2023
Corporate Social Responsibility

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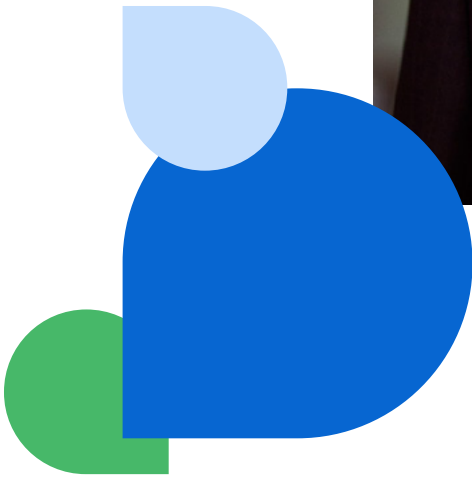
CEO Letter

Amid rapid change, one thing remains constant: SAS is committed to supporting our customers, helping them adapt and thrive using data and AI. The environment for decision making has become more complicated – with a fluctuating economy, changes in customer behavior, and an ever-evolving data and technology landscape. While addressing these changes and challenges, we are prioritizing our desire to improve the world and environment.

We are applying the same problem-solving mindset required to be resilient during radical changes in business that affect the well-being of people around the world. As a leader in social responsibility, we seek opportunities to help our communities and customers with their efforts to implement environmental, social and governance initiatives. We know that the power of trustworthy data can inspire more accurate decisions and create a more sustainable and responsible future.

At SAS, we understand how our technology can change the world and our communities for the better. We believe in the power of using data for good and have spent decades on socially responsible innovation projects such as protecting the environment, improving health outcomes and addressing unfair biases that may harm vulnerable groups. SAS remains dedicated to applying our expertise and technology in support of the United Nations' Sustainable Development Goals.

We are embracing the power of AI and exploring how we can capitalize on technological advances to create positive outcomes for humanity. We will support our customers in using that same technology in their own responsible innovation efforts. As the world changes around us, SAS is prepared to help our customers safely navigate AI to reach new levels of productivity and innovation.

We've expanded our Data Ethics Practice to bring trustworthy AI to customers and pursue new data-for-good initiatives, collaborating with groups like EqualAI and the Business Roundtable to help shape the responsible use of AI. SAS is also participating in a national initiative to support the development and deployment of trustworthy and safe AI. Established by the US Department of Commerce's National Institute of Standards and Technology, the US Artificial Intelligence Safety Institute Consortium will bring together AI creators and users, academics, government and industry researchers, and civil society organizations to meet this mission.

Genuinely believing in and treating people like they matter has always been at the core of SAS' philosophy. This can be seen through our inclusive and supportive workplace culture, which encourages our employees to be authentic every day. Whether they are working remotely or on-site at our award-winning offices, our culture and workplace atmosphere is recognized year after year by organizations such as Fast Company, Forbes, the American Association of People With Disabilities, and Disability:IN.

The health and happiness of our employees is only part of our sustainability commitment. Our evolving sustainability and conservation efforts at SAS headquarters and our global offices include a 2050 net-zero carbon emissions goal and validated, science-based emission reduction targets. With sustainable initiatives ranging from energy conservation, beehives and solar projects to our green buildings and smart campus technology, we also use our expertise and software to help customers develop smarter operations and green business strategies.

As we look to the future, we remain committed to fostering the next generation of technology leaders. As an analytics leader with roots in academia, SAS continues to expand programs to build the next generation of data experts, preparing them to be advocates for sustainable and inclusive workspaces.

We take our role as a good corporate citizen seriously, knowing we have a responsibility to our employees and their communities. We saw promising progress with our environmental, social and economic impacts in 2023, building on our renowned reputation of service and innovation. As a pioneer and leader in the AI space, I believe we can use our technology and talent responsibly to improve the world and contribute to a more promising future.

Jim Goodnight | CEO of SAS

Environmental Program

Strategic growth through innovative sustainability practices

A sustainable future requires developing solutions grounded in science and data to address climate change mitigation and adaptation. Reducing environmental impacts and ensuring the continued availability of natural resources is 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. As an unwavering supporter of the Paris Climate Accord, SAS not only has a long-standing reputation advocating for clean energy but also uses its own 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.

Category	Target	Target Year	Base Year	2023 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 2.5% across all scopes the past year from 91,696 to 89,412 T CO2e. This is a 44% reduction from the 2018 base year. Initiatives supporting progress are detailed throughout this report.	On target
Emissions	SBTi-validated 25% GHG emissions reduction.	2025	2018	SAS' 2025 target was achieved in 2020 and not included in the scope of its 2022 SBTi revalidation.	Achieved
Emissions	SBTi-validated 52.6% GHG emissions reduction.	2030	2018	SAS scope 1, 2 and 3 emissions are 44% below its 2018 base year inventory.	On target
Emissions	75% GHG emissions reduction.	2040	2018	SAS is on target to achieve its 75% emissions reduction target by 2040.	On target

Category	Target	Target Year	Base Year	2023 Progress	Status
Emissions	SBTi revalidation for 2030 interim 52.6% reduction target.	2023	2018	Expanded GHG emissions inventory to include all scopes material to SAS global operations. Request for revalidation is consistent with SBTi recalculation criteria.	Achieved
Emissions	SBTi validation for 2050 net-zero target.	2023	2018	Received SBTi validation for SAS' 2050 net-zero target to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2018 base year. SAS is also committed to offset residual emissions by 2050 to achieve its net-zero commitment.	Achieved
Emissions	50% office building carbon use intensity (CUI) improvement.	2025	2010	Global CUI improved 62% from 2010 base year – down 3% the past year to 7.8 CO_2e pounds per square foot.	Achieved / On target
Emissions	50% scope 3 reduction in business travel GHG emissions.	2023 / Ongoing	2018	Despite expected postpandemic increase in business travel, emissions are down 62.9% (11,175 T CO_2e) compared to 2018 base year.	Achieved / On target
Emissions	Annually increase percentage of renewably sourced electricity used across operations.	2023	2018	The percentage of renewably sourced electricity increased 6.5% in 2023.	Achieved
Energy	40% office building energy use intensity (EUI) improvement.	2025	2010	Global EUI decreased 1% the past year to 13.0 kWh per square foot – a 36% reduction since 2010.	On target
Energy	*New* ISO 50001 energy management system (EnMS) certification for SAS headquarters (HQ).	2025	NA	Initiated ISO 50001 readiness planning in 2023.	On target
Energy	1.35 data center power usage effectiveness (PUE).	Annual	NA	Achieved 1.25 PUE in 2023.	Achieved
Energy	Generate 3.5M kWh from solar installations.	Annual	NA	Solar generation was down slightly (3.3M) due to maintenance repairs on older systems. A system repowering is planned for Solar Farm 1 in 2024.	Below target

Category	Target	Target Year	Base Year	2023 Progress	Status
Governance and Policy	Support the Paris Climate Agreement.	Ongoing	NA	SAS is committed to supporting the aim of the Paris Agreement to limit global temperature rise to 1.5 C above preindustrial levels.	On target
Governance and Policy	Limited assurances to the ISO 14064-3 standard for SAS' scope 1 and scope 2 GHG emission inventories.	Annual	2018	Earned limited assurance from LRQA for SAS' 2023 calendar year GHG emission inventories. (Base year assurance in 2022.)	Achieved
Governance and Policy	*New* Limited assurances to the ISO 14064-3 standard for SAS' scope 3 GHG emission inventory.	2026	2018	Gap analysis and readiness reviews planned for 2024.	On target
Green Buildings	LEED Gold minimum for all building construction projects.	Ongoing	NA	No activity in 2023.	Achieved
Green Buildings	Energy Star certification for all primary HQ office buildings.	2025	NA	Achieved Energy Star certification for 11 primary office buildings at SAS HQ in 2022.	Achieved
Paper	75% employee paper use rate reduction.	2025	2009	Print-on-demand and digital document technologies helped reduce the employee paper use rate by more than 94% since 2009.	Achieved
Paper	30% average postconsumer recycled content for all purchased paper.	Annual	NA	Average recycled content for all purchased paper was 59% for 2023.	Achieved
Paper	70% absolute paper use reduction.	2025	2009	Globally, paper use continued its downward trend, 15.6% better than 2022 and a 94% improvement from 2009.	On target

Category	Target	Target Year	Base Year	2023 Progress	Status
Transportation	*New* Annually increase emissions savings from employees using SAS-provided electric vehicle charging stations.	Annual	NA	Emissions reductions from the use of SAS electric vehicle charging stations increased by 174% in 2023 to 345.8 T CO2e. SAS has 120 charging stations available for employees across global operations.	Achieved
Waste and Recycling	50% landfill diversion rate for waste from operations.	Annual	NA	Diverted 69.2% of operational waste from landfills – 601 metric tons.	Achieved
Waste and Recycling	100% e-waste diversion rate from landfills.	Annual	NA	Diverted 100% of e-waste from landfills by repurposing equipment, recycling through certified vendors and donating to educational institutions.	Achieved
Waste and Recycling	50% reduction of operational waste processed for disposal.	2025	2012	Waste volumes decreased 45 metric tons in 2023. This is a 14.4% reduction from 2022 and an 82.8% base year reduction.	Achieved
Waste and Recycling	75% paper and commingled volume reduction.	2025	2012	Since 2012, paper and single-use plastics volumes have decreased from 442 to 23 metric tons – a 95% base year improvement and 66% prior year reduction.	Achieved
Waste and Recycling	70% of construction waste diverted from landfills.	Annual	NA	100% of approximately 1,314 pounds of construction waste was diverted from landfills in 2023.	Achieved
Waste and Recycling	0% hazardous waste spills.	Annual	NA	SAS did not have any hazardous material spills or environmental compliance fines in 2023.	Achieved

Category	Target	Target Year	Base Year	2023 Progress	Status
Water	20% water use efficiency (WUE) improvement.	2030	2011	Office building WUE increased to 5.76 gallons per square foot (3.4%) due to expanded operational schedules in 2023. SAS is still on target for its 2030 goal.	On target
Biodiversity	*New* Increase employee awareness about the importance of biodiversity.	Annual	NA	SAS provided spring and fall apiary tours to help employees understand the importance of pollinators.	On target
Biodiversity	*New* Develop nature-positive biodiversity policy.	2025	2020	Initiated project to develop policy and ensure global business strategy alignment.	On target
Supply Chain	At least 30% of Strategic Sourcing and Procurement training will address sustainable procurement.	Annual	NA	Sustainable procurement training jumped to 60% of total training hours in 2023.	Achieved
Supply Chain	Annually increase percentage of emissions data (by spend) from SAS suppliers.	Annual	NA	SAS collected scope 1, 2 and 3 emissions data from 22.7% (by spend) of suppliers in 2023 – a 43% increase over 2022.	Achieved
Supply Chain	*New* Identify and procure supplier ESG risk assessment and data collection tool(s).	2024	NA	Initiated feasibility study and request for proposal (RFP) for ESG supplier risk assessment tool.	On target

Environmental Achievements

Environmental accomplishments in 2023 reflect SAS' sustained commitment to reducing environmental impact and steadfast ambition to achieve its 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 to 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.

For 2023, 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 to improve occupant comfort, proactively address potential issues, prioritize work schedules, and reduce energy usage and related emissions. SAS also improved processes for collecting reliable data in support of the company's GHG inventories. Working with the SBTi and external consultants, SAS improved methodologies for calculating inventories across all scopes. As part of this process SAS earned limited assurances for its scope 1 and scope 2 GHG emission inventories and energy use. SAS also submitted and received SBTi validation for more comprehensive scope 1, 2 and 3 baseline inventories to the company's 2030 and net-zero targets.

- Reduced absolute emissions across all scopes by 2,283.1 T CO2e (44%) over the 2018 base year and 2.5% from prior year.

- Earned SBTi validation for SAS' 2030 52.6% and 2050 net-zero emission reduction targets.

- Increased 2030 reduction target from 50% to 52.6% as part of SBTi target revalidation.

- Reduced scope 2 emissions by 6.3% (1,430.2 T CO2e) from prior year.

- Despite expected postpandemic increases in business travel, emissions are down 63% (11,175 T CO2e) compared to the 2018 base year.

- Reduced office building carbon use intensity (CUI) from prior year by 3% – a 62% improvement from base year (7.8 CO2 pounds/square foot).

- Diverted 69% of operational and 100% of construction waste from landfills globally (601 metric tons).

- Increased emissions data collected directly from suppliers 43% (by spend).

- Achieved 1.25 data center power usage effectiveness (PUE) rate.

- Generated 3.3 million kWh of clean, renewable energy from rooftop and ground-mounted solar systems.

- Initiated ISO 50001 energy management system (EnMS) certification for company headquarters.

- Earned limited assurance to the ISO 14064-3 standard for SAS' 2023 calendar year scope 1 and scope 2 GHG emission inventories.

44% **Greenhouse Gas**
Absolute greenhouse gas reduction from 2018 base year — CO2

36% **Energy Efficiency**
Energy use intensity improvement for office buildings

62% **Carbon Efficiency**
Carbon use intensity improvement for office buildings

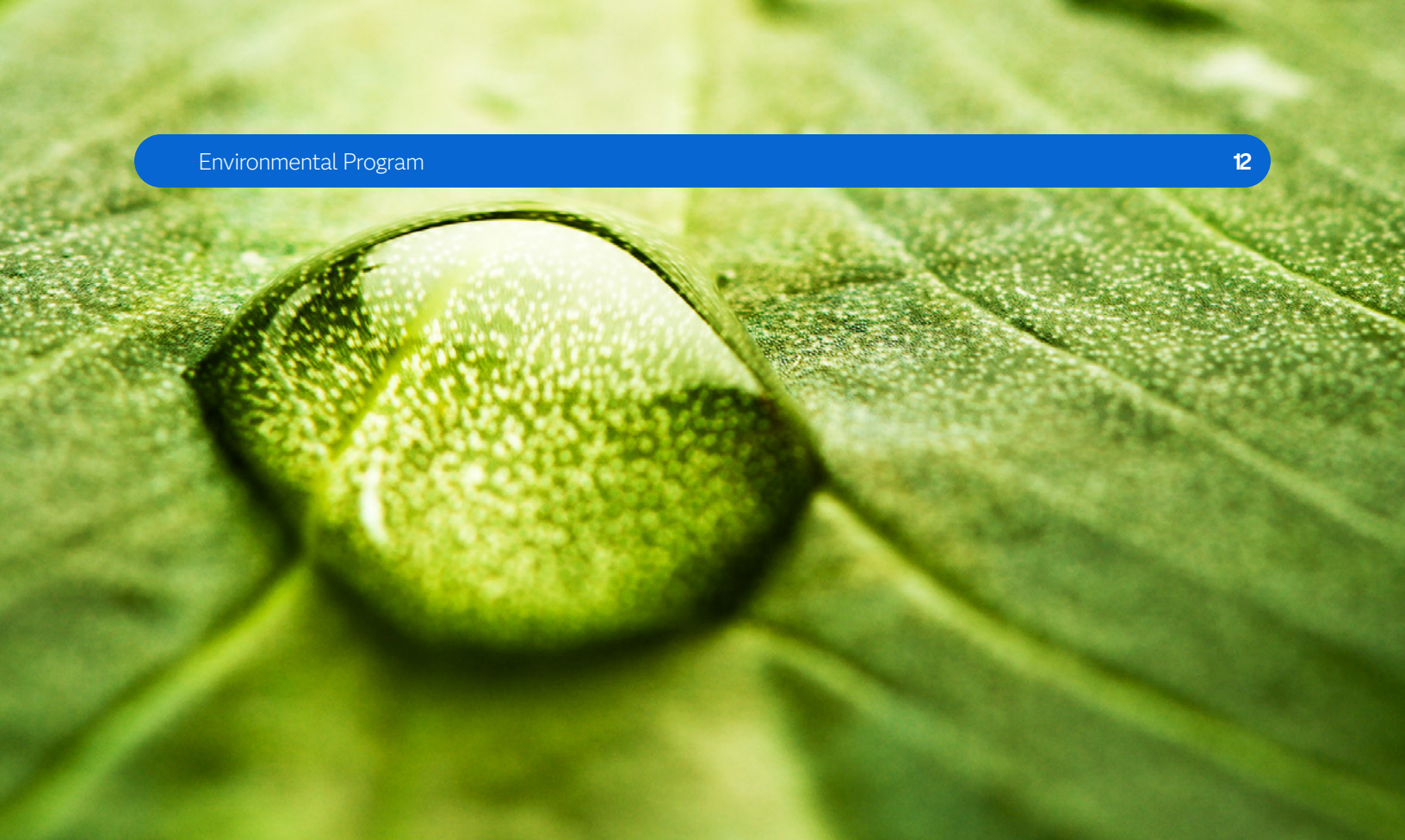**63%** **Business Travel**
Business travel emissions reduction

82% **LEED Certification**
LEED-certified 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 (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. Climate risk and opportunity disclosures are detailed in annual CDP reports.

Environmental Policy

SAS recognizes its most material environmental issues are related to the use of energy and related greenhouse gas emissions from site operations, data centers and the development of software solutions.

SAS requires its operations around the world to support corporate environmental goals and to minimize environmental impact by conducting business in a manner that continually optimizes operational efficiencies, reduces harmful emissions and air pollutions, responsibly sources materials, reduces waste, increases recycling, limits noise and light pollution, minimizes biodiversity impact, and complies with all environmental regulations. Employees are additionally 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 ensuring 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 the 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

The Environmental Management Program applies best practice ISO 14001 environmental management system (EMS) and ISO 50001 energy management system (EnMS) 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, 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 and scope 2 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

In 2023, SAS received Science Based Targets initiative (SBTi) validation for its 2050 net-zero commitment and its 2030 interim reduction target, which increased to a 52.6% reduction from its 2018 base year. These targets reflect a more ambitious path to net-zero by expanding GHG inventories to include fugitive refrigerant emissions from global offices, all scope 3 emissions from operational and capital spending with suppliers, energy-related transportation and distribution, well-to-tank emissions from direct and indirect energy sources, and more comprehensive methodologies to account for emissions across all scopes.

In support of UN Sustainable Development Goal 7: Affordable and Clean Energy, and Goal 13: Climate Action, SAS actively advocates for the deployment of renewable energy and the economic and environmental benefits of clean energy. This past year, SAS signed on to a business letter to members of the North Carolina General Assembly urging lawmakers to maintain and build upon recent progress to reduce climate pollution while expanding the state's clean energy economy.

Aligning with UN Sustainable Development Goal 11: Sustainable Cities and Communities, SAS also 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 remains committed to the goals of the Paris Climate Accord and 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 prevents future threats, creates decent jobs and unlocks inclusive, 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 an inclusive transition to a global net-zero economy by 2050.

Roadmap to Net-Zero

SAS is committed to reaching net-zero greenhouse gas emissions across the value chain by 2050 and has SBTi-validated commitments to reduce absolute scope 1, 2 and 3 GHG emissions by 52.6% by 2030 and 90% by 2050 from a 2018 base year.

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 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 its interim target reduction of 52.6% by 2030, SAS recognizes additional actions are needed to achieve our 75% reduction by 2040 and net-zero ambitions by 2050. These actions include:

• Adopting innovative new business models.

• Ramping up investments in 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 emissions 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.
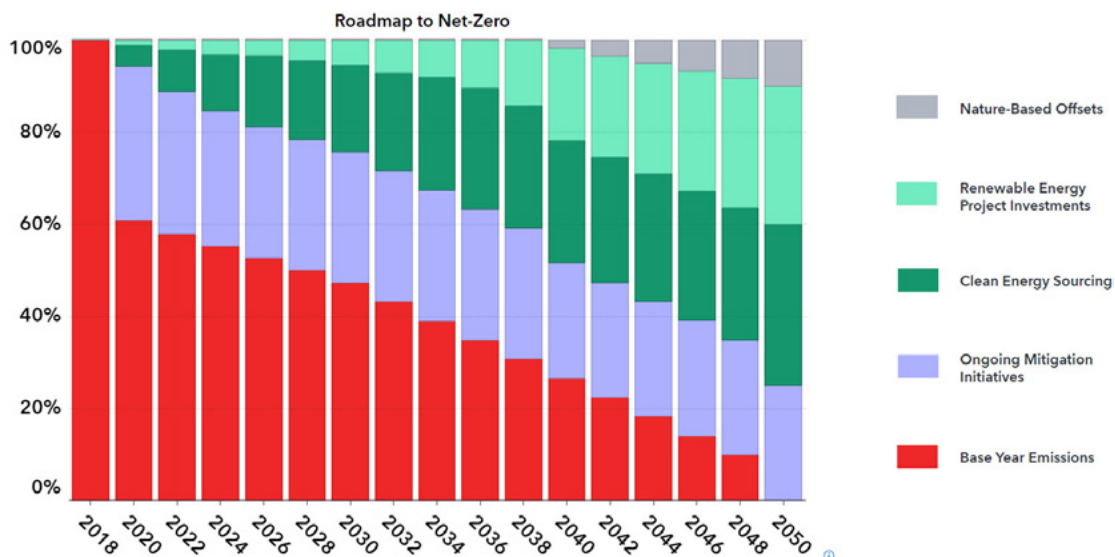
SAS uses its own software to improve processes for collecting, understanding, and managing energy and emissions requirements for facilities worldwide, increasing the ability to report and proactively influence consumption trends. The environmental program uses SAS software to identify reduction strategies; develop and monitor performance indicators; understand relationships between measures; determine initiatives with the greatest effect; and communicate strategy, goals and objectives to facilitate execution.

Click here to access dynamic environmental reporting using SAS Visual Analytics.
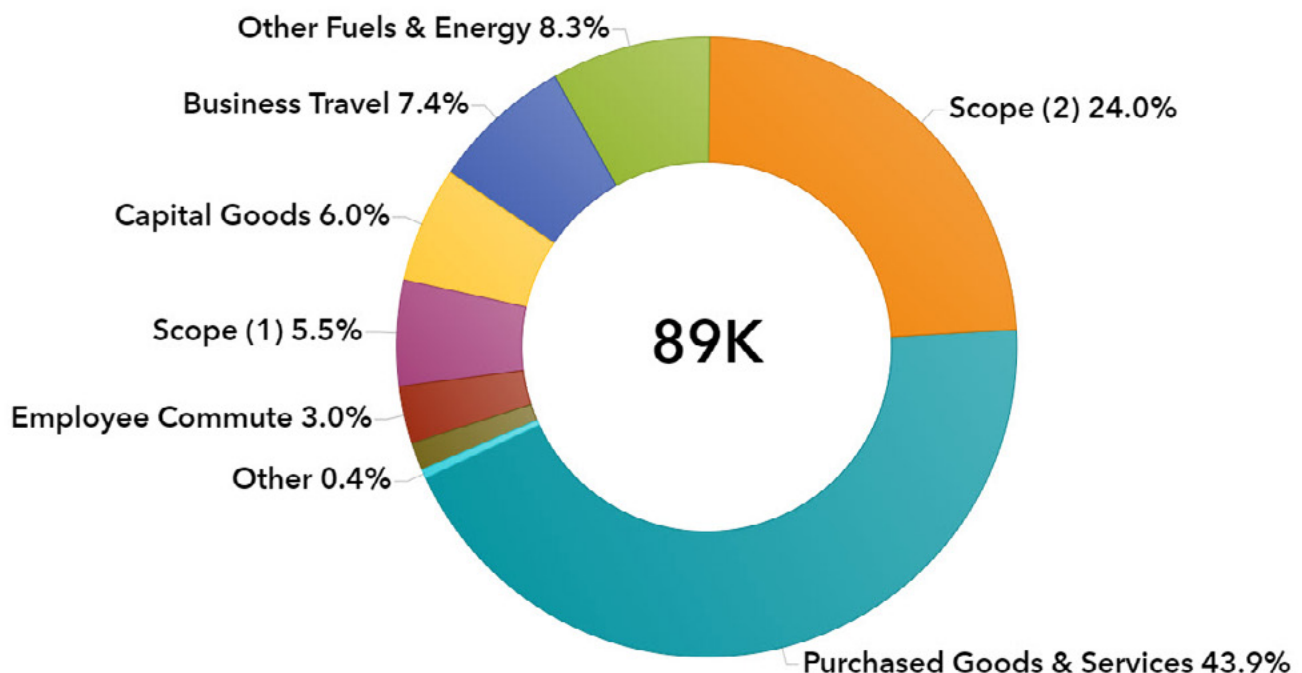
Net-Zero Progress

SAS' use of advanced, real-time analytics from streaming data from its building managements improved 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 2025 target of 25% absolute emissions reduction ahead of schedule and stay on track to reach its 2030 52.6% target.

In 2023, emissions across all scopes decreased 2,283 T CO2e, or 2.5%. Expected increases to corporate jet travel (scope 1, +8%) and business travel (scope 3, +84%) due to fewer pandemic restrictions were offset by reduced consumption and cleaner emissions from sourced electricity (scopes 2 and 3, -9.8%), reduced supply chain emissions (scope 3, -3%) and employee commutes due to flexible work schedules and increased adoption of plug-in electric vehicles (scope 3, -29%). Despite the significant increase, business travel emissions were still 63% lower than the 2018 base year.

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 2023, the procurement and environmental teams initiated development of an ESG risk assessment, data collection and education program to increase engagement and build capacity with suppliers. As part of this initiative, 22.7% (by spend) of scope 3, categories 1 and 2 emissions were collected directly from suppliers. Plans were also initiated to procure an ESG risk assessment tool to help evaluate suppliers.

Since 2018, scope 1, 2 and 3 emissions are down 44%, a 70,211 T CO2e reduction. SAS is well positioned to achieve and exceed its net-zero target ahead of schedule.

Global Greenhouse Gas Emissions by Scope

Other Fuels & Energy 8.3%
Business Travel 7.4%
Capital Goods 6.0%
Scope (1) 5.5%
Employee Commute 3.0%
Other 0.4%
Scope (2) 24.0%
89K
Purchased Goods & Services 43.9%

EMISSION TRENDS BY SCOPE AND MATERIALITY

Scope (MTCO2e)	2018(BASE)	2019	2020	2021	2022	2023	BASE YEAR REDUCTION	VARIANCE%
Scope 1	9,481	9,401	4,080	3,253	4,364	5,383	(4,098)	-43.2%
Scope 2	36,153	32,643	25,359	23,077	22,863	21,429	(14,725)	-40.7%
Solar (REC Retired)	-	-	-	-	(68)	(64)	(64)	100.0%
Scope 3	113,988	140,951	66,991	56,848	64,537	62,665	(51,323)	-45.0%
Totals	159,623	182,995	96,429	83,178	91,696	89,413	(70,210)	-44.0%

SCOPE 3

CATEGORIES	2018(BASE)	2019	2020	2021	2022	2023	BASE YEAR REDUCTION	VARIANCE%
Cat 1 Residual Purchased Goods & Services	58,390	57,096	40,294	40,305	41,584	39,281	(19,110)	-32.7%
Cat 2 Capital Goods	10,964	38,810	5,669	2,695	4,313	5,400	(5,564)	-50.7%
Cat 3 Fuel & Energy not in Scopes 1&2	13,869	12,962	10,495	9,347	9,862	7,426	(6,443)	-46.5%
Cat 4 Upstream Transportation & Distribution	2,326	2,105	1,322	976	1,153	1,081	(1,245)	-53.5%
Cat 5 Waste from Operations	521	734	272	153	261	218	(303)	-58.1%
Cat 6 Business Travel	17,753	19,281	5,545	1,022	3,582	6,578	(11,175)	-62.9%
Cat 7 Employee Commute	10,166	9,963	3,396	2,350	3,783	2,681	(7,485)	-73.6%
Totals	113,988	140,951	66,991	56,848	64,537	62,665	(51,323)	-45.0%

NET ZERO FORECAST (MTCO2e)

2018 BASE YEAR	2022	2025	2030	2035	2040	2045	2050 NET ZERO
159,181	91,695	103,468	75,452	57,305	39,795	27,857	15,918
Reduction %	(42%)	(35%)	(52.6%)	(64%)	(75%)	(82.5%)	(90%)

EMISSIONS BY TYPE (AR6 GWP-100)

2023 GHG (T CO2e)	Scope 1	Scope 2 (Market-based)	Scope 2 (Location-based)
Carbon Dioxide - CO2	5,117	21,246	22,067
Methane - CH4	4	45	47
Nitrous Oxide - N2O	40	74	77
Refrigerants - HFCs	222	0	0
Totals	5,383	21,364	22,191

GREENHOUSE GAS EMISSIONS TREND SCOPE 1, 2 AND 3
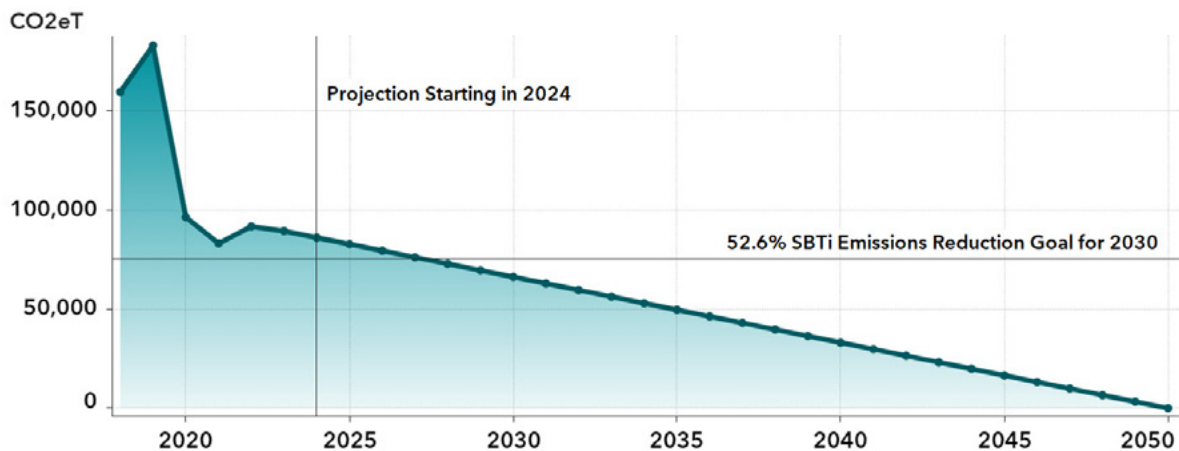
Energy

Overall energy consumption in 2023 was slightly lower (1,044.3 GJ) than the prior year. Increases to corporate jet travel due to business demands were offset by reduced electricity consumption in data centers and office buildings.

Office buildings were responsible for approximately 57% of SAS' 2023 energy demand, followed by 29% for data center operations and 14% for site and miscellaneous business functions. Approximately 34% of total energy consumed was for heating, ventilation and cooling of buildings and data centers, 32% for building and IT plug-loads, 15% for lighting, and 19% for flight operations and other activities. Seventy-nine percent of energy consumption was sourced from electricity suppliers and on-site solar generation.

Region	2023 GJ	2022 GJ	2021 GJ	2022-2023 Variance	2022-2023 Var %
Canada	8,323	10,483	9,028	-2,160	-21%
Asia Pacific	19,139	22,001	21,391	-2,862	-13%
Latin America	2,826	3,118	3,067	-291	-9%
EMEA	52,338	56,852	58,131	-4,514	-8%
United States	267,636	256,765	239,532	10,871	4%
Total	350,263	349,218	331,149	1,044	0%

Source	2023 GJ	2022 GJ	2021 GJ	2022-2023 Variance	2022-2023 Var %
Electricity	269,406	282,451	279,873	-13,045	-5%
Natural Gas	24,558	28,366	29,652	-3,808	-13%
Diesel	6,418	7,387	8,926	-968	-13%
Gasoline	3,862	3,815	4,169	47	1%
Propane	4,352	3,888	4,243	464	12%
Jet Fuel	41,666	23,311	4,287	18,355	79%
Total	350,263	349,218	331,149	1,044	0%

While SAS applies ISO 50001 energy management system (EnMS) best practices across operations, an ISO readiness campaign was initiated to achieve certification for company headquarters by 2025.

SAS analyzes operational data to optimize development and delivery of its products and services to customers. The efficiency charts below highlight a sustainable trend of decreasing energy growth against increasing revenues. In 2023, SAS' revenue was about the same as 2022 while overall energy consumption decreased slightly.

SAS' office energy use intensity improved 1% this past year and by 36% from its base year – down to 13 kilowatt-hours per square foot. Emissions per square foot also decreased (by 3% from prior year and 62% from the base year) down to 7.8 CO2 pounds per square foot. Operational efficiencies, regardless of the pandemic impact, have SAS on pace to achieve its 2025 targets of 40% energy use intensity (EUI) and 50% carbon use intensity (CUI) per square foot for office buildings.

ENERGY USE INTENSITY (EUI)

Goal: Improve Office Building Emissions Efficiency 40%

Legend: ▬ Energy Use Intensity (EUI): kWh/sqft (Model)   ○ Energy Use Intensity (EUI): kWh/sqft (Actual)
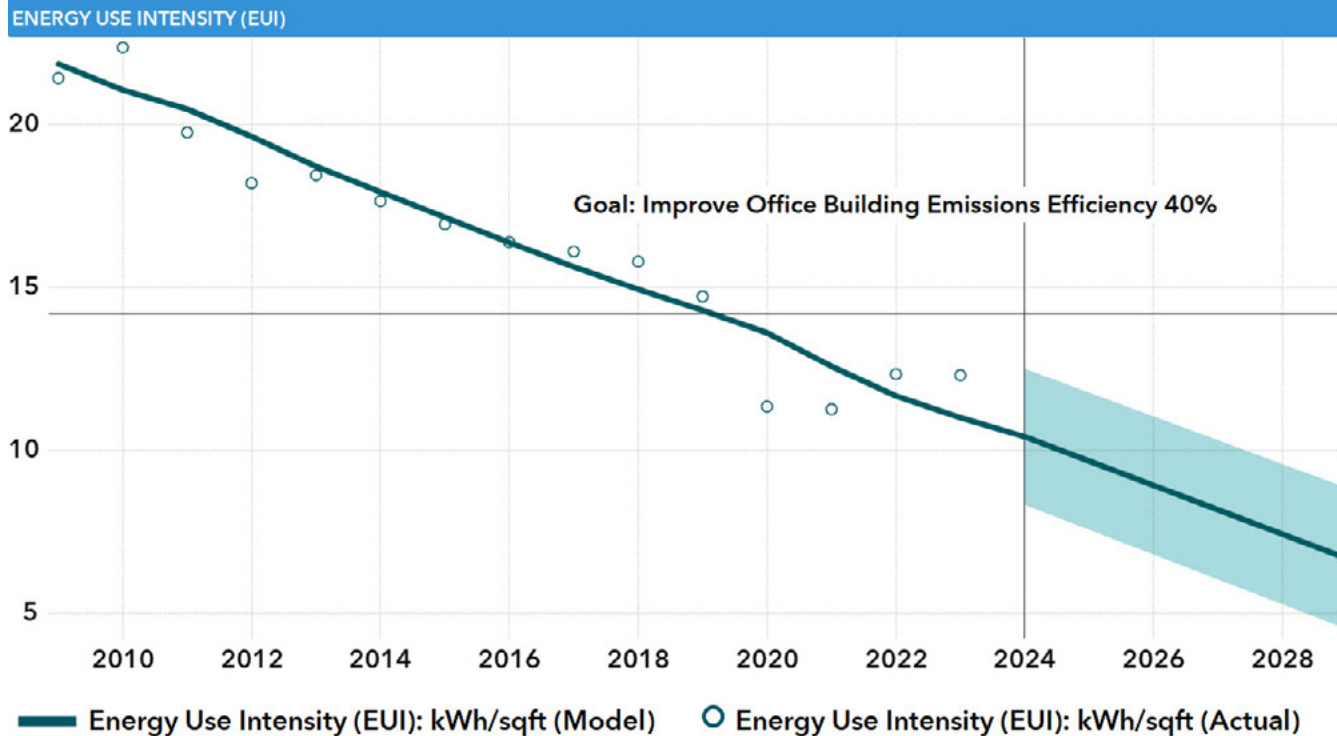
Assessments

SAS annually completes the CDP and EcoVadis supply chain surveys to show its customers how environmental and social responsibility is incorporated across operations. In 2023, 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 is deploying 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.

Solar and Renewable Energy

SAS' nine global solar installations generated 11,548 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 186,000 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 (PV) 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 120 charging stations. SAS provides free charging for all employees and visitors at most of its buildings at headquarters and many global office locations. In 2023, 346 T CO2e of emissions were saved by employees and guests using the charging infrastructure. This was a 174% 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.

2023 DATA

- 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.

- Expanded baseline GHG inventory to include emissions across all scope 3 categories material to the way SAS conducts business. Base year emissions adjusted 44.5% from 110,467 to 159,623 T CO2e.

- Increased 2030 target from 50% to 52.6% and received target validation from SBTi.

- Received SBTi validation for SAS' 2050 net-zero target.

- Reduced absolute emissions across all scopes by 2,283.1 T CO2e (44%) over the 2018 base year and 2.5% from prior year.

- Despite expected post pandemic increases in business travel, emissions are down 79.8% 63% (14,171 11,175 T CO2e) compared to the 2018 base year.

- SAS data centers decreased energy consumption by 4.4%, down to 28.6 million kWh.

- Data center PUE improved 7.4% the past year, from 1.35 to 1.25.

- Achieved 60% carbon use intensity (CUI) target – down 19% the past year to 8.1 CO2 pounds per square foot.

- On track for 40% energy use intensity target for office buildings by 2025 – 38% base year improvement.

- Achieved limited assurance for scope 1 and scope 2 GHG emissions calculations.

- SAS renewable energy generation from solar installations totaled approximately 3.4 million kWh, providing more than 5% of electricity needs for campus HQ office buildings.

- SAS continued support for plug-in electric vehicles and now has 120 electric vehicle charging stations with plans for more.

- In 2022, 79% of SAS energy consumption was sourced from electricity suppliers and on-site solar generation. Approximately 34% was used for building heating, ventilation and cooling.

Landfill Diversion

SAS is careful to operate its business in alignment with the principles of a circular economy and the UN Sustainable Development Goal 12: To ensure sustainable consumption and production. The company's Waste Management Program measures and monitors the waste stream, with significant environmental benefits resulting from efforts at individual and local levels. For example:

- SAS provides on-site recycling for aluminum, batteries, cardboard, electronics, magazines, glass, newspaper, pallets, paper, plastic bottles, printer cartridges, scrap metal and more.
- SAS strives for 100% e-waste recycling from landfills.
- While SAS software is primarily delivered online, physical product deliveries are packaged with recyclable materials.
- Polystyrene-based disposables have been replaced with compostable options.
- Cafeteria food waste is composted and used by SAS landscapers; waste vegetable oil is recycled and converted into biodiesel fuel.

- Online resources significantly reduce paper consumption globally.
- SAS strongly encourages the use of biodegradable, compostable and recyclable materials and minimizing single-use plastics.
- Building construction projects regularly exceed 85% waste diversion from landfills.
- Grassroots programs for employees reduce waste and encourage recycling efforts.
- Since 2009, operational waste diverted from landfills has increased from 26% to better than 69%.
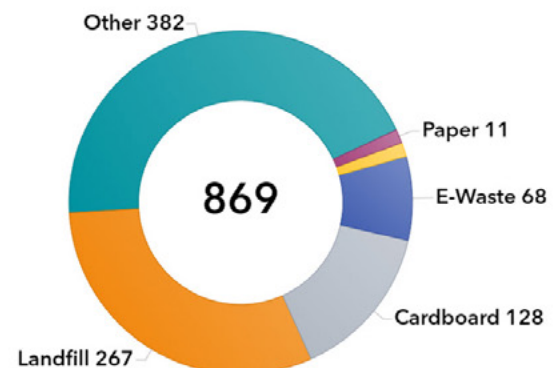
OPERATIONAL WASTE BY REGION

Regions	2023 (Metric Tons)	2022 (Metric Tons)	2021 (Metric Tons)	2023-22 Var.	2023-22 Var. %
AP	95	113	36	-18	-15.9%
CALA	14	14	16	-0	-0.9%
EMEA	109	294	142	-185	-63.0%
US	651	564	380	87	15.4%
Total	869	985	574	-116	-11.8%

US/Global Recycle Rates
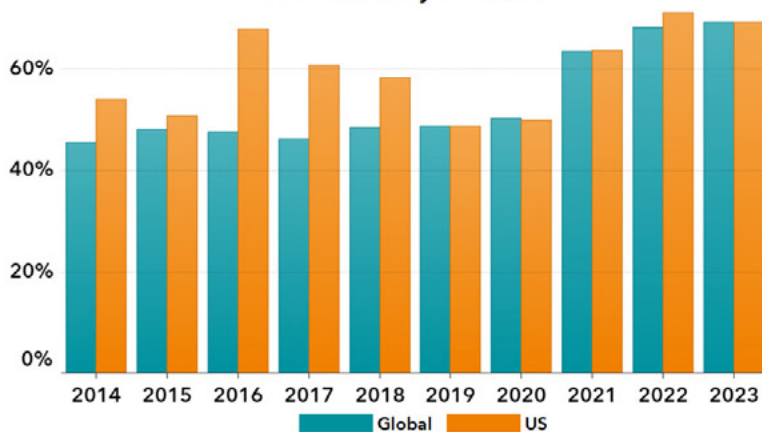
2023 Material Type (Metric Tons)

Other 382 · Paper 11 · E-Waste 68 · Cardboard 128 · Landfill 267 · 869

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 by using 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 200 – a 94% decrease. Globally, paper use for 2023 was 15.6% or 5.9 MT lower than in 2022.

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 11.1 metric tons of paper materials in 2023 – the 16.5% reduction from 2022 was largely due to employees using less paper while working from home. In 2023, the average recycled content for all paper used at SAS headquarters was 59%.

2023 DATA

Globally, SAS disposed of 869 metric tons of operational waste, including paper, food, cardboard, composting, aluminum, plastic and other nonconstruction waste material. This amount was 11.8%, or 116 metric tons, less than for 2022.

Highlights from 2023 include:

- 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 38% more paper compared to 2022 due to more employees returning to SAS offices. Despite the increase, SAS is still 76% below base year volumes.

- SAS diverted 69.2% of operational waste (601 metric tons) through recycling programs.

- For construction projects at campus headquarters, SAS diverted 100% (1,134 pounds) of waste from landfills.

- 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 for soil amendments and gardens at campus headquarters.

- When the sphagnum moss used by Facilities as a chemical-free cooling tower water treatment needs replaced, it is repurposed by landscaping as a soil amendment and grass seed topdressing.

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

Hazardous Materials

As a software company, 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.

2023 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. The company strictly adheres to environmental regulations.

- All reports are based on actual resource data collected from owned and leased offices and intensity metrics applied to approximately 24% of leased office space that does not have access to actual data.

Water Conservation

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

SAS strives to operate its business in alignment with UN Sustainable Development Goal 6: Ensure access to water and sanitation for all. At SAS headquarters, coupling water-saving technologies and practices 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.

- Cooling towers are replaced with high-efficiency models that use reclaimed water.

- Wastewater options, such as reclaimed and gray water, lower potable water consumption.

- 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.

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 storm water runoff.

GLOBAL WATER BY REGION

Regions ▲	2023 (Cubic Meters)	2022 (Cubic Meters)	2021 (Cubic Meters)	2023-22 Variance	2023-22 Var. %
US	146,326	143,392	128,074	2,934	2.0%
AP	9,796	9,555	9,681	241	2.5%
LA	1,527	1,478	1,323	48	3.3%
EMEA	25,347	22,020	21,264	3,327	15.1%
CAN	3,697	2,905	2,542	792	27.3%
Total	186,692	179,350	162,883	7,342	4.1%
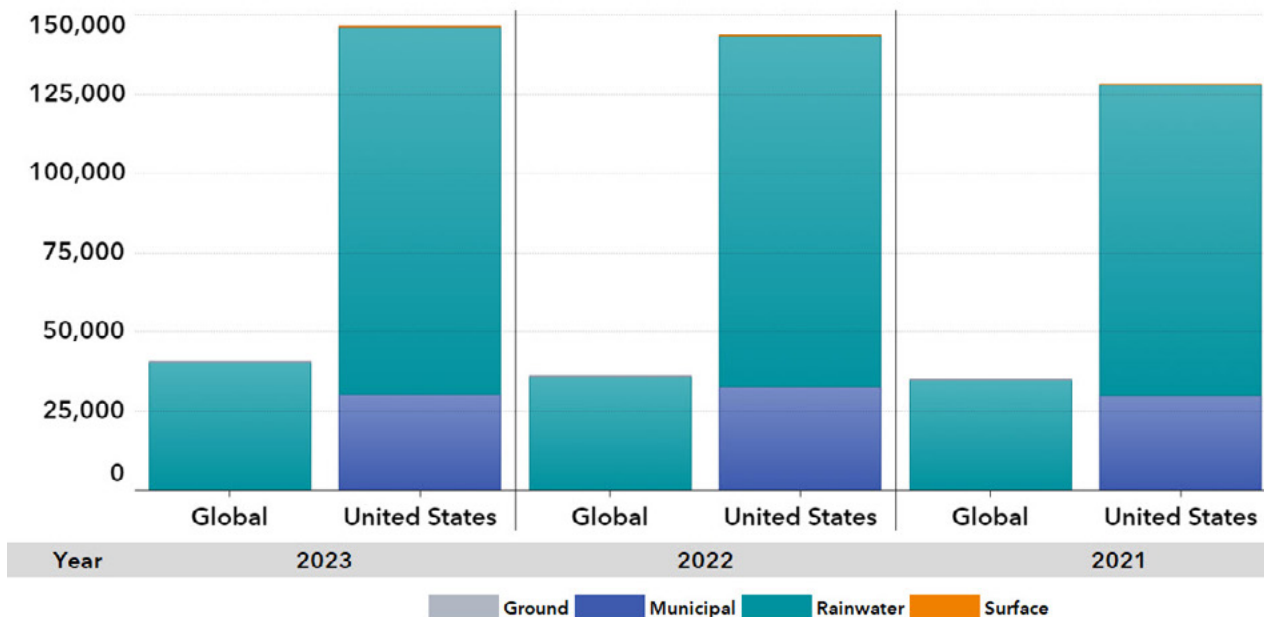
2023 DATA

- SAS used 186,692 cubic meters of water globally in 2023. The 8.5% increase from 2022 is primarily due to postpandemic return-to-office schedules.

- Despite increased operational schedules, ongoing efficiency improvements helped keep the employee water use intensity rate at 5.76 gallons per square foot.

- In 2023, SAS' water consumption rate (1,000 cubic meters per net revenue) was .062 – a slight increase over the .061 prior year rate.

- Returned 42% (66,455 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 site gardens.

- Expanded the use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. Data from a pilot project indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption and minimized the need for chemical treatments.

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

Green Building Practices

SAS strives to be a leader in environmental sustainability and is committed to making a difference around the world. To achieve this goal, SAS embraces Leadership in Energy and Environmental Design (LEED) guidelines for new construction and remodeling and retrofitting existing buildings. SAS holds a Silver level national membership with the US Green Building Council (USGBC). Since 2005, all new office buildings and data centers at world headquarters have achieved LEED certification. For offices located in countries that do not use LEED, SAS is incorporating country-specific best practices and pursuing equivalent certifications for new construction and maintenance.

SAS has 11 LEED certified buildings, including:

World headquarters: Building A – LEED Gold certified office building

- At 419,924 square feet, Building A is SAS' largest building. It has 999 offices, a Global Education Center and a 700-seat capacity café with a bakery. 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.

World headquarters: Building C – LEED Platinum certified office building

- Building C includes the Executive Briefing Center, café and office tower for employees. In 2011, 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 captures 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 equipment including its heating and air conditioning, mechanical systems, energy recovery units and a water-side heat exchanger.

Solna, Sweden: LEED Gold certified office building

- Sweden's newest office building was awarded LEED Gold certification. The facility features geothermal energy wells for efficient heating and cooling, rooftop solar photovoltaic panels, a sedum-covered green roof and on-site beehives that provide honey for the cafeteria.

Toronto: LEED Platinum certified office building

- SAS built 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.

2023 DATA

- A geothermal heating and cooling system installed for three SAS offices in Milan, Italy, is expected to reduce emissions by 48% and achieve energy savings of 35%. It replaces less efficient methane-powered systems and will reduce annual emissions by more than 500 T CO2e.

- SAS has Energy Star certifications for 11 core office buildings at campus headquarters.

- Approximately 1.9 million square feet (82%) of office and data center space at campus headquarters is LEED certified.

Biodiversity

SAS is careful to minimize impact on biodiversity and surrounding habitats as it grows and expands its operational footprint. Aligning with UN Sustainable Development Goal 15: Life on Land, SAS adheres to the US Green Building Council LEED guidelines for protecting natural environments and promoting biodiversity in areas where the company operates. Of approximately 900 acres at SAS headquarters, about 150 acres feature buildings, roads or other impervious surfaces. The remaining 750 acres are retained as old-growth woodland, lakes and streams, farmland, natural areas, and approximately 60 acres of maintained lawns, primarily for employee recreation and landscaping.

The company applies LEED best practice guidelines for new and existing building projects, smart land use planning and campus landscaping, such as:

- 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.

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 is publicly committed to supporting the United Nations' Decade on Ecosystem Restoration and ensuring by 2025 that corporate business policies align with goals for reversing nature losses by 2030 and achieving full recovery by 2050.

2023 DATA

• SAS continued its nonprofit partnership with the International Institute for Applied Systems Analysis (IIASA), an international research institute known for its expertise in providing policy solutions on pressing concerns for humanity, with an artificial intelligence model that recognizes signs of deforestation. In addition, SAS is continuing work with the Amazon Conservation Association for deforestation tracking.

• A collaboration between SAS and the Galapagos Science Center has been recognized for developing a crowd-driven AI app that helps protect endangered sea turtles.

• 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.

• SAS teamed up with North Carolina State University and several multinational companies to collaborate with researchers to drive innovation and address the most perplexing plant science challenges. Collaboration with researchers on the university's NC Plant Sciences Initiative (NC PSI) will focus on the grand challenges facing food, health and agriculture.

• The SAS Environmental Program sponsored a three-week Eco Passport journey with EarthShare NC. The journey provided numerous activities for employees to learn more about climate change and how it's affecting biodiversity in North Carolina.

• 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 output in crops. They also leveraged advanced image analysis to identify early identification of plant diseases.

• SAS continued its work with the World Wildlife Fund to improve DataOps, ModelOps and multichannel marketing to iteratively improve direct-response tactics to more effectively engage with donors.

Awareness and Engagement

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 works with leading international organizations to apply technology to address greenhouse gas emissions, as well as other environmental and social concerns. Customers use SAS software to generate power efficiently, promote better use of critical resources, minimize waste, assist environmental protection agencies, and improve the production and delivery of goods.

2023 DATA

- At the Raleigh Chamber's inaugural Sustainability Conference, SAS was announced as a founding member of the newly formed Business Sustainability Roundtable (BSR) and presented the business case for being a good corporate citizen. The BSR's mission aims to encourage businesses to lead in the creation of sustainable communities.

- SAS signed on to a business letter to members of the North Carolina General Assembly to urge lawmakers to maintain and build upon recent progress to reduce climate pollution while expanding the state's clean energy economy.

- SAS participated in the EarthShare North Carolina Climate Week, a first event of its kind in the state. The Climate Week pilot initiative was launched in 2023 to help educate people about the urgent need for individuals and companies to take action on climate change.

- SAS participated as a stakeholder in the Count Me In, Cary! Climate Action Advisory Group meetings. The Town of Cary is moving forward with the development of a 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.

- At the 2023 State Energy Conference, SAS' Chief Environmental Office participated on a plenary panel discussion with Google, Microsoft and others about the importance for corporate access to clean power.

- SAS' Chief Environmental Officer participated in a panel discussion about the importance of agrivoltaics for optimizing investments in solar and other renewable energy investments.

- On World Environment Day, SAS celebrated advocacy as a signatory to the Carbon Call. The Carbon Call is an initiative that mobilizes collective action, investment and resources to strengthen a more reliable and interoperable carbon accounting for the planet.

- SAS also celebrated a variety of climate-related awareness dates with social promotions and communication stories, including Climate Week, Global Goals Week, National Clean Energy Week, World Cleanup Day, Zero Emissions Day and World Environmental Health Day.

- For Earth Day, employees participated in on-site, hands-on tours of the SAS apiaries to learn more about beekeeping and the importance of pollinators in the ecosystem. SAS has more than 50 beehives at on-site apiaries in its Cary, Australia, Canada, UK, France, Sweden and Netherlands offices.

2023 DATA

- Harvested 208 pounds of honey from the SAS HQ apiary. Jars of honey were available for employees in the SAS cafés for the holiday season.

- SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year, the team spent an afternoon volunteering at the Urban Community AgriNomics (UCAN) farm tilling gardens, planting trees, splitting wood and providing enthusiastic labor for many other farming chores. UCAN is a nonprofit that engages the local community with skills based in agriculture and a place for those within the community to access fresh fruits and vegetables.

- Competed against other North Carolina-based companies in an Earth Day activities challenge. Employees from various companies earned points for their teams using the JouleBug app, which logged daily environmental actions.

- Domain experts from SAS participated in a SASCHAT about the State of Sustainability in Manufacturing.

- Hosted the Research Triangle Cleantech Cluster (RTCC) 2023 Cleantech Innovation Awards. The event was attended by more than 200 leaders and innovators from business, government, municipalities, academia and more who value the importance of clean technologies to mitigate climate issues.

SAS country offices participated in several initiatives, including:

- SAS Ireland moved its office in September 2023 and selected moving partner Iconic Offices, which minimizes energy use and emissions and also develops strategies for more sustainable workplaces. Joint sustainable initiatives in Dublin included:
  - Close proximity to public transport hubs.
  - Bicycle facilities.
  - Waste reduction, reuse and recycling programs.
  - Biophilic-designed offices to connect with the natural environment.
  - Locally sourced, environmentally friendly office resources and stationery.
  - Smart-metered office spaces to reduce energy, increase efficiency and measure carbon emissions.
  - Local litter-picking events in partnership with other Iconic Offices tenants.

- SAS R&D India continued its annual tree planting and conservation drive for which the Muskaan team, in association with Vasundhara Swachhata Abhiyan, donated funds to purchase and maintain saplings for the year.

- SAS Norway spearheaded several sustainability initiatives, including:
  - Company bike access and parking – free membership to City Bike and secure bike parking in the garage basement where employees can charge their e-bike batteries in a locked cabinet.
  - Charging stations for electric cars. The Oslo office has two EV (electric vehicle) charging stations.
  - Initiative to minimize food waste. The café in Oslo focuses on minimizing food waste by adjusting portion sizes to demand, serving small portions and using leftovers for new recipes.

- SAS Sweden maintained its apiary, which contributes to pollination in a radius of three kilometers and increases the biological diversity in the area.

- SAS United Kingdom uses electricity from 100% renewable sources and has its own on-site composting and bio-bubble system, beehives, and robot mowers to maintain the estate's lawns. The office also had a meet-the-bees event where Danesfield Primary School came to the SAS Marlow Estate to learn more about bees and pollination. The class had been busy in school learning about pollination, how plants reproduce and the role of bees in this process. The students got to look inside a beehive, taste honey and see how SAS' AI software is used to analyze the hives and honeybee waggle dance. SAS United Kingdom hosted children from Danesfield School at the Marlow offices to learn about bees, pollination and how AI is used to decode the honeybees' waggle dance.

download
Environmental Program

Social Impact & Responsibility

World-changing innovation to drive positive change

Whether protecting the environment, improving patient treatments and outcomes, or educating the next generation of data scientists, SAS believes in the power of data and AI to improve the human condition. Knowing that trustworthy technology can help drive better decisions and create a more sustainable future, SAS strives to help its communities and customers with their environmental, social and governance initiatives. As a business leader focused on corporate social responsibility, SAS sees it as its duty to be innovative and lead by example.

By continuing to ask bold questions, remaining resilient and prioritizing data-driven decisions, SAS is creating innovative opportunities to spur positive change. Building upon its renowned supportive workplace culture and employee philosophy, SAS prioritizes how it can inspire progress and positively affect social issues and communities through many company efforts – from responsible innovation practices and projects to social innovation through corporate philanthropy and education initiatives.

Innovating Responsibly

The rise of powerful AI technologies has sparked global conversations around the risks and opportunities of AI.

SAS is committed to working with customers, partners and academia to increase the awareness of the necessity for technology that is ethical, equitable and sustainable for individuals and societies. The SAS Data Ethics Practice is a cross-functional team that leads a globally coordinated effort to help employees and customers deploy data-driven systems that promote human well-being, agency and equity.

As industries and governments strive to ensure the responsible use of technology, SAS' trustworthy AI experts frequently provide counsel and testimony based on the company's nearly 50 years of helping customers use data. In the US, SAS collaborates with other committed organizations, including the Artificial Intelligence Safety Institute Consortium in the US Department of Commerce's National Institute of Standards and Technology, EqualAI, AI4ALL, the Business Roundtable and other groups. Around the world, SAS works with regulators and policymakers to help shape AI laws and policies, including consulting with the European Union and EU member states, to inform policies and the legislative process related to trustworthy AI. SAS also engages with policymakers in Asia Pacific countries such as Singapore, Australia and Japan. For example, SAS collaborated with the Monetary Authority of Singapore-led Veritas consortium to integrate the Veritas Toolkit into the company's AI solutions for the financial sector. Additionally, SAS joined the Commonwealth AI Consortium, which includes global tech firms, research institutions, nonprofits and at least six Commonwealth member countries, which have stepped forward to champion AI innovation.

SAS also supports responsible innovation through the trustworthy AI features of SAS® Viya,® including bias detection, explainability, decision auditability, and model monitoring, governance and accountability, that help organizations identify potential bias during data management and modeling.

SAS will continue to lead important responsible innovation conversations, while also working with and learning from customers, partners, academics, students, community organizations and nonprofits to inform its own practices and explore new ways to empower people with data and AI.

Improving the World Through Data and Analytics

As a global leader in data and AI, SAS is passionate about applying its cutting-edge technology and expertise to help solve some of society's biggest problems.

One of the ways SAS does this is through the Data for Good movement, which encourages using data in meaningful ways to address humanitarian issues around poverty, health, human rights, education and the environment.

As a vital part of the Data Ethics Practice, the SAS Data for Good team generates thought leadership and showcases the power of SAS technology through projects like protecting endangered sea turtles, simulating the resiliency of countries to major shocks and predicting migration routes of people in crisis.

Each year, SAS employees volunteer their time in various Data for Good projects to tackle these societal challenges and help support a better, safer and more equitable world. These social impact programs rely on their curiosity, expertise and passion for using their skills for social good. SAS also partners with customers, industry groups, nonprofits, governments and global organizations on projects that put the company's principles into practice and address pressing global issues through the lens of responsible innovation.

Education and Philanthropy

The rise of new, advanced technologies demands a new generation of updated skills. SAS strives to meet that demand by helping people from around the world skill up to take advantage of the data- and AI-driven economy. SAS makes it easy to build these highly coveted skills by targeting worldwide education initiatives in STEM and computer science to ensure that the next generation of innovators has the knowledge and abilities to succeed.

SAS has deep roots in academia. Its founders were part of a consortium of eight universities to analyze vast amounts of agricultural data. These bold minds were pioneers in using data for the greater good. Decades later, education is still the company's primary philanthropic focus. SAS supports educational programs to help students from all backgrounds reach their full potential as future leaders and innovators.

As an essential part of its commitment to education and philanthropy, SAS contributes to charitable initiatives in the US and abroad to build stronger foundations for brighter futures. By driving efforts to improve education and society, SAS embraces its role in the greater global community.

Data literacy in the Age of AI

Data is everywhere and is the driving force behind much of today's innovation, particularly the rise of AI. As the global analytics leader, SAS is uniquely positioned to be a pioneer in educating students on data and AI literacy and computer science. SAS understands the power of data to help better understand the world, to do good and to solve problems. In a connected, AI-driven and data-rich society, the ability to apply and use data in everyday life is essential for everyone, not just data scientists and mathematicians. SAS is committed to developing relevant resources for data literacy, computational thinking and coding to educate students born and raised in a world of data.

SAS believes that helping understand the value of data starts by teaching the basics, including helping students rethink their approach to problem solving. In doing so, students begin to see firsthand how integrating data into the problem-solving process can help drive meaningful results.

In 2023, SAS launched its second free data literacy e-learning course, Data Literacy in Practice, which empowers individuals and professionals to explore and visualize data with confidence. Starting from the basics, Data Literacy Essentials introduces learners to fundamental data literacy concepts, such as what data is and why it matters. It has been activated more than 22,000 times in nearly 80 countries by more than 600 colleges and universities and 3,500 nonacademic organizations. Together, Data Literacy Essentials and Data Literacy in Practice prepare learners to take introductory visual analytics courses, creating a pathway for new SAS users. In addition to creating free learning content, SAS partners with local and national organizations like Code.org, AI4ALL, CSforALL and Data Science for Everyone to inspire in students a fascination with data.
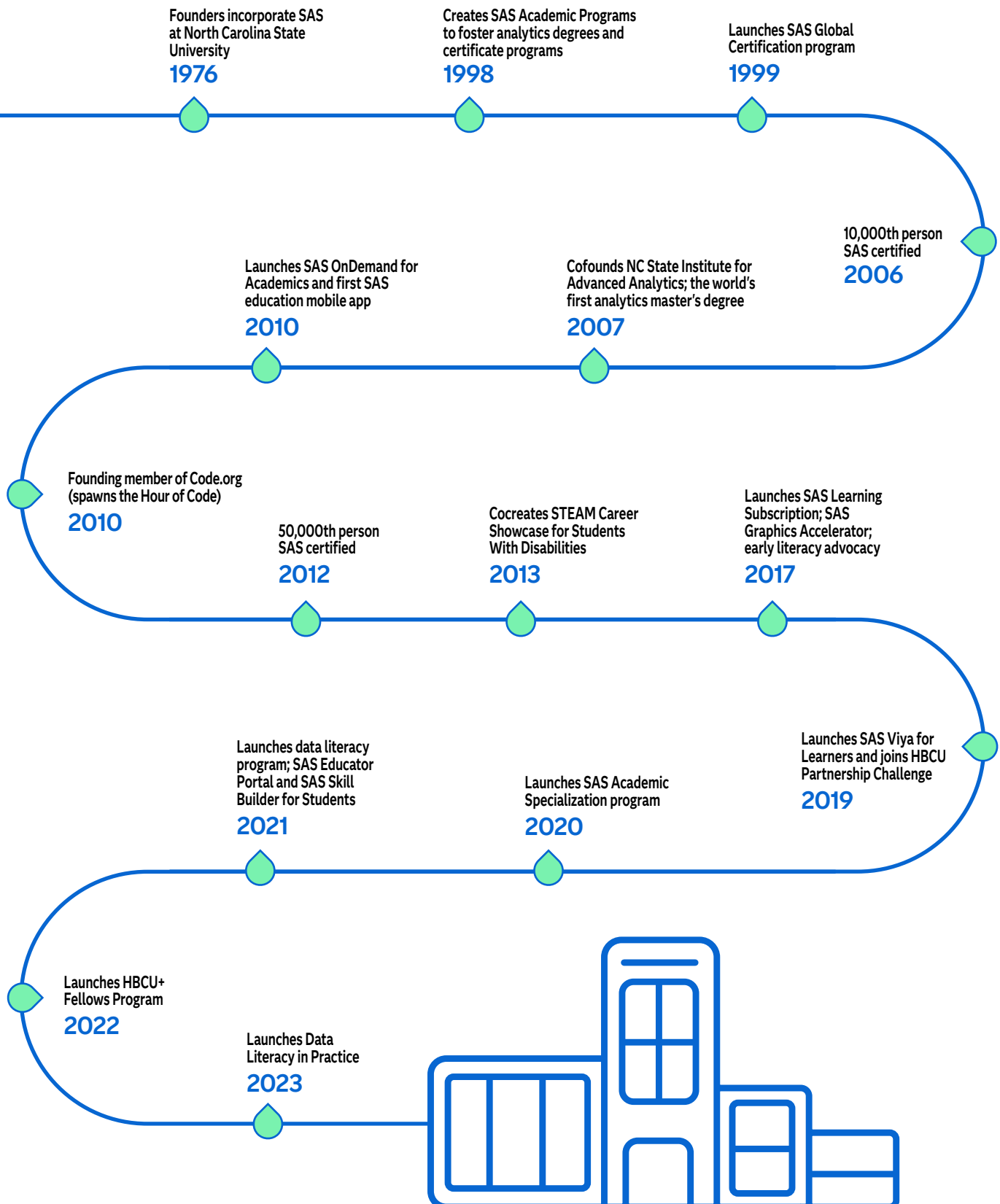
Teaching and Learning

From educators to students, academic researchers and independent learners, SAS offers anyone in a teaching and learning environment free and low-cost options for accessing its world-class analytics software, training resources and online communities. The Education Analytical Suite provides comprehensive SAS foundational technologies for teaching, learning and academic research via reduced-cost enterprise licenses.

SAS OnDemand for Academics provides free access to powerful SAS software for statistical analyses, data mining and forecasting. And SAS Viya for Learners offers free access to AI, data science and machine learning tools for educators and their students. Nearly 300,000 educators and learners took advantage of these free software offerings in 2023.

Additionally, more than 20,000 students globally joined SAS Skill Builder for Students, a free online portal that provides access to everything students need to launch their analytics careers. Over 2,000 educators globally joined the SAS Educator Portal in 2023 and took advantage of free instructional materials and e-learning designed to make integrating analytics into the classroom easy and effective.

Last year was also the second year of the Curiosity Cup, a global data science competition where 50 student teams across 16 countries researched topics ranging from mental health and energy to entertainment and fraud.

Founders incorporate SAS at North Carolina State University
1976

Creates SAS Academic Programs to foster analytics degrees and certificate programs
1998

Launches SAS Global Certification program
1999

10,000th person SAS certified
2006

Launches SAS OnDemand for Academics and first SAS education mobile app
2010

Cofounds NC State Institute for Advanced Analytics; the world's first analytics master's degree
2007

Founding member of Code.org (spawns the Hour of Code)
2010

50,000th person SAS certified
2012

Cocreates STEAM Career Showcase for Students With Disabilities
2013

Launches SAS Learning Subscription; SAS Graphics Accelerator; early literacy advocacy
2017

Launches SAS Viya for Learners and joins HBCU Partnership Challenge
2019

Launches data literacy program; SAS Educator Portal and SAS Skill Builder for Students
2021

Launches SAS Academic Specialization program
2020

Launches HBCU+ Fellows Program
2022

Launches Data Literacy in Practice
2023

Increasing Representation in Analytics

SAS is committed to increasing diversity, equity and inclusion not only within the company, but also in the fields of data, AI and analytics.

This year, SAS launched its inaugural SAS Reach Program – an intentional, five-week, immersive, paid early-ID program for underserved high school seniors – to build a pathway to further their STEM education and technical careers. The program's mission was focused on career readiness and college preparedness to better help the students understand skills needed to successfully further their education and enter the future job market. In fact, three program participants will be joining SAS as 2024 United in STEM summer interns.

The award-winning SAS intern program welcomed over 170 interns from diverse backgrounds in 2023 with the majority being hired into technical roles. Over half of the 2023 intern hires identified as women and nearly two-thirds of the US hires as being from a historically underrepresented racial demographic. SAS interns gain meaningful work experience that enhances their skills and career trajectory.

SAS expanded its work with Code the Dream in 2023 by bringing on an inaugural cohort of Code the Dream fellows. Working across two teams in SAS R&D, the fellows are using what they learned in the classroom to make a real-world impact. Once they've completed the free educational portion of the program, students are eligible to apply for a six-month paid apprenticeship where they use their learning in a real-world environment and gain professional experience.

In 2023, SAS announced its inaugural class of HBCU+ Fellows, a program that supports educators at historically Black colleges and universities (HBCUs) by helping integrate analytical tools into academic programs and increase access to data and analytics education. In addition, as part of the SAS Championship golf tournament SAS hosted the second HBCU Invitational, which started with a career-day event for the student golfers to learn and network with SAS employees and executives. SAS also participates in several outreach and recruitment initiatives with HBCUs, including SAS HBCU STEM Connect, HBCU Business Connect and the HBCU Academic Excellence Program. SAS also participates in the HBCU Partnership Challenge created by the Bipartisan Congressional HBCU Caucus, as well as the CEO Roundtable on Cancer's Going for Gold initiative, with the goal of empowering cancer research at HBCUs and elevating the health of those disproportionately affected by cancer.

SAS also does intentional outreach to other minority-serving institutions through Handshake, including tribal colleges, Hispanic-serving institutions and predominantly Black institutions.

SAS partners with the North Carolina Museum of Natural Sciences to support the STEAM Career Showcase for Students With Disabilities, an annual event where students with disabilities in grades 6 through 12 interact with college students and professionals with a variety of disabilities who have forged successful career paths in STEAM fields. Students participate in a virtual opportunity fair and network with role models who are pushing the boundaries of knowledge, building innovative products and creating the technologies of the future.

SAS is also committed to helping veterans, service members and military spouses successfully transition into new careers by partnering with Hiring Our Heroes, a US Chamber of Commerce initiative, to offer transitioning service members a 12-week fellowship at SAS during the last 180 days of active duty to bridge the gap between the military and civilian culture and workplaces. In addition, SAS offers free and discounted data science and analytics training and certifications to service members, veterans and military spouses.

Degree and Credential Programs

SAS partners with traditional and nontraditional higher education institutions around the world to create programs that generate the analytical talent organizations need to make the most of big data. More than 400 SAS Academic Specializations, which give higher education institutions more options for engaging with SAS to create degree, certificate and other programs, are active in 40 countries.

In 2023, SAS established more than 65 new partnerships with college and university programs around the world. These partnerships and offerings help ensure that students are gaining in-demand skills and that employers can easily connect with them through digital credentials. More than 6,000 SAS certifications were earned in 2023. The newly launched SAS Certification & Skills Directory allows employers to find those who hold these sought-after industry credentials. By providing modern, stackable credentials for learners at every level, we continue to provide pathways to careers and opportunities for talent connections.

Communities Connecting Students and Opportunities

The Learn SAS online community connects students and independent learners with resources to develop and certify their SAS skills. Users can exchange extensive SAS expertise or look for help through presentations, hands-on workshops and access to SAS experts. In addition to peer-to-peer support, SAS online communities provide a space for collaboration on global programs such as the SAS Hackathon, Ask the Expert webinars and regional SAS users groups. These global connections among professional and student users help to advance the experience and expertise of SAS practitioners.

SAS Education Policy Priorities

SAS continues to support the myFutureNC initiative with the goal of ensuring that North Carolina businesses will find qualified talent armed with relevant educational degrees and credentials. A particular focus of this work is helping underrepresented student and adult populations seize rewarding careers.

SAS CEO Jim Goodnight continues to lead a group of North Carolina CEOs who are seeking to increase third-grade reading proficiency in North Carolina – a key educational milestone that better ensures students will succeed in school and into the workforce. This work includes efforts to:

• Increase access to the NC Pre-K program, a high-quality program for at-risk 4-year-olds proven to lay the foundations for reading proficiency.

• Strengthen the effectiveness of educators teaching early reading skills, aligning their instruction with the "science of reading."

With the support of educators and the state's elected leaders, these efforts are paying off. Recently released data from the North Carolina Department of Public Instruction shows that students in grades K-3 are improving their literacy skills in every grade and across student subgroups (race, ethnicity and socioeconomic status). The growth in those grades is outpacing the national rate.

Additionally, significant progress was made in 2023 to align literacy instruction with the science of reading. Funding was provided to support continued training and coaching of elementary teachers in the science. In addition, both public and private colleges of education in North Carolina continue to align their curricula and instructional practices to the science of reading. Finally, the State Board of Education has modified the teacher licensure exam to align with the science, ensuring beginning teachers are well equipped to teach young students how to read.

Goodnight also leads a national effort to increase early literacy through his work with the Business Roundtable in Washington, DC. This work has special urgency because of the wide disparities, worsened by COVID-19, in achievement between more economically advantaged students and those from low-income families, as well as the disparities in achievement between white students and students of color. Increasing early reading proficiency for all students is a key component of ensuring racial equity in the education system and into the workforce, as well as ensuring a strong talent pipeline into the future.

SAS also supports other organizations devoted to improving the quality of education, including the Hunt Institute, Institute for Emerging Issues, BEST NC, NC Public School Forum and other nonprofit organizations.

Global and national Initiatives

Supporting SAS' education initiatives is a global effort – and truly is something employees are passionate about. From teaching to events, SAS employees lend their time and talents to skilling up the next generation. In addition to educational initiatives, they also contribute their time and efforts to a variety of causes that they feel passionately about.

Employees at SAS offices around the world participated in numerous projects such as:

- Interactive experiences at headquarters included employee volunteers who led learning and networking opportunities that included the following groups:

  - Wake Young Women's Leadership Academy – the SAS Women's Initiative Network (WIN) has hosted a group of more than 100 young girls in January for several years.

  - Lightner Y Achievers program with the YMCA of the Triangle – students learned about artificial intelligence; diversity, equity and inclusion; and corporate social responsibility. Students also participated in an immersive experience about data ethics during SAS Championship.

  - Carolina Health Informatics Program (CHIP) DataAware Program – SAS has hosted a group of students from underrepresented backgrounds for several years each summer to learn about real-world applications of data analytics in the fields of health and life sciences and biotechnology.

  - The Gregory B. Davis Foundation and Roanoke Rapids Graded School District Summer STEM Immersion Experience.

  - SparkNC – middle and high school students visited SAS to learn about pursuing careers in high-tech fields like AI, machine learning and cybersecurity.

  - The North Carolina Society of Hispanic Professionals – a group of 50 students from five local high schools explored data ethics concepts and learned from and networked with Hispanic and Latin American employees, including two former students who participated in SAS' inaugural Reach Program.

  - American Statistical Association's (ASA) StatFest – ASA's Committee on Minorities in Statistics hosted their annual one-day, in-person conference at SAS aimed at encouraging undergraduate students from historically underrepresented groups to consider careers and graduate studies in the statistical sciences. SAS has been involved in this organization for many years, and it was an honor to host over 150 undergraduate and graduate students, professors, faculty members and high school students to learn, network and expand their horizons.

  - SAS continued its annual support of Computer Science Education Week (CSEdWeek). SAS partnered with the Young Professionals Network (YPN) and the SAS International Connection (SASIC) employee inclusion groups. Through this

collaboration, SAS employee volunteers helped lead data literacy and computer science sessions at local elementary schools for over 150 students. Furthermore, employees outside of YPN and SASIC were encouraged to do an Hour of Code session with schools of their choosing.

- SAS volunteers in the US and overseas also worked with more than 100 elementary and middle school students, particularly young girls, to strengthen their data literacy, computer science and STEM skills.

• SAS Australia participated in several activities, including:

- Joined the public Ribit marketplace, which gives SAS Australia's customers access to thousands of early-stage talent from various disciplines.

- Highlighted its education initiative in the article "2 Paths to the Top: How Analytics Gives Students the Professional Edge."

- Showcased its work with students from the University of New South Wales on using analytics to address how mortgages are managed in a rapidly changing housing market.

- Highlighted its education initiatives with Macquarie University students, who worked with the university's academics and SAS experts to use analytics to address poverty.

- Announced an academic partnership with Torrens University Australia to embed SAS technology into the university's Master of Business Analytics degree.

• SAS Belgium and SAS Netherlands participated in several activities, including:

- Organized a stroll in two countries with residents of a local elderly home.

- Collected and donated toys to children in need through CIG De Stobbe in Antwerp (Belgium) and Speelgoedbank Amersfoort (Netherlands).

- SAS Netherlands hosted Girls' Day, an annual event initiative of the Dutch national organization Vrouwen in Hogere Technische Opleidingen (Women in Higher Technical Education), to inspire girls to explore data science and analytics. More than 45 girls, ages 10 to 15, explored data in real time using SAS DataFly and learned about AI and other emerging technologies, such as ChatGPT.

• SAS China Beijing R&D provided undergraduate SAS courses on statistical analysis and business intelligence at Beijing University during September through December.

• SAS Denmark participated in several initiatives, including:

- Collaboration with Science Talenter, which is a Danish student program at the high school level. SAS has been part of relevant education sessions (e.g., in AI and machine learning). In April, SAS was part of a workshop about robots and AI where students made a robot system.

- Coding Class project in the City of Copenhagen. The Danish ICT Industry Association (IT-Branchen) has established the Coding Class project together with member companies and Danish municipalities. The project teaches primary school students how to code and present their solutions. Also, a coding class was held at a high school in March.

- #SoccerJerseyFriday (#FodboldtrøjeFredag) is an initiative that focuses on supporting the fight against childhood cancer, organized by the Children's Cancer Foundation in Denmark.

- Hosted more than 100 highly skilled students and professors from Danish universities in September at the Copenhagen office to take part in a SAS Talent Connect event. Hosted by SAS in partnership with pharmaceutical Novo Nordisk, students undertook preparations for future careers in data science. Since the event, several students were recruited by Novo Nordisk.

- SAS Finland employees volunteered at an animal sanctuary Saparomäki and also participated in opportunities to mentor and provide first aid. In addition, SAS Finland participated in many academic activities, including guest lectures about analytics and hands-on sessions with SAS Viya. SAS Finland also attended career fairs to help students gain analytics skills and provide guidance on career tips.

- SAS Germany participated in several initiatives, including:

  - Sponsored the Halbmarathon to encourage a healthy lifestyle and invited employees, their families and friends, as well as customers and partners.

  - As a traditional partner of the junior rugby league in the region, the office supported referee training and drug- and doping-prevention training.

  - Supported the project STAFFELSTAB of Lebenshilfe Heidelberg, fostering solidarity and humanity in the region. This team has set up a mourning café and survivors' meeting place for young relatives of children with cancer.

  - Hosted an event for 30 mathematics and computer science graduates from the Goethe-Gymnasium Berlin-Wilmersdorf providing first experiences with SAS Visual Analytics and the SAS Academic e-learning environment SAS Skill Builder to help train the next generation of data scientists.

  - Participated in Girls' Day 2023 by introducing the world of data and visualization through the SAS DataFly program to young female talent.

- SAS Hong Kong sponsored a team to join the charity event Cycle for Million 2023, organized by Pok Oi hospital in April.

- SAS India R&D participated in several initiatives, including:

  - Invested donation efforts to transform Sumati Balwan School, a school designed especially for underprivileged children. Resulting efforts provided eight modern classrooms, a spacious hall that now houses a computer lab, a covered rooftop area perfect for hosting school events and functions, procurement of a new school van and a 17-seat school bus for ensuring safe transportation for the students, financial support for the creation of a robust schoolyard for sports and recreational activities, and full sponsorships covering annual expenses of two deserving female students.

  - Hosted their annual Festive Fair, which brings together employees who wholeheartedly contribute toward supporting various nonprofits while enjoying festive shopping. This year, the event featured a wide range of products, including beautiful handmade lamps, wooden boxes, hair and skin care products, eco-friendly and organic products, kitchenware, gifting items, and much more.

- SAS Ireland participated in several initiatives, including:

  - In March 2023, six students from underserved Dublin schools and colleges undertook a P-TECH data science student placement in SAS' Dublin office. The students learned SAS Visual Analytics software and developed their data preparation, data visualization and project management skills to analyze Dublin Bikes' hire and journey data. Their findings and project approach were presented at the National College of Ireland's Kelly Theatre as part of their Irish Leaving Certificate qualification.

  - In October 2023, SAS colleagues attended the data science student placement orientation event ahead of six students on placement in the SAS Dublin office in 2024 Q1. The P-TECH program continues to deepen relationships with SAS customers and partners, including the Department of Education, A&L Goodbody, Cisco, Deloitte, IBM, Irish Life, Irish Rail, Irish Water (now known as Uisce Éireann), Salesforce and Virgin Media.

  - P-TECH, supported by Business in the Community Ireland, continues as SAS Ireland's nominated charity. In the 2023-24 academic year, SAS data literacy digital learning is included in schools' outreach learning resource packs with opportunities to engage, coach and mentor students exploring future careers as data practitioners.

- The Customer Advisory team and SAS Academic Program continue to provide active support for University College Dublin's research into preeclampsia using AI diagnostic tests with a number of public speaking opportunities undertaken throughout 2023.

- SAS Italy participated in several initiatives, including:

  - Was invited by the Professor of Communications & Digital Marketing course to meet 50 Italian and international students from IULM University in Milan in September and challenged them to work on a project about data, innovation and the future. The Generation Z members were asked to use their creativity to develop content and materials that could engage a similar target audience to inspire them about the world of data and analytics. The result was a collection of videos, images, texts and other content that demonstrated their views about innovation, analytics and the future.

  - On Nov. 9, SAS Italy organized a Community Day activity that involved more than 40 colleagues across different teams for the entire day. In collaboration with Comunità Nuova, a nonprofit association that has been supporting children and people in need for more than 40 years, the office spent the day with educators and guests from Villa Paradiso, a therapeutic rehabilitation community.

- SAS United Kingdom participated in several initiatives, including:

  - SAS UK's chosen charity partner is The Talent Foundry, which offers many exciting joint-working opportunities and events:

    - SAS Future Analysts moved from a four-school pilot to a 10-school, UK-wide program in 2023. This SAS-funded program provides analytical skills, hands-on SAS software use, storytelling with data, and insights into future careers working with data. SAS employees volunteer with staff from SAS customers and partners, including Atos, Eviden, HM Revenue & Customs, and Nationwide Building Society to support young people most in need.

    - The Talent Foundry regularly uses SAS' London offices for team meetings and staff training sessions to avoid third-party facilities' costs. This allows The Talent Foundry to channel more funds into improving students' employment opportunities in areas of economic and social deprivation.

    - Staff charitable fundraising is donated to The Talent Foundry with £-for-£ matching by the Big Give each November.

  - SAS Academic Program and schools/colleges engagement:

    - May's SAS Talent Connect event brought together university students learning SAS with prospective employers and was kindly hosted by the University of Bradford.

    - Letters of support provided to various universities, including Bradford and Birmingham City, to secure external funding for research and teaching using SAS software.

    - Working with Milton Keynes College, the Ministry of Justice and the new Prison Education Service, a pilot program in three prisons to provide prisoners with data literacy and data analytics skills to improve their employment prospects ahead of release.

    - Summer 2023 saw local school visits to the SAS beehives in Marlow to learn about pollination, how plants reproduce, the role of bees and how artificial intelligence is used to analyze the honeybees' waggle dance.

  - Worked with the Armed Forces Covenant and Ministry of Defence:

    - In June 2023, SAS' Marlow office hosted the 80th anniversary commemoration of The Dambusters operation. The Royal Air Forces Association honored the men and women of the Photographic Intelligence Centre based at Royal Air Force Medmenham, now the site of SAS UK's main office.

- Armed Forces Covenant activities continue in partnership with Microsoft and SAS customers. On Nov. 23, a Career Transition Partnership event brought together Covenant signatories and SAS customers, including the Ministry of Defence, Barclays, Deloitte, EY and Vodafone, among others, to support military personnel moving to civilian life.

- SAS supported the Defence Equipment & Support's Race and Culture Network event in Bristol on Nov. 29. Ministry of Defence suppliers were treated to food and entertainment reflecting the diverse nationalities of serving military personnel and civil servants.

- Helped over 3,000 job seekers upskill/reskill into data practitioner roles with the SAS STEP program since 2020. Participants were recruited via Department for Work and Pensions Jobcentres and various back-to-work charities, including TechVets and Forces Families Jobs, supporting military veterans and their families. The program closed to new applicants in January 2024 but will be replaced by new corporate social responsibility activities jointly developed with SAS customers and partners.

Philanthropy

SAS strives to help the global community through charitable donations and philanthropic activities as an integral part of its culture. SAS' corporate philanthropy supports strategic initiatives that: 1) increase interest in SAS and computer science to create a diverse STEM workforce, or 2) solve business and social issues in its priority industries that also showcase SAS technology.

The cornerstone of SAS' philanthropic efforts is education. SAS believes education can change what's possible by empowering each new generation. SAS supports global education initiatives that promote early learning and literacy for all, foster STEM skills, and advance diversity in a technology-driven workforce.

As part of its philanthropic efforts, SAS provides in-kind donations of computer hardware, software, office equipment and other tangible items to nonprofit organizations in the community. SAS offers free digital tools, resources and apps to students of all ages – and the company partners with colleges and universities around the world to prepare more graduates to succeed in analytics and data science careers.

Programs must generate a long-term impact, affect significant numbers of people, and not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age or disability. Examples include:

- American Statistical Association's StatFest conference.

- Aspire Afterschool Learning.

- #GivingTuesday, a global day of giving.

- Computer Science Education Week, including Hour of Code. This is a national effort that SAS joins by providing volunteers with training, activities and materials to work with students and pique their interest in computer science.

- Communities in Schools of Chatham County.

- EDGE 6 program with the Raleigh Chamber of Commerce, spearheading economic development and growth for Raleigh, Wake County and the local community.

- Girl Scouts STEM Programs.

- Leadership North Carolina, supporting improvements in government, education, health and human services, economic development, and the environment.

- Morehead Planetarium and Science Center.

- NC Chamber Education & Workforce Conference.

- North Carolina Society of Hispanic Professionals.

- NC State Student Aid Association.

- North Carolina Science Festival, a statewide showcase of science activities.

- The Talent Foundry.

- WakeEd Partnership.

- Wake Tech Foundation at Wake Technical Community College.

- YMCA of the Triangle, strengthening communities through nurturing youth development, improving health and well-being, and fostering a sense of social responsibility.

Community Engagement

SAS actively sponsors numerous charitable causes, particularly those focused on STEM education and related areas. The company also promotes employee engagement in these initiatives and encourages them to support causes they are passionate about.

Although SAS has made education its primary philanthropic focus, SAS believes that service to others makes the world a better place and actively encourages employees to get involved in their communities. Through its Volunteer Time Off program, SAS provides eligible employees with an opportunity to engage in meaningful and purposeful volunteerism. For example, SAS' Volunteer Time Off Policy in the US provides details on how the program works, which allows for 20 paid hours for full-time employees and 10 hours for part-time employees per calendar year to participate in volunteer activities with eligible organizations described in the policy.

Some examples include:

- SAS Australia established a SAS beehive on the grounds of the SAS Sydney office as part of its Data for Good Environmental Workshop. The office has two planned case study projects including:

  - Use deep learning with SAS Viya and Python to classify images of the hive's frames to monitor for possible diseases. Such a project could offer an improved mechanism to monitor hive health as well as support federal policies to manage biosecurity risk that can be introduced or spread by bees.

  - Use of a noninvasive beehive monitoring system and SAS to understand the population trends and behaviors of the planet's number one pollinator, as well as support for the Global Initiative for Honeybee Health led in Australia by CSIRO (similar to this SAS Global Forum 2020 project).

- SAS Australia also extended its partnership with Black Dog Institute for another three years, supporting its Data for Good commitment on mental research projects.

- SAS India R&D led a blood donation drive where 95 employees participated.

- SAS Japan held Data Science for Kids, an event where elementary students created analytics posters with support from their parents and SAS employees. Ten families attended, and the children learned how to present analytics insights on topics of their interest.

- SAS Japan employees gave lectures at universities regarding topics of analytics in business and society and analytics careers. These classes were not for training on SAS software skills and analytics skills, but for taking the interest of students in analytics and fostering momentum for the analytics industry. Around 15 employees spoke at three universities.

- SAS Japan serves as part of the data science organization board under Japan's Ministry of Education, Culture, Sports, Science and Technology. The orginization contributes to the development of advanced IT personnel and the healthy development of the industry by defining the skills and knowledge required for data scientists, creating a curriculum for their training, building an evaluation system and conducting other educational activities.

- SAS Romania partnered with Babeș-Bolyai University for Curiosity Cup 2023, where students used SAS Viya to track deforestation in Romania.

- Employees worldwide participated in several activities for #GivingTuesday, including:

  - SAS Canada/Toronto made 553 sandwiches in just over an hour and delivered them to the local Good Shepherd

Ministries homeless shelter, which served the sandwiches the same day as part of its meal program. SAS Canada also celebrated Movember with a shave-off event, and as part of the Movember campaign, SAS teams raised more than $16,000 to support men's physical and mental health. Employees in the Ottawa office donated toys to the Toy Mountain Program and volunteered by helping sort, organize and pack them. Each year, Toy Mountain and the local Salvation Army provide toys to more than 27,500 children.

• SAS China/Beijing R&D employees donated clothes, picture books and tuition fees for underprivileged children from the mountain areas. They also supported orphaned and disabled children and volunteered at the homeless children's aid center.

• SAS DACH (Germany, Austria and Switzerland) chose the Heidelberg Child Protection Association (Kinderschutzbund) as their Giving Tuesday charity. The Kinderschutzbund offers various services such as counseling, care, education and leisure activities, and also promotes the participation of children and young people in society. SAS employees donated toys, sports equipment, books and more to the organization's in-kind gift campaign, which allows families to choose suitable gifts for their children. Employees also staffed the Kinderschutzbund's clothing store and made monetary contributions.

• SAS France organized several Giving Tuesday activities, including a secondhand sale for IT equipment with the proceeds going to an association that promotes access to culture for children suffering from isolation or exclusion. Employees also donated books to Le Bouquin Volant, which distributes them to libraries, schools, universities and associations all over the world, mainly in French-speaking Africa. And employees also donated toys to Le Secours Populaire, a renowned French nongovernmental organization (NGO) that gives the toys to children for Christmas. Some employees also donated blood.

• SAS Hong Kong employees joined forces for a beach-cleaning activity at Shek O. They collected trash, sorted recyclables and restored the natural beauty of the area.

• SAS India in Mumbai organized a clothing donation drive for the National Society for Clean Cities India. They were also able to visit the NGO and meet members and their families.

• SAS Italy cooked meals and enjoyed lunch in the park with community guests of Comunità Nuova all while learning more about the mission of the organization and the important work they do. The SAS office also hosted a solidary and charity breakfast where employees purchased food and products from local organizations and collected food and toys for Banco Alimentare.

• SAS Japan took part in a local cleanup activity at Mori Tower, home of its Roppongi office in Tokyo. They maintained flower beds and picked up leaves with local residents and other workers from the office building.

• SAS Korea employees visited Gangnam Lifelong Education Center and delivered a Christmas tree, presents and refreshments for members of the center. They all decorated the tree together, and members shared notes of gratitude with SAS employees.

• SAS Netherlands and Belgium volunteered at a home for the elderly where they took residents on a walk and played bingo. Employees in the Netherlands hosted an AI workshop for secondary school students to teach them about the possibilities and challenges associated with emerging technologies, particularly generative AI. Marketing employees based in Belgium cleaned up the streets by picking up litter in the neighborhood around the SAS office in Tervuren.

• SAS R&D India celebrated Giving Tuesday with their annual Food for Charity event, which featured 21 food stations laden with delicious treats and homemade goodies from around the world. Employees and their families could purchase food, and the proceeds were donated to various NGOs to support communities in need and initiatives that bring about positive change. This year a new milestone was created with employee contributions totaling INR₹244,129 (US$2,925).

- SAS Singapore volunteered their time and energy to help create art with more than 40 preschoolers from Canossaville Children and Community Services. They also ran a Christmas donation drive to collect presents for the children from staff. Many gifts were beautifully wrapped, to the children's delight.

- SAS Spain donated toys, books and food for children and families in need. They also collected funds for a local NGO, Offene Arme, which supports asylum seekers and refugees.

- SAS United Kingdom and Ireland were encouraged to browse wish lists of local organizations such as Refuge, an organization that supports women and children fleeing from domestic violence, and to purchase Christmas cards from local charities. SAS UKI's preferred charity is The Talent Foundry, a great initiative which supports technology job prospects for young adults in deprived areas of the UK. The local Marlow office also sold honey for the charity that is made on-site.

Community Board Membership

SAS staff members carry the company's corporate responsibility values outside the office by serving on the boards of community organizations that support education, disaster relief, arts, science innovation, environmental conservation and other issues important to employees. Some examples include:

- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- Business Council
- Business Roundtable
- CARE USA and CARE International
- Cary Academy
- Cary Chamber of Commerce
- CEO Roundtable on Cancer
- CSC Strategic Advisory Board at North Carolina State University
- Duke's Nicholas Institute for Energy, Environment & Sustainability Advisory Board
- Environmental Defense Fund
- Friends of the North Carolina Museum of Natural Sciences
- GoTriangle
- Meredith College Board of Trustees
- myFutureNC
- National Association of Regional Councils
- North Carolina GlaxoSmithKline Foundation
- North Carolina State University Board of Trustees

- NC State University Poole College of Management Human Resources Advisory Board
- North Carolina Museum of Art
- North Carolina Science Festival
- Oklahoma State University Corporate Advisory Board
- OnBoardNC
- Sall Family Foundation
- The Nature Conservancy Global Board and The Nature Conservancy Africa Advisory Council
- Smithsonian National Museum of Natural History
- Central Pines Regional Council
- Town of Cary Council
- University of North Carolina Center for Excellence in Community Mental Health
- University of North Carolina Gillings School of Global Public Health Advisory Board
- WildTrack
- World Wildlife Fund US and World Wildlife Fund US National Council
- YMCA of the Triangle

Employees and Culture

Successful organizations know the importance of investing in a whole employee experience to care for and retain top talent. By providing an innovative and creative workplace culture while prioritizing health and well-being, employees are inspired and motivated to make a difference. As a proven workplace culture champion with numerous accolades and decades of recognition as a great workplace, SAS has been a leader in showing what it takes to keep employees happy.

SAS' culture has always been an integral part of who it is as a company, connecting the curious nature that started SAS and the spirit of innovation that moves it forward. Originating at its North Carolina headquarters and spreading to numerous offices around the world, SAS cultivates an award-winning culture anchored by meaningful work, empowering leadership and a world-class work environment.

Fostering the integration of work and life makes great business sense. So in support of the UN Sustainable Development Goal of providing good health and well-being, SAS remains strongly committed to promoting a world-class environment that inspires innovation. Throughout more than 40 years of analytics innovation, SAS has invested heavily in its workplace culture to make employees feel inspired and included.

Diversity, Equity and Inclusion

At SAS, it's not about fitting into the culture; it's about adding to it. Diversity, equity and inclusion at SAS is multidimensional. SAS' culture blends different backgrounds, experiences and perspectives from employees around the world. As innovators, the company relies on employees' unique creativity and differences to create great software that can change the world. From the technology SAS designs to the conversations shared, SAS' diversity is a creative asset.

2023 DATA

SAS received several workplace awards, including Fast Company: Best Workplaces for Innovators: Social Good; Newsweek: America's Greatest Workplaces, America's Greatest Workplaces for Women, America's Greatest Workplaces for Parents and Families; Disability:IN: top score of 100 in the Disability Equality Index; Human Rights Campaign: top score of 100 in the Corporate Equality Index for LGBTQ+ workplace inclusion; Forbes: America's Best Employers for Women, America's Best Employers for Diversity; and several early career awards celebrating excellence in innovative recruiting strategies, internships and early career programs.

SAS maintained its perennially low turnover rate while sustaining its worldwide head count. SAS did not have any substantiated and material negative incidents with regard to employee discrimination or harassment. In the US, the average SAS employee tenure is 11.59 years, compared to an industry average of 4.1 years.[1] Reducing turnover reduces recruitment costs, helping the company retain knowledge and deliver deeper, longer-term customer relationships.

SAS' voluntary employee turnover rate was 3%. The average industry voluntary turnover rate was 3.8%.

1 US Bureau of Labor Statistics

SAS wants everyone to feel confident in embracing their individuality and curiosity, and to know that they will be respected for their unique contributions and abilities.

SAS' diversity, equity and inclusion strategy is composed of three main pillars:

• Representation: Improving workforce representation of talent from underrepresented backgrounds at all levels across the organization by reviewing and enhancing the company's recruitment, hiring and promotion practices.

• Inclusion: Fostering an inclusive culture and work environment where every employee can thrive as their authentic self and achieve their full innovative potential.

• Community: Developing the workforce of tomorrow that represents the world through education policy, outreach and community initiatives that promote inclusion and equity.

SAS executes this strategy through various initiatives and policies across recruitment and hiring, culture and work environment, education, and community outreach opportunities. To learn more about SAS' diversity, equity and inclusion efforts, visit sas. com/diversity.

Equal Employment Opportunity

At world headquarters and across all its country offices, SAS is committed to providing an equal employment opportunity that treats all employees and applicants equally based on merit and experience – without regard to race, color, ethnicity, gender identity or expression, sex, sexual orientation, veteran status, pregnancy, creed, religion, national origin, age, disability, genetic information, marital status, citizenship status, status as a military spouse, or any other legally protected characteristic. SAS recruits, hires, trains and promotes for all jobs without regard to protected characteristics and ensures that all employment decisions are based only on valid job requirements, and all personnel actions are administered without regard to protected characteristics.

Hiring and Retaining Staff

SAS cultivates the optimal environment for creativity, encouraging employees to take risks and exceed expectations while helping them balance work and life. SAS not only invests in employee career development, but also health and well-being through several services, programs and benefits. As a workplace culture champion, SAS has always invested in keeping employees happy to help attract, retain and motivate top technology talent.

SAS' comprehensive support infrastructure ensures employees stay healthy – both physically and emotionally – by supporting all dimensions of their well-being, including social, physical, mental, career, financial and community. At headquarters, this infrastructure includes an on-site Health Care Center and pharmacy, Recreation and Fitness Center, as well as a Work/Life Center that includes the Employee Assistance Program (EAP).

SAS' Work/Life Center and EAP not only ensure expert guidance for employees navigating difficult life events, they help them lead balanced, healthy and productive lives. The on-site Work/Life Center is in its third decade of offering personalized services and educational programs for employees and families, including virtual offerings. With four dedicated counselors, the Work/Life team covers more than 20 program areas, spanning all life stages and stressors, helping employees strengthen coping skills, lift their quality of life and maintain successful careers.

2023 US Hire Demographics

By age group (US only)

19-31	121
32-44	89
45-63	74
64 and up	4
Undisclosed	0
Total	**288**

2023 Global Employee Hires by Region

Canada	8
LATAM	31
EMEA-AP	283
Northern Europe	58
Southwest and Eastern Europe	122
US	288
Total Global Hires (Reg. FT & PT)	**790**

Q1 Voluntary US Employee Turnover

By age group

19-31	35
32-44	50
45-63	65
64 and up	17
Undisclosed	17

By gender

Female	62
Male	105
Undisclosed	17
Total	**184**

Skills Development

SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits, SAS provides many development opportunities for employees, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. SAS encourages employees at all levels to pursue training to hone their skills. Employees with sharp, updated and relevant skills offer more value to SAS customers in the dynamic, evolving world of data and analytics.

2023 DATA

Approximately 97% of employees participated in professional training, totaling 121,000 courses completed.

In addition to skills training, SAS has created a program specifically for employees pursuing leadership and management training. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2023, SAS provided over 220 training courses with 3,782 participants.

SAS offers a wide array of training options that enable employees to find their best learning method to meet work and career goals.

Average Hours	**34**
Professional Training *(in-person and virtual)*	**97%**
E-Learning	**82.5%**
Reading Material	**2.1%**

Health and Safety

Around the globe, SAS provides a safe and healthy working environment for all its employees. Each SAS office manages its own health and safety programs. Resources and best practices are available from the headquarters office in the US; however, each program is designed to fit the needs of that particular location.

SAS has a comprehensive Safety Department that supports all members of the SAS community. The company's programs comply with local, state and federal standards in order to provide employees with a safe and healthy work environment. SAS' goal is to help address safety concerns among employees in order to reduce accidents, minimize potential liabilities and promote safe work practices.

The Security, Safety, and Risk & Insurance Management departments investigate any incidents that pose a danger to company employees or third parties and take measures to reduce or eliminate these hazards. These departments provide additional training and resources to help identify and prevent similar incidents from causing damage or injury to individuals. SAS' online occupational health and safety training program uses an internal learning management system that supports content from a third-party vendor. In addition, SAS' Safety Team provides hands-on training for certain labor-intensive jobs.

When an incident or near miss occurs, workers are asked to provide details by completing an online Incident Report, which automatically notifies the appropriate parties so the incident/near miss can be investigated and corrective actions can be implemented. Employees are protected by SAS' No Reprisal, Retaliation or Victimization Policy, which states, "Any individual, regardless of position or title, who is found to have engaged in retaliation activity against a co-worker because they filed a complaint or otherwise engaged in protected activity will be subject to discipline, up to and including termination of employment."

The Safety Team completes a comprehensive investigation of all reportable work-related incidents and provides corrective actions when necessary.

SAS also has an ergonomics department that supports employees through personal assessments and training. The department provides further educational resources through an intranet site, which includes FAQs, tips and information about a safe work skills program for manual labor employees. It also provides an assessment request form that employees can complete for a personal worksite evaluation by an ergonomics specialist. The Safety and Ergonomics departments periodically perform job hazard analyses for high-risk job functions, including recommendations to mitigate these hazards.

Absenteeism

By providing a safe, nurturing work environment, SAS strives to keep employees productive and effective in their roles. One measure of that success is the absenteeism rate.

2023 DATA

SAS recorded an absence rate of 6.35 days per full-time employee. This accounts for the following absence types: bereavement, caregiver time, floating holiday, jury duty, military, paid volunteer time, parental adoption, parental maternity, parental paternity, personal leave of absence, school leave, sick time, state vaccination time, time away medical, time away nonmedical and unpaid.

For employees working in North Carolina, SAS did not have any high-consequence work-related injuries or fatalities and reported 11 cases of work-related injuries. For all North Carolina-based workers who are not employees but whose work and/or workplace is controlled by the organization, SAS had zero recordable work-related injuries, high-consequence work-related injuries or fatalities as a result of work-related injury. SAS did not record any work-related ill health. OSHA Form 300 for USA-NC shows 4,027 annual average number of employees, and SAS had an Experience Modification Rate of 0.61.

Governance & Management

Integrity, ethics and compliance

As a good corporate citizen, SAS knows its success depends on upholding high ethical standards in dealings with colleagues, customers, suppliers and competitors. This moral compass also steers SAS' workplace culture, which attracts and retains like-minded employees who perpetuate these high standards.

Guided by its Code of Ethics, SAS is committed to maintaining its reputation as a company that conducts all aspects of the business with the utmost integrity. SAS compliance programs use training, policies, processes and audits to ensure compliance in areas such as anti-corruption, information security, international trade and privacy. SAS expects its business partners to represent SAS with the same commitment to integrity, ethics and compliance, and outlines those expectations in its Business Partner Code of Conduct.

These practices have earned SAS its exceptional reputation as an ethical and responsible employer and business partner. As a result, SAS is known as a great place to work, a great company to do business with and a valued community member. SAS' reputation is hard-earned and invaluable, so protecting it with constant diligence remains a top company priority.

Governance Structure

Company Profile

SAS Institute Inc. is a North Carolina corporation privately held since its 1976 inception. Headquartered in Cary, NC, the company operates through functional divisions that include Marketing, Sales, Research and Development, Cloud and Information Services, Finance, Legal, Human Resources, and Corporate Services. SAS delivers software and related services to customers throughout the world. Sales activities are conducted primarily through SAS Institute Inc. and its controlled sales subsidiaries in approximately 150 countries. These subsidiaries are grouped into regional sales divisions, including the Americas; Europe, Middle East and Africa (EMEA); and Asia Pacific. Additional subsidiaries in the EMEA and Asia Pacific regions are dedicated to research and development activities.

Industries served

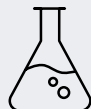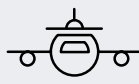|						
Automotive	Health Care	Media	Banking	Health Insurance	Energy & Utilities	Capital Markets
Education	Higher Education	Retail	Communications	Hotels	Consumer Goods	Insurance
Security	Life Sciences	Travel & Transportation	Government	Manufacturing	Sports	

CEO Jim Goodnight and Co-Founder and Executive Vice President John Sall constitute the board of directors of SAS Institute Inc. They also serve as executive officers, overseeing corporate performance and investment decisions across environmental, social and economic interests. Goodnight and Sall are also the company's majority shareholders.

Management of SAS' compliance programs is a shared responsibility that extends across many SAS business functions for appropriate placement of controls, processes and procedures. For example:

- The SAS Legal Division oversees many compliance functions, including the following:
    - Anti-corruption, trade, lobbying, political and gifting law, and compliance are overseen by SAS' Ethics and Compliance group, led by a Chief Compliance Officer.
    - SAS' Organizational Resiliency program is led within Legal and supports the delivery and availability of critical business processes. Privacy laws and compliance are overseen by SAS' Chief Privacy Officer for personally identifiable information under SAS' custodial control.
- SAS' Governance, Risk and Compliance – Audit team works to align its technology to SAS enterprise business goals while managing governance, risk management, audit management, and compliance with applicable industry and government regulations.

- Human Resources oversees employee rights, including employment-based compliance issues under the direction of the Executive Vice President and Chief Human Resources Officer. Additionally, SAS has appointed a Chief Diversity Officer within Human Resources who oversees SAS' diversity and inclusion program and strategy.

- Within the Cloud and Information Services division, SAS' Chief Information Security Officer oversees the Information Security Office with a focus on application security, secure design, security operations and vulnerability management.

- SAS' environmental program is overseen by SAS' Chief Environmental Officer, who is responsible for ensuring compliance with emerging environmental regulations, collecting data and reporting performance, addressing climate-related risks and opportunities, and providing guidance for incorporating environmental stewardship across operations globally.

Corporate Social Responsibility and ESG

SAS maintains an Environmental, Social and Governance (ESG) Council composed of employees across business functions, including legal, finance, human resources, environmental, facilities, marketing and communications. This group meets monthly to advance annual goals and priorities and to address topics related to sustainability throughout the year. The group's function is to ensure the integration of corporate social responsibility efforts across the business. This team works closely with various departments and communicates with SAS executive leadership to ensure that ESG policies and initiatives are considered in all aspects of the business. As a signatory participant, SAS conducts business in accordance with the Ten Principles of the United Nations (UN) Global Compact and supports the UN Global Compact's Sustainable Development Goals.

Public Policy

SAS understands the importance of proposed laws and regulations and how they could affect its customers, partners and company operations. The company works at a global level to identify proposed changes in targeted policy areas such as AI, privacy, trade, patents, etc. SAS also may engage in discussions with senior and elected government officials as to how technology can support their efforts to address societal challenges. These challenges may include using analytics to deliver better and safer health care while minimizing fraud, waste and abuse; ensuring that vulnerable children receive appropriate government services; provide quality education; providing better stewardship of taxpayer resources with greater government accountability; and helping governments detect terrorist financing and money laundering. SAS works to educate policymakers in several jurisdictions worldwide on the role and benefits of artificial intelligence, with an end to shaping a workable regulatory framework that encourages its use and development in an ethical manner. Additionally, SAS monitors trade and tax proposals to ensure its operations are in compliance, and where appropriate, we will provide comments or feedback to the proposals. The company also works with various associations and nonprofits globally that engage on policy issues related to clean energy, climate change and societal issues important to SAS' sales and corporate interests. As part of its Future Ready initiative, SAS has developed a more robust engagement and review process to ensure the company speaks and engages consistently and appropriately.

Political Contributions and Lobbying

SAS recognizes that an important part of good corporate citizenship is active participation in the political process through various means. While SAS supports its employees in engaging in this process, the decision to do so is entirely voluntary and must be independent of their position at SAS. SAS does not reimburse employees for political donations.

Additionally, SAS does not maintain a political action committee (PAC) and does not make corporate political contributions to individual candidates.

SAS engages in the political process through political associations and through lobbying, both of which allow SAS to obtain insight and provide input on relevant public policy developments and to respond to opportunities that allow SAS to bring its products to the public. Political contributions may be made if approved through the SAS Sponsorship, Corporate Membership,

Philanthropy & Political Contributions Review Process and they are in compliance with applicable law and company policy. SAS records and reports its political contributions in accordance with applicable laws. SAS complies with relevant lobbying laws in its operations and files all accompanying registrations and disclosure reports on a regular and timely basis.

Ethics and Regulatory Compliance

Guided by its Code of Ethics, SAS is committed to maintaining its reputation as a company that conducts all aspects of its business with integrity and reflects ethical practices. SAS compliance programs use training, policies, processes, monitoring and audits to ensure compliance in areas such as anti-corruption, information security, and international trade and privacy.

The Code of Ethics is publicly available and linked in this report. The Code of Ethics is made available to the public to demonstrate the company's vision and values for the benefit of customers, suppliers and other stakeholders. The Code of Ethics is also available to all employees on the company's intranet, has been translated into several languages, and is periodically promoted by the company's communications program. The content of the Code of Ethics is the same in both the publicly available and employee versions, however, the internal version also includes live hyperlinks to associated internal SAS policies and procedures, which serve as a guide for employees on specific requirements to ensure and maintain compliance with the Code of Ethics and with SAS' overall mission and core values. SAS expects third parties with whom it does business to represent SAS with the same commitment to integrity, ethics and compliance and outlines those expectations in its Business Partner Code of Conduct.

With respect to its employees, SAS is committed to demonstrating honesty, fairness and accountability in every decision and action, including each interaction with employees, customers, suppliers and competitors. The SAS Code of Ethics helps the company define and maintain high standards for respect, honesty, fairness and accountability for all without regard to race, color, ethnicity, gender identity or expression, sex, sexual orientation, veteran status, pregnancy, creed, religion, national origin, age, disability, genetic information, marital status, citizenship status, status as a military spouse, or any other legally protected characteristic. SAS recruits, hires, trains and promotes for all jobs without regard to protected characteristics and ensures that all employment decisions are based only on valid job requirements, and all personnel actions are administered without regard to protected characteristics. The SAS Code of Ethics applies to every employee – at every subsidiary and in every region – as well as employees at all levels of SAS. Failure to comply with the SAS Code of Ethics or other applicable policies can result in disciplinary action, up to and including termination.

With respect to responsible innovation, SAS has formalized its commitment, ensuring its platform, processes and services keep the focus on people, with an "ethical by design" approach throughout product development and market strategy. Those efforts are guided by the SAS Data Ethics Practice (DEP), a cross-functional team that guides a globally coordinated effort to help employees and customers deploy data-driven systems that promote human well-being, agency and equity. The DEP collaborates with groups like EqualAI and the Business Roundtable to help shape the responsible use of AI.

Globally, SAS enhanced:

- Risk assessment procedures by continuing to reassess its global corporate criminal law gap analysis.

- Training content for the Code of Ethics, Anti-Corruption, and Trade Law which published in 2024.

With respect to other regulatory compliance, SAS has experience working with many regulatory frameworks, some of which are listed on the SAS Trust Center. These include but are not limited to the following governance and management opportunities:

- SAS Finland, Italy, Spain, Portugal, United Kingdom and Ireland, and United States hold ISO 27001 security certifications.

- SAS Australia, Italy, Spain, and United Kingdom and Ireland hold ISO 9001 quality certifications.

- SAS Poland is certified to ISO 9001.

- SAS Spain holds ISO 14001 environmental certification.

- SAS United Kingdom and Ireland are certified to Cyber Essentials Plus.

Training

SAS increasingly uses training to convey important information and help its employees remain current on key compliance-related topics. SAS provides this training to equip all employees to make the right choices when ethical and regulatory challenges arise, and when possible, offers this training in multiple languages in addition to English. SAS formed a Training Council in 2021 that consists of representatives from various divisions within the company, and the mission of the Training Council is to collaborate on and coordinate best practices, content alignment and training schedule timelines for required, all-employee training. The SAS Legal Division, the SAS Human Resources Division and Information Security Office have developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations.

In 2023, the Training Council created a new training series called Accountability Through Compliance Training (ACT-Now), a quarterly compliance training series that launched in the first quarter of 2024 and focused on topics covered by the Code of Ethics. The ACT-Now series will capture compliance-based courses, including courses such as these online courses offered in 2023:

- Acceptable Use of SAS Systems and Networks

- Social Engineering and Phishing

- Security Incident Response Team (SIRT) Training and Awareness

- Protecting Your Privacy Using Proper Data Classification and Handling

- You Are Vital to SAS Messaging – Here's How

Additional types of courses offered in the past and planned for future ACT-Now releases include training offered by Human Resources focused on diversity, equity and inclusion, and dignity and respect in the workplace. Additionally, Human Resources has facilitated voluntary conversations on these topics and invited internal and external speakers to discuss bias, equity and diversity.

In addition, Ethics and Compliance will issue Code of Ethics, Anti-Corruption, Antitrust and Trade Law compliance courses through ACT-Now.

SAS provides specialized training for personnel as needed. For example, SAS sourcing and procurement requires training on sustainability topics. SAS provides Privacy and Data Classification and Handling Standard Training for employees exposed to highly sensitive data, and HIPAA training for employees interacting with data associated with its health care industry solutions.

How SAS monitors and tracks completion and renewal of training varies, depending on relevant policies, strategies, trainings and codes. Automated reminders are sent to those who have not completed training as the deadline approaches, and managers are contacted as courses become overdue.

Employee Feedback

Employees are responsible for appropriately communicating concerns regarding suspected unethical or illegal conduct through various reporting avenues. Specific procedures for reporting concerns through SAS' Speak Up program are displayed on the Legal Division's internal website and outlined in SAS' global policies. The Speak Up program provides employees the option of submitting comments to SAS Ethics and Compliance via email, telephone or an anonymous online form. More information on this program can be found in SAS' Code of Ethics. Employees may also submit comments and concerns to their Human Resources Business Partner, anyone in the Human Resources Division or to any manager at SAS.

SAS does not retaliate against anyone who reports suspected violations in good faith. All reports of misconduct are investigated in a timely fashion pursuant to a review protocol. Unless the complaining individual chooses to remain anonymous, he or she receives feedback on the results of the investigation to the extent allowed by applicable law.

2023 DATA

100% of concerns reported to SAS Ethics and Compliance were investigated and addressed as needed.

Anti-Corruption

SAS has an anti-corruption program to prevent, detect and correct fraudulent and corrupt behavior. The anti-corruption program includes:

• Risk assessments (including geographic, transactional and program assessments).

• Anti-corruption policies, processes and procedures (including gift, marketing event, "revolving door," conflict of interest, lobbying and donations) and a third-party anti-corruption due diligence process and procedures.

• Anti-corruption-specific training and communications, including live, in-person, targeted training for sales, marketing, finance and other affected groups.

A summary of the anti-corruption program and links to the related policies, processes and procedures are available to all employees on the Legal Ethics and Compliance internal website.

As part of SAS' third-party anti-corruption due diligence process, SAS conducts onboarding and ongoing due diligence on

subcontractors, partners and other third parties to verify their reputability and identify and mitigate anti-corruption risks. SAS also contractually requires that its third parties comply with the principles set forth in its Code of Ethics and Business Partner Code of Conduct, including anti-bribery provisions. SAS conducts audits and transaction-specific due diligence measures to support compliance in high-risk transactions.

SAS recently announced its new Distributorship Model, partnering with reputable distributors for SAS' solution provider partners. Contract and due diligence support for new and existing third parties in this program is supported by the Legal Ethics and Compliance team to ensure risk is determined and managed appropriately.

Export Controls

SAS maintains an export management system complete with product licensing and screening processes that include blocking exports to embargoed/prohibited destinations and checking employees, customers, suppliers and others against US and other applicable lists of prohibited parties and entities. SAS also files regular and timely antiboycott reports as required by US law.

SAS classifies its products according to US export laws, makes such classifications available to its customers at the SAS Current Export Designation Information page, and exports its products subject to US and other applicable export laws.

Additionally, SAS monitors trade and tax proposals to ensure its operations are in compliance, and where appropriate, we will provide comments or feedback to the proposals.

Privacy

Oversight of corporate-wide privacy compliance, including appropriate placement of controls, processes and procedures on information under SAS' custodial control, is governed by the:

• Privacy Office, led by the Chief Privacy Officer and others residing within the Legal Division. This dedicated privacy team owns the program oversight.

• Extended privacy team focused on supporting privacy program initiatives by helping establish procedures and engagement with business function representatives.

• Privacy Champions Network composed of representatives from geographic regions and business functions providing support and greater awareness of the privacy program within their areas of responsibility.

These privacy teams are committed to driving a "privacy by design and default" culture in all SAS operations internally and externally. However, the scope for SAS' privacy activities does not end there. SAS considers privacy a shared responsibility for stakeholders throughout the organization, including employees, executive leadership, managers and external entities such as partners, vendors and customers. As such, employees and certain categories of contractors complete annual training on privacy and information security practices. We're invested in getting the security and privacy message out to all employees, and we promote continued awareness through internal articles, videos and emails as refresher training.

Additionally, SAS annually self-certifies to the EU-US Data Privacy Framework (DPF), the UK Extension to the EU-US DPF, and Swiss-US DPF programs that are operated by the US Department of Commerce. TRUSTe (TrustArc) independently certifies SAS' compliance with the DPF requirements and provides ongoing platform monitoring and multilingual privacy dispute resolution services for consumers.

SAS has robust processes and systems for responding to data subject access requests and conducting Privacy Impact Assessments for its operations, as required by law.

SAS, in its Privacy Statement and elsewhere, makes a commitment to respecting privacy and carefully managing the way we collect, handle and use personal data. For more information on SAS' privacy practices, please visit the Trust Center.

Organizational Resilience

At SAS, organizational resilience, including business continuity management, is an important global corporate initiative, addressing threats or hazards that may affect employees or customers or disrupt business operations. Organizational resilience planning supports corporate governance, information security and corporate social responsibility.

2023 DATA

SAS did not have any substantiated, materially negative incidents with regard to public policy, privacy, corruption, ethics, bribery, anti-competitive actions, antitrust violations or monopoly practices, societal impacts, the environment, labor practices, or employee discrimination or harassment; nor were there any sanctions or fines for noncompliance.

Supply Chain

At SAS, our commitment is to strive to partner with suppliers proven to be socially, environmentally and ethically responsible, particularly those that align their values with the UN Sustainable Development Goals and treat their employees fairly and with dignity. In all aspects of corporate activities, SAS endeavors to ensure legal compliance, improve sustainability, and make a positive impact both socially and environmentally. This includes engaging in long-term partnerships with direct and indirect suppliers capable of meeting local, regional and global requirements and also working with suppliers who align with SAS' ESG values. When it makes sense for the company, a priority is placed on contracting with suppliers with a local presence.

A wide range of best practices, tools and policies are used to ensure that the supply chain remains strong, including vetting suppliers for ESG-related risks. The company selects the best fit for all sourcing needs. Direct suppliers are those that provide materials or services used in creating the end products and services that SAS provides to customers. These include hardware, software, CIS infrastructure and anything "as a service" (XaaS). Indirect suppliers provide support for operating the business in areas such as food services, legal, accounting, real estate, travel and facilities services.

To manage a supplier's history and performance, SAS uses several mechanisms, such as service level agreements, key performance indicators, benchmarking and supplier relationship management. Current and prospective suppliers are also subject to ongoing anti-corruption and due diligence, which, in proportion to the level of business risk, screens the supplier and any relevant or high-risk individuals within their organization. An advanced due diligence process is used for suppliers assisting in sales efforts and potential acquisitions. Depending on the potential risks, the supplier's background, qualifications, conflicts of interest, financial condition, history of regulatory violations and ESG risks are subject to investigation. SAS Business Partner Code of Conduct requires business partners to determine if their products contain conflict minerals and, if so, to implement policies to identify sources of these minerals and support efforts to eradicate the use of conflict minerals. Pursuant to the Business Partner Code of Conduct, business partners must disclose the presence of any conflict minerals in any products

supplied to SAS. As part of its ongoing commitment to ESG, SAS is evaluating additional tools for capturing comprehensive supplier information and auditing suppliers for ESG-related performance to allow for expanded reporting capabilities in future CSR reports.

The supply chain compliance program also consists of contractual requirements for anti-corruption and ethics rules for contractors and consultants. In addition, SAS conducts in-person and online training, expense record and expenditure reviews, audits, and global outreach through organizations such as the UN Global Compact. SAS voluntarily participates in providing supply chain information for the CDP and EcoVadis supplier survey.

Internally, SAS maintains high levels of performance and procedural requirements for Strategic Sourcing and Procurement staff. When appropriate, competitive bidding is used to maintain objectivity and help promote competition and fairness in the marketplace. To support the sustainability initiatives outlined in the SAS Sustainable Procurement Charter, employee performance evaluations for procurement personnel require that 53% of annual training be directly related to the area of ESG. SAS' standard Request for Proposal emphasizes the importance of corporate social responsibility, including environmental stewardship and promotion of supplier diversity. These standards not only apply to SAS per se, but to its ongoing expectations of current and prospective suppliers to uphold human rights, labor, social, environmental and ethical practices as well. For example, should a potential supplier not be a diverse company, SAS may request a statement outlining any active supplier diversity programs, along with opportunities it has undertaken to contract with diverse suppliers. SAS' standard vendor agreements and purchase orders used by its Strategic Sourcing and Procurement organization require adherence to the SAS Business Partner Code of Conduct or the principles set forth therein.

Supplier Diversity

SAS' customers represent a wide range of industries, people and locations – and the company seeks this same level of diversity in its supplier community. For almost 20 years, SAS' Supplier Diversity program has been committed to seeking, developing and partnering with diverse suppliers. SAS recognizes that engaging with diverse suppliers is a win-win strategy for all involved. The development of diverse suppliers contributes to the economic success of the communities SAS serves, and partnerships with diverse suppliers provide competitive advantages and innovative business solutions to support SAS' customers.

SAS' membership and involvement with nongovernmental organizations such as the National Minority Supplier Development Council (NMSDC), the Women's Business Enterprise National Council (WBENC), Disability:IN, and the National LGBT Chamber of Commerce (NGLCC) further its commitment to working with and developing diverse suppliers. These organizations provide direct access to diverse suppliers through matchmaking and networking events. SAS Supplier Diversity has partnered with these national organizations and their local affiliates to provide diverse certification business training, capability statement training and business pitch training to their members. The program grew to add mentoring for its prime suppliers growing their own supplier diversity programs, and the team taught several supplier diversity best practice classes. The team was recognized as "Advocate of the Year" by the Carolinas Virginia Minority Supplier Development Council for their continued contributions to the diverse business community. Additionally, SAS Supplier Diversity maintains active board and volunteer positions in those and other organizations supporting diverse businesses.

SAS recognizes the following underrepresented business categories in its supplier diversity program:

• Minority-owned business enterprises.

• Woman-owned business enterprises.

• Disability-owned business enterprises.

• LGBTQ-owned business enterprises.

• Veteran- or service-disabled veteran-owned businesses.

• Federal HUBZone-certified businesses.

SAS encourages diverse businesses interested in more information about potential working opportunities and relationships to email supplierdiversity@sas.com.

Suppliers and the Environment

The environmental impact of business activities extends beyond the SAS campus and workspaces to the entire value chain, from suppliers to distribution channels to product use. SAS Strategic Sourcing and Procurement:

- Actively works with the Environmental Management Program to evaluate and mitigate environmental risks in the supply chain.

- Strongly encourages employees to give consideration and preference to suppliers with environmental practices and programs.

- Promotes the adoption of environmental principles by contractors and suppliers, encouraging or requiring improvements.

- Supports annual submissions for the annual CDP, EcoVadis and other customer-requested supply chain questionnaires.

- Invests in sustainability and environmental training for sourcing and procurement teams.

- Makes extensive use of green products, such as environmentally friendly cleaning supplies and low-emission paints and products for campus buildings. The procurement teams routinely assist with finding the most efficient and earth-friendly options.

- Maximizes investments by eliminating unnecessary purchases, extending the life of assets through repurposing and reselling outdated equipment to employees as well as donating materials to educational institutions. Only then are materials processed for responsible recycling.

To more accurately report scope 3 emissions from its purchased goods and services, SAS has started collecting greenhouse gas emission and climate-related data from its suppliers. SAS' short-term strategy is to collect climate data from its tier 1 suppliers and work with its customers to build capacities in its supply chain to ensure compliance with emerging global regulations. SAS is developing a long-term strategy, schedule and targets for this initiative. As a software company, SAS has limited risks and concerns regarding raw materials, hazardous wastes and supplier practices.

2023 DATA

- SAS initiated efforts for improving data collection and reporting for scope 3, category 1 emissions from purchased goods and services.

- SAS collected 15.8% of purchased goods and services emission data (scopes 1, 2 and 3) directly from suppliers.

- SAS continued to research options for reducing the environmental impact of supply chain processes.

- Sixty percent of all sourcing and procurement training hours were dedicated to ESG-related topics.

- As in years past, SAS completed the annual CDP supply chain questionnaire related to greenhouse gas emissions inventory and related climate change management. SAS achieved a CDP performance score of B for supplier engagement, ranking the company in the management band and top 24% of all respondents. SAS achieved a B rating for climate change and ranks in the top 27% of companies reaching the management level. For its participation in the EcoVadis supply chain survey, SAS achieved a Silver sustainability rating and ranked in the 93rd percentile compared to all participants

download
Governance & Management

About This Report

The SAS 2023 Corporate Social Responsibility (CSR) Report has reported information cited in the Global Reporting Initiative (GRI) content index for the period Jan. 1 to Dec. 31, 2023, with reference to the GRI Standards. Updated annually, all data and information pertain to SAS Institute Inc., the US-based parent company for SAS, unless otherwise stated. Environmental information is based on global operations data. The most recent version was the 2022 CSR Report published online in July 2023, and that data has now been updated with 2023 information. In 2023, SAS made strides to improve global reporting of its programs and initiatives, and will continue to improve reporting on offices outside of the US. There have been no other significant changes during the reporting period.

SAS' CSR efforts focus on three core areas:

• Environment.

• Social impact and responsibility.

• Governance and ethics.

The report can be viewed in a PDF document by separate sections or as a complete report so information is more accessible and customizable. The report format allows for greater explanation and transparency on SAS' practices and policies, and provides space for updates to relevant and material topics. Over time, this report will evolve in response to the needs of stakeholders, employees, customers and the community.

SAS Visual Analytics data visualization software is used to generate charts and graphs to illustrate the data and provide additional analytics capabilities. This provides far greater visibility, transparency and accuracy in reporting SAS' environmental impact. Charts and graphs included in the PDF documents reflect a specific time frame for gathering and analyzing data for this report. Executive leaders and other relevant internal stakeholders have reviewed content in this report.

SAS welcomes your comments and questions regarding this report and its corporate responsibility efforts. For questions about this report or its contents, please email globalreporting@sas.com.

Scope and Boundaries

With SAS headquarters located in Cary, NC, the scope of this CSR report focuses primarily on SAS' United States operations. Where available, global data is provided and appropriately labeled. There have been no significant changes to the scope and boundaries for SAS; however, there have been improvements in the reporting of such boundaries.

Because SAS is a software company, much of the company's impact is related to its own operation rather than the products and services provided to customers. Externally, impacts generally occur related to the business practices of suppliers.

Examples of impacts include:

• Environmental: energy use in offices and data centers, waste, and construction of new buildings.

• Societal: compliance with local, national and international laws; ethical treatment of employees, customers, suppliers, partners and communities; supporting and fostering a strong workforce.

• Economic: creating value in communities where SAS operates; job creation and economic growth; supporting the community through philanthropy.

To more accurately report scope 3 emissions from its purchased goods and services, SAS has started collecting greenhouse gas emission and climate-related data from its suppliers. SAS' short-term strategy is to collect climate data from its tier 1 suppliers and work with its customers to build capacities in its supply chain to ensure compliance with emerging global regulations. SAS is developing a long-term strategy, schedule and targets for this initiative. As a software company, SAS has limited risks and concerns regarding raw materials, hazardous wastes and supplier practices. SAS' standard procurement agreements require that suppliers abide by required ethics and compliance rules, which can be found in the Governance & Management section under Supply Chain.

Materiality Assessment

Environmental | Social | Governance

Environmental

- Biodiversity.
- Climate-related risks and opportunities.
- Energy management.
- Green building and data-center practices.
- Net-zero emissions.
- Responsible sourcing and procurement.
- Waste reduction and disposal.
- Water use and treatment.

Social

- Community impact and giving back.
- Compensation and benefits.
- Customer service.
- Employee well-being.
- Equity, diversity and inclusion.
- Human rights.
- Nondiscriminatory business practices.
- Tech skills training/ talent development.
- Workers' rights.
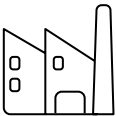- Workplace health and safety.

Governance

- Anti-corruption policies.
- Business continuity management.
- Compliance culture.
- Data privacy and security.
- Disclosure and transparency.
- Fair, ethical and legal business practices.
- Global trade.
- Government relations and public policy.
- Responsible innovation and AI.
- Supply chain due diligence.

The ESG Council, a cross-departmental sustainability team from around the world, underwent a facilitated process to determine the primary issues that affect SAS and its stakeholders. This included issues that affect the industry as a whole, peer businesses, communities, customers, employees and management. Through this process, the team determined areas where SAS has a significant environmental, social or economic impact, including their importance to stakeholders and/or SAS' operations. With reference to the GRI standards, these issues have been reported as "material topics." Each team member then gathered information specific to these areas of impact for inclusion in this report.

Since the ESG priorities identified and categorized in this assessment are interconnected and can often impact each other, they should not be viewed in isolation.

Stakeholder Engagement

SAS' stakeholders include communities, employees, regulatory and governmental bodies, industry organizations, students and teachers, and business partners and suppliers. Engagement with stakeholders provides SAS with the opportunity to gain a greater understanding of the needs in the community and in the market. It allows the company to build strong partnerships with regulatory bodies and organizations within the industry, and lasting relationships with communities, employees, partners and suppliers.

Stakeholder	Engagement	2023
Communities		
	Employee volunteers, community grants, in-kind donations and training, fundraising.	SAS donated to nonprofits across the globe in 2023, including in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.
Employees		
	Enhance the SAS workplace culture by communicating with and informing employees about company activities and internal and external programs.	Intranet, webcasts, videos, blogs and Viva Engage, an enterprisewide social networking platform.
Regulatory and Government		
	Domestic and international policy and legislation development on topics that affect SAS customers and the development of new products.	Data protection and privacy; copyright protections; revision of administrative policies to ensure strong, quality patents are issued; AI, privacy, trade and tax policy and regulations.
Industry Organizations		
	Industry associations, think tanks and academia.	Public speaking engagements, development or contribution to industry position papers, and one-to-one meetings.
Business Partners and Suppliers		
	Meetings, webcasts and representation on boards.	Several board memberships including Business Council, Business Roundtable, CEO Roundtable on Cancer, and myFutureNC.

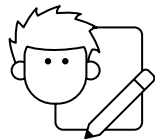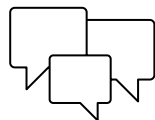| Stakeholder	Engagement	2023
Customers		
	Host ongoing dialogue with customers to answer questions and gather input for product improvement.	SAS interacts with customers through the SAS conferences, customer advisory boards, self-help and assisted-help resources, focus groups, training, books, technical papers, social media, support communities, samples, SAS notes and focus areas, and more.
Analysts		
	Inform and solicit feedback from industry analysts.	SAS' Analyst Relations group is responsible for informing, influencing and soliciting feedback from industry analysts and thought leaders with the purpose of validating technology and corporate direction and to provide SAS with a crucial third-party perspective.
Students and Teachers		
	Free online and mobile curriculum resources, free SAS software, teacher and professor training, summits and meetings, classroom volunteers.	SAS Skill Builder for Students is a free online portal that provides access to everything students need to launch their analytics careers. SAS offers free software, training and communities for people to gain valuable analytics skills, and supports analytics degree and certificate programs at colleges and universities around the world. SAS is a regular convener of important education meetings, and focuses volunteer efforts on education.
Communications		
	Build awareness and shape the SAS brand.	Communications influences what others think and say about the company. SAS uses communications to guide the flow of information to educate and persuade various public stakeholders, including the news media, bloggers, customers, prospects, analysts and partners.

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About this Report

GRI Index

SAS Corporate Social Responsibility

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
general disclosures	2-1	Organizational details	Governance and Management>Company Profile About This Report
	2-2	Entities included in the organization's sustainability reporting	Governance and Management>Company Profile
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	About This Report>Scope and Boundaries
	2-5	External assurance	Governance and Management>Supply Chain; Environmental Program>Environmental Governance/Energy and Emissions
	2-6	Activities, value chain and other business relationships	Governance and Management
	2-7	Employees	Social Impact and Responsibility>Hiring and Retaining Staff
	2-9	Governance structure and composition	Governance and Management>Company Profile
	2-11	Chair of the highest governance body	Governance and Management>Company Profile
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Management>Company Profile
	2-13	Delegation of responsibility for managing impacts	Governance and Management>Company Profile
	2-14	Role of the highest governance body in sustainability reporting	Governance and Management>Company Profile/Corporate Social Responsibility

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
general disclosures *cont.*	2-15	Conflicts of interest	Governance and Management> Ethics and Regulatory Compliance
	2-16	Communication of critical concerns	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	2-17	Collective knowledge of the highest governance body	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	2-22	Statement on sustainable development strategy	From the CEO; Environmental Program; Governance and Management
	2-23	Policy commitments	Governance and Management> Ethics and Regulatory Compliance; Supply Chain
	2-24	Embedding policy commitments	Governance and Management> Ethics and Regulatory Compliance; Supply Chain
	2-25	Processes to remediate negative impacts	Governance and Management> Ethics and Regulatory Compliance; Environmental Program> Environmental Governance
	2-26	Mechanisms for seeking advice and raising concerns	Governance and Management> Ethics and Regulatory Compliance
	2-27	Compliance with laws and regulations	Governance and Management> Ethics and Regulatory Compliance
	2-28	Membership associations	Social Impact and Responsibility> Community Engagement
	2-29	Approach to stakeholder engagement	Governance and Management> Governance Structure>Company Profile
	2-30	Collective bargaining agreements	None

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
material topics	3-1	Process to determine material topics	About This Report>Materiality Matrix
	3-2	List of material topics	About This Report>Materiality Matrix
	3-3	Management of material topics	Governance and Management
economic *economic performance*	201-1	Direct economic value generated and distributed	CEO Letter; Philanthropy
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental Program> Environmental Governance
economic *procurement practices*	204-1	Proportion of spending on local suppliers	Governance and Management> Supply Chain Management – North Carolina only
economic *anti-corruption*	205-1	Operations assessed for risks related to corruption	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	205-2	Communication and training on anti-corruption policies and procedures	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Governance and Management> Ethics and Regulatory Compliance
economic *anticompetitive behavior*	206-1	Total number of legal actions for anticompetitive behavior, antitrust and monopoly practices, and their outcomes	Governance and Management> Ethics and Regulatory Compliance
environmental *materials*	301-1	Materials used by weight or volume	Environmental Program> Landfill Diversion
	301-2	Recycled input materials used	Environmental Program> Landfill Diversion
environmental *energy*	302-1	Energy consumption within the organization	Environmental Program> Energy and Emissions
	302-2	Energy consumption outside of the organization	Environmental Program> Energy and Emissions
	302-3	Energy intensity	Environmental Program> Energy and Emissions
	302-4	Reduction of energy consumption	Environmental Program> Energy and Emissions
	302-5	Reductions in energy requirements of products and services	Environmental Program> Energy and Emissions

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental *water and effluents*	303-1	Interactions with water as a shared resource	Environmental Program>Water Conservation
	303-2	Management of water discharge-related impacts	Environmental Program>Water Conservation – US only
	303-3	Water withdrawal	Environmental Program>Water Conservation
	303-4	Water discharge	Environmental Program>Water Conservation
	303-5	Water consumption	Environmental Program>Water Conservation
environmental *biodiversity*	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environmental Program>Biodiversity
	304-2	Description of significant impacts of activities, products and services on biodiversity	Environmental Program>Biodiversity
	304-3	Habitats protected or restored	Environmental Program>Biodiversity
environmental *emissions*	305-1	Direct greenhouse gas emissions (scope 1)	Environmental Program> Energy and Emissions
	305-2	Indirect greenhouse gas emissions (scope 2)	Environmental Program> Energy and Emissions
	305-3	Other indirect (scope 3) GHG emissions	Environmental Program> Energy and Emissions
	305-4	GHG emissions intensity 13	Environmental Program> Energy and Emissions
	305-5	Reduction of GHG emissions	Environmental Program> Energy and Emissions
environmental *waste environmental effluents*	306-1	Waste generation and significant waste-related impacts	Environmental Program>Landfill Diversion
	306-2	Management of significant waste-related impacts	Environmental Program>Landfill Diversion
	306-3	Waste generated	Environmental Program>Landfill Diversion
	306-4	Transport of hazardous waste	Environmental Program>Landfill Diversion
	306-5	Waste directed to disposal	Environmental Program>Landfill Diversion

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental *supplier environmental assessment*	308-1	New suppliers screened using environmental criteria	Government and Management>Ethics and Regulatory Compliance>Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental Program> Environmental Governance
social *employment*	401-1	New employee hires and employee turnover	Social Impact and Responsibility> Hiring and Retaining Staff
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Impact and Responsibility> Hiring and Retaining Staff
	401-3	Parental leave	Social Impact and Responsibility> Hiring and Retaining Staff
social *occupational health and safety*	403-1	Occupational health and safety management system	Social Impact and Responsibility> Health and Safety
	403-2	Hazard identification, risk assessment and incident investigation	Social Impact and Responsibility> Health and Safety
	403-3	Occupational health services	Social Impact and Responsibility> Health and Safety
	403-5	Worker training on occupational health and safety	Social Impact and Responsibility> Health and Safety
	403-6	Promotion of worker health	Social Impact and Responsibility> Hiring and Retaining Staff
	403-8	Workers covered by an occupational health and safety management system	Social Impact and Responsibility> Health and Safety
	403-9	Work-related injuries	Social Impact and Responsibility> Health and Safety
	403-10	Work-related ill health	Social Impact and Responsibility> Health and Safety
social *training and education*	404-1	Average hours of training per year per employee	Social Impact and Responsibility> Skills Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Social Impact and Responsibility> Skills Development
social *non-discrimination*	406-1	Total number of incidents of discrimination and corrective actions taken	Governance and Management> Ethics and Regulatory Compliance

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
social *local communities*	**413-1**	Operations with local community engagement, impact assessments and development programs	Social Impact and Responsibility; partial reporting
social *supplier social assessment*	**414-1**	New suppliers that were screened using social criteria	Governance and Management>Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	Governance and Management> Ethics and Regulatory Compliance
social *public policy*	**415-1**	Political contributions	Governance and Management> Governance Structure>Public Policy
social *customer privacy*	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management> Ethics and Regulatory Compliance