8.7	(1.6)	-18.6%
Netherlands	3.7	4.8	(1.1)	-22.2%
Poland	9.9	11.4	(1.5)	-13.3%
Sweden	2.3	3.4	(1.1)	-31.6%
United Kingdom	11.5	14.7	(3.2)	-21.9%
United States	478.6	641.4	(11.2)	-1.8%
All Others	152.0	162.2	(21.1)	-13.0%
Total	**684.9**	**869.1**	**(43.7)**	**-5.0%**

Paper Consumption
Like most businesses, SAS depends on paper products to conduct business operations, but SAS embraces the three Rs – reduce, reuse and recycle – to help minimize the impact of paper consumption.

Reduce. SAS has significantly reduced print volumes by delivering less physical media to customers. This includes reducing inventories and increasing efficiencies with a print-on-demand model, convenient access to online documentation, education and awareness campaigns, and personal choices. SAS has also greatly reduced the number of physical printers in office buildings as an additional measure to limit printed materials. Since 2009, the average annual pages of paper used per employee has dropped from 2,526 to less than 100 – a 97% decrease. Globally, paper use for 2024 was 51% or 4.8 metric tons lower than 2023.

Reuse. When SAS does print, employees are encouraged to find creative ways to reuse scrap paper. Ideas include using scrap paper for notes, reprinting, packaging material for shipping and on-site composting.

Recycle. SAS recycled 17.2 metric tons of paper materials in 2024 – the 35.2% increase from 2023 was largely due to more employees using slightly more paper while returning to work in the office. In 2024, the average recycled content for all paper used at SAS headquarters was 59%.

2024 Highlights:
Globally, SAS disposed of 685 metric tons of operational waste, including paper, food, cardboard, composting, aluminum, plastic and other nonconstruction waste material. This amount is 21.1%, or 184 metric tons, less than 2023.

- The SAS Print Center maintained Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) and Programme for the Endorsement of Forest Certification (PEFC) certifications.
- SAS used 23.1% less paper compared to 2023 – 76% below its base year volume.
- SAS diverted 60.7% of operational waste (416 metric tons) through recycling programs.
- SAS diverted 100% of e-waste from landfills by repurposing equipment for internal use, recycling and donating to educational institutions.
- The SAS cafés composted more than 30 metric tons (30%) of food waste that was used as soil amendments and gardens at campus headquarters.
- The Lane Cove office in Australia introduced an organic waste collection process to convert it into a renewable energy source while simultaneously producing a nutrient-rich soil improver.
- Offices in Italy, Poland, Sweden and the UK eliminated single-use plastics.
- Finland celebrated Earth Day by participating in a plogging event for which employees strapped on running shoes and raced to pick up roadside trash.
- Conducted preliminary double materiality assessment using the GRI 2021 standard.
- **Click here** to access dynamic environmental reporting using SAS Visual Analytics.

Pollution (GRI 306)

SAS is steadfastly committed to conducting its business in a manner that minimizes environmental impact. This commitment is demonstrated by actions detailed throughout this report and backed by the SAS pollution policy and ambitious targets material to its business. As a developer of analytic solutions, SAS does not produce significant physical waste. Key areas material to its business include reducing energy consumption and related greenhouse gas emissions; limiting water use and discharge; and managing waste streams by sourcing materials that can be repurposed, support the principles of a circular economy and can be diverted from landfills. Pollution considerations also extend to SAS' suppliers and other areas of its value chain. SAS is also cognizant of limiting sources of noise and light pollution.

The SAS Environmental Program collects pollution-related data from its global operations and creates analytic reporting that helps the company understand root causes, identify risks and prioritize mitigation actions, assess opportunities for continual improvement, and measure progress against targets.

Hazardous Materials

SAS does not handle raw materials, conflict minerals, hazardous wastes or related supplies typical of traditional manufacturing. While risks are minimal, SAS places the utmost importance on abiding by industry best practices and governing regulations, including:

- Compliance with all Occupational Safety and Health Administration regulations for handling hazardous materials.
- Plans for the Spill Prevention, Control and Countermeasure rule that meet US Environmental Protection Agency regulations.

2024 DATA

- SAS did not have any spills of hazardous materials, oil, fuel, waste or chemicals, and did not have any fines for noncompliance with environmental legislation. SAS is very careful to minimize environmental impact as the company continues to grow.
- Reports are based on actual resource data collected from owned and leased offices and intensity metrics applied to approximately 40% of leased office space that does not have access to actual data.
- See Energy and Emissions, Water and Effluents, and Waste/Landfill Diversion sections for pollution volume disclosures.

Biodiversity (GRI 304)

SAS is careful to minimize impact on biodiversity and surrounding habitats as it grows and expands its operational footprint. SAS models the EU Biodiversity Strategy for 2030 and the US Green Building Council LEED guidelines for protecting natural environments, reversing ecosystem degradation and promoting biodiversity in areas where the company operates. SAS is publicly committed to supporting the UN Decade on Ecosystem Restoration and ensuring that corporate business policies align with goals for reversing nature losses by 2030 and achieving full recovery by 2050.

ENVIRONMENTAL PROGRAM

The SAS nature-positive biodiversity policy is designed to help SAS be aware of and minimize its environmental impact, and help manage material risks, dependencies, and opportunities related to biodiversity and ecosystems across its operations and throughout the value chain. Targets in support of this policy include operating the business sustainably by protecting land and reducing pollution to mitigate negative biodiversity impact.

Operations

In 2024, as detailed in the Energy and Emissions section, SAS had physical operations in 42 countries with 11 owned locations, including SAS headquarters in Cary, NC, and offices in Australia, Belgium, Canada, France, Germany, Italy, Netherlands, Poland, Sweden and the United Kingdom.

Globally, SAS has approximately 3.3 million square feet of owned office and data center space and 1 million square feet of leased office space located on more than 500 hectares of land. Approximately 350 hectares make up the SAS campus headquarters, with only about 20% of this property having buildings, roads or other impervious surfaces. The remaining 80% is retained as old-growth woodland, lakes and streams, farmland, and natural areas.

As a software company, risks and opportunities related to biodiversity are low. SAS does not handle raw materials, conflict minerals, hazardous waste or related supplies typical of traditional manufacturing. When required, risk and opportunity assessments are evaluated and addressed by key operational functions relevant to substantive impact to operations and shareholders over short-, medium- or long-term periods. SAS only has two facilities located near areas considered biodiversity sensitive. These include the SAS office in Lane Cove, Australia, which is regulated by the New South Wales Environment Protection Authority, and the Heidelberg, Germany office, which operates under the purview of the Office for Environmental Protection, Trade Supervision and Energy. SAS is compliant with all environmental regulations and ensures company operations do not negatively affect natural habitats, especially areas designated as protected. Materiality of impacts related to forests is low and limited to the company use of paper-related products and office furniture.

Mitigation

The company applies LEED best practice guidelines for new and existing building projects, smart land use planning and campus landscaping, consistent with all six environmental objectives of the EU taxonomy. Initiatives include:

- Preserving large areas of open space in construction projects to minimize disruption to local ecosystems.
- Reducing the heat island effect by installing white reflective materials and planting sedum, grasses and various plant types on rooftops. Roof plantings increase insulation, minimize stormwater runoff and provide habitats for wildlife.
- Collecting rainwater from rooftop systems, retention ponds and cisterns to minimize stormwater runoff and provide water for restrooms and landscape irrigation.
- Restoring land disturbed by construction projects with native and adaptive drought-tolerant plants that help local ecosystems thrive and reduce dependence on water and chemicals.
- Growing local produce for SAS cafeterias in organically maintained on-site gardens.
- Hosting on-site apiaries at several SAS office locations to help promote the repopulation of bees in urban locations.
- Using sheep to naturally control vegetation growth under the company's solar panels.
- Planting pollinator-friendly plants as a source of food for local honeybees and other insects and preserving local milkweed and nectar plants to help migrating monarch butterflies.
- Modifying building and landscaping light schedules during spring and fall bird migration seasons to minimize collisions. SAS has also reduced uplighting across operations.
- Supporting the principles of a circular economy to support the protection and restoration of biodiversity and ecosystems.

ENVIRONMENTAL PROGRAM

In addition to employing sustainability measures globally, SAS promotes environmental education and awareness. Activities include advocacy for a global transition to clean and equitable energy, educational campaigns, speaking engagements, SAS solar farm visits, companywide Earth Day activities, articles on the internal green website, white papers and social media sites. By engaging with customers, employees, and industry and world leaders, SAS seeks to extend the reach of its sustainability initiatives. SAS believes ongoing advocacy for sound climate policies resulting from unbiased data, research and collaboration will help establish a course of action that benefits sustainable, long-term health.

- SAS is a founding member of the regional **Business Sustainability Roundtable (BSR)**, whose core mission is to encourage businesses to lead in the creation of sustainable communities.
- SAS participated as a stakeholder in the **Count Me In, Cary!** Climate Action Advisory Group meetings helping to develop a community Sustainability and Climate Action Strategy that will identify sustainability and environmental goals, strategies and actions to address climate change and ensure the community is better prepared for climate impacts.

SAS is committed to using data and analytics in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. SAS is proud to partner with organizations across the globe that are applying data to make positive social impact and innovation.

- A collaboration between **SAS and the Galapagos Science Center** has been recognized for its crowd-driven AI app that helps protect endangered sea turtles.
- The **Nature Conservancy and SAS** are maximizing donations through intelligent marketing and member engagement.
- **SAS is participating in a consortium** to develop a cutting-edge water-resilience monitoring and analysis solution to analyze water levels and water quality for Earth's 100 most populous river basins. The platform will make this important information continuously available to policymakers, scientists, businesses and government agencies. With it, they can make better decisions about managing precious water resources.
- **Data and AI leader SAS is helping Fathom Science**, a North Carolina State University tech spin-off that is building digital twins of the ocean to validate a state-of-the-science whale location prediction model so vessels can avoid striking critically endangered North Atlantic right whales.
- At the annual **SAS Hackathon** – where data enthusiasts, coders and problem-solvers from around the world come together to collaborate and innovate using SAS AI and analytics – several projects were recognized for their potential to help environmental challenges.
    - o Butterflies – SAS Partner Butterfly Data developed a tool to help analysts assess data sources for their reliability and credibility.
    - o Climate Scenarios – By using SAS® Viya,® open source tools, and GIS mapping and simulation, this team from the Netherlands integrated diverse data sources to create comprehensive visualizations of climate scenarios in the Dutch river delta.
    - o Cleaner Commutes – Employee commuting is a significant part of many companies' carbon footprint. Using SAS advanced analytics and machine learning, another team from the Netherlands provided data-driven insights to companies to help them reduce their commuting emissions and comply with environmental regulations.
- With the world currently facing an unprecedented rate of extinction, SAS also helps NatureServe, an organization focused on protecting biodiversity, to use analytics and AI to measure the degree of imperilment for plants and animals. With SAS, NatureServe will be able to make its assessments more automated and reliable while gaining significant efficiencies and cost savings for the complex task of analyzing over 7 million known species of plants and animals on Earth.
- SAS continues working with the Amazon Conservation Association for deforestation tracking.
- SAS believes analytics helping humanity starts with using **data for good**.

Additional 2024 Highlights

- At its headquarters in Cary, NC, SAS continued work with the local municipality to develop a floodwater predicting solution using sensor data, IoT analytics, artificial intelligence, machine learning and data visualization. The system provides real-time alerting and visualization of rising stormwater levels, allowing for automated response and citizen notification, data sharing with regional partners, and prediction of future events.
- SAS partnered with The Umstead Hotel and Spa's Culinary Farm to monitor crop growth, soil health and climate conditions to forecast crop output. They also leveraged advanced image analysis to identify early identification of plant diseases.
- The SAS Print Center maintains Forest Stewardship Council, Sustainable Forestry Initiative and Programme for the Endorsement of Forest Certification certifications.
- SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year, the team spent an afternoon volunteering with Friends of the Mountains-to-Sea Trail.
- SAS R&D India took a proactive step in promoting awareness about environmental sustainability by hosting an Eco Fair on World Environment Day and organizing a tree planting and conservation drive. The office also organized a DIY Ganpati Idol Making Workshop to promote nature conservation and encourage the use of eco-friendly idols. In addition, employees celebrated a Festive Fair in October featuring eight stalls set up by various nonprofits that showcased a wide range of eco-friendly products.
- Participated in the EarthShare NC's Climate Week, which featured a week of learning and action-focused sessions designed to help individuals and businesses learn about the impacts of climate change, implement circular economy principles to reduce waste and promote sustainability, and more.
- For Earth Day, employees participated in on-site hands-on tours of the SAS apiary to learn more about beekeeping and the importance of pollinators in the ecosystem. SAS has more than 70 beehives at on-site apiaries in its Cary, Australia, Canada, UK, France, Sweden and Netherlands offices.
- Harvested 210 pounds of honey from the SAS HQ apiary. Jars of honey were available for employees in the SAS cafés for the holiday season.
- SAS Marlow office invited students and teachers from Danesfield Primary School for an educational tour of the grounds and beehives with the beekeeper.
- With insights from industry experts, SAS UK published an **e-book about cloud sustainability** that highlights the growing problem of data consumption and its environmental impact.

download Environmental Program