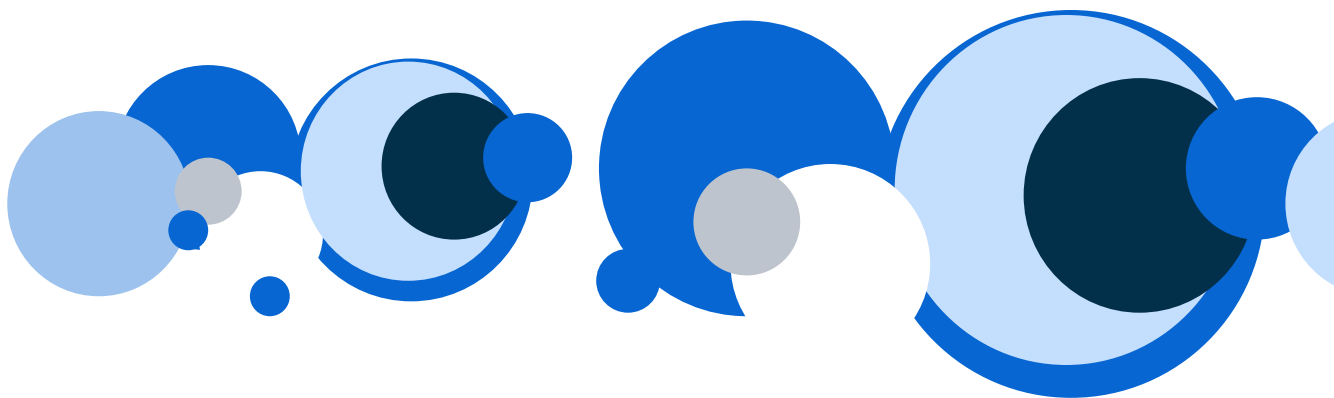


2024
GLOBAL IMPACT REPORT





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CEO Letter

As we approach our 50th anniversary, it is inspiring to reflect on SAS' heritage of sustained growth and continuous innovation as a leader in data and AI. Our commitment to our customers has remained constant while pursuing our mission to drive positive change in the world.

At SAS, we recognize the transformative potential of our technology to make a meaningful impact in both our global and local communities. With a long-standing commitment to using data for good, we have dedicated decades to responsible innovation and a sustainable business strategy while applying our AI expertise and technology to solve global challenges.

As AI further evolves, we are embracing its potential while ensuring it is used responsibly to create positive outcomes for society. Our commitment extends to helping customers harness AI for their own **responsible innovation** efforts, providing the guidance and tools necessary to navigate AI safely and unlock new levels of productivity. Third-party validation shows that the impressive productivity and speed of SAS' software –

being over 4x more productive and 30x faster than alternatives – drives cost savings in the cloud and minimizes energy consumption through increased efficiency. In 2024, SAS launched AI Governance Advisory to help customers think through what AI governance means in the context of their organizations.

SAS leaders and its Data Ethics Practice also work with organizations, policymakers, regulators and governments around the world to help shape AI laws and policies and support the responsible use of SAS technology. Additionally, SAS joined the Commonwealth Artificial Intelligence Consortium, which includes global tech firms, research institutions, nonprofits and at least 12 Commonwealth member countries that have stepped forward to champion responsible AI innovation.

At the heart of SAS is a deep belief in the power of people. We know that by taking care of our employees, they in turn take care of our customers. We invest in, attract and retain top talent globally. Our award-winning, trailblazing workplace culture has a history of inspiring others and establishing industry best practices, and has

CEO LETTER

been recognized by organizations like Fast Company, Forbes, Newsweek and many more.

Our commitment to sustainability goes beyond our workforce – it extends to the planet. SAS has set ambitious **sustainability and conservation goals**. From energy conservation and solar initiatives to beehives, green buildings and smart campus technology, we integrate sustainability into our global operations. We also use our analytics expertise to help customers optimize their operations and implement energy efficient business strategies.

Looking ahead, we remain dedicated to fostering the next generation of technology leaders, providing free access to our software for students and pursuing initiatives that

help make tech careers accessible to people from all backgrounds. With deep roots in academia, our community giving and support have always been primarily through **education outreach** to build a global community of innovators.

Supporting our employees, communities and the broader world is a commitment we have continued to prioritize and value. With nearly five decades of responsible innovation and a legacy of dedicated service, we remain steadfast in our mission to use data and AI to create a more sustainable and promising tomorrow.

Jim Goodnight
CEO of SAS





Environmental Program

Strategic growth through innovative sustainability practices

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

To implement these sustainable business strategies and develop smarter operational models, leading organizations have relied on SAS' renowned analytic expertise and powerful software solutions. SAS not only has a long-standing reputation advocating for clean

energy but also uses its own AI and analytics to support environmental initiatives across its operations. As a corporate sustainability leader and advocate, SAS works closely with employees, suppliers and customers to reduce its environmental footprint with programs focused on energy conservation, emissions management, pollution mitigation, water conservation, biodiversity protection, green building and other programs. From streaming data to improve operations through its smart campus project to powering office buildings with clean energy from its solar farms, the company uses SAS Visual Analytics to collect, manage, calculate and report its **environmental performance**.

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

ENVIRONMENTAL PROGRAM

SAS Environmental Goals

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

ENVIRONMENTAL PROGRAM

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

ENVIRONMENTAL PROGRAM

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

Environmental Achievements

Environmental achievements in 2024 reflect SAS' sustained commitment to reducing environmental impact and steadfast ambition to achieve the company's Science Based Targets initiative (SBTi) validated net-zero targets. They are also reflective of how data and analytics can be used to help organizations adapt to postpandemic changes, improve understanding of business processes,

spark innovation, increase operational efficiencies and mitigate environmental impact. Insights gained by working from home helped SAS question standard practices such as air travel to conduct in-person meetings and daily office commutes, and how to optimize efficiencies for partially occupied office buildings.

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

ENVIRONMENTAL PROGRAM

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

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

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

SAS' top 2024 environmental program achievements include:

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

47%

Greenhouse Gas

Absolute greenhouse gas reduction from 2018 base year



38%

Energy Efficiency

Energy use intensity improvement for office buildings



59%

Carbon Efficiency

Carbon use intensity improvement for office buildings



65%

Business Travel

Business travel emissions reduction



100%

LEED Certification

LEED-certified core office space at headquarters



Environmental Governance

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

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

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

Environmental Policies

SAS requires its operations around the world to abide by corporate environmental-related policies and mandates

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

Environmental Mandates

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

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



ENVIRONMENTAL PROGRAM

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

ISO Compliance

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

- Using SAS software solutions and other tools to measure, report and improve environmental performance.

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

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

Precautionary Approach

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

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

ENVIRONMENTAL PROGRAM

Energy and Emissions

Emissions (GRI 305)

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



Governance

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

The CESO collaborates with operational departments across SAS to ensure that risks are assessed for short-, medium- and long-term impact and consider existing and emerging regulations, technological advancements, acute and chronic physical impacts, and more. Issues and environmental performance reporting are surfaced for executive review and approval. Risks, opportunities and

additional energy and emission information are detailed more fully in the company's annual CDP climate change questionnaire.

Methodology and Boundary

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

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

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

Roadmap to Net-Zero

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

ENVIRONMENTAL PROGRAM

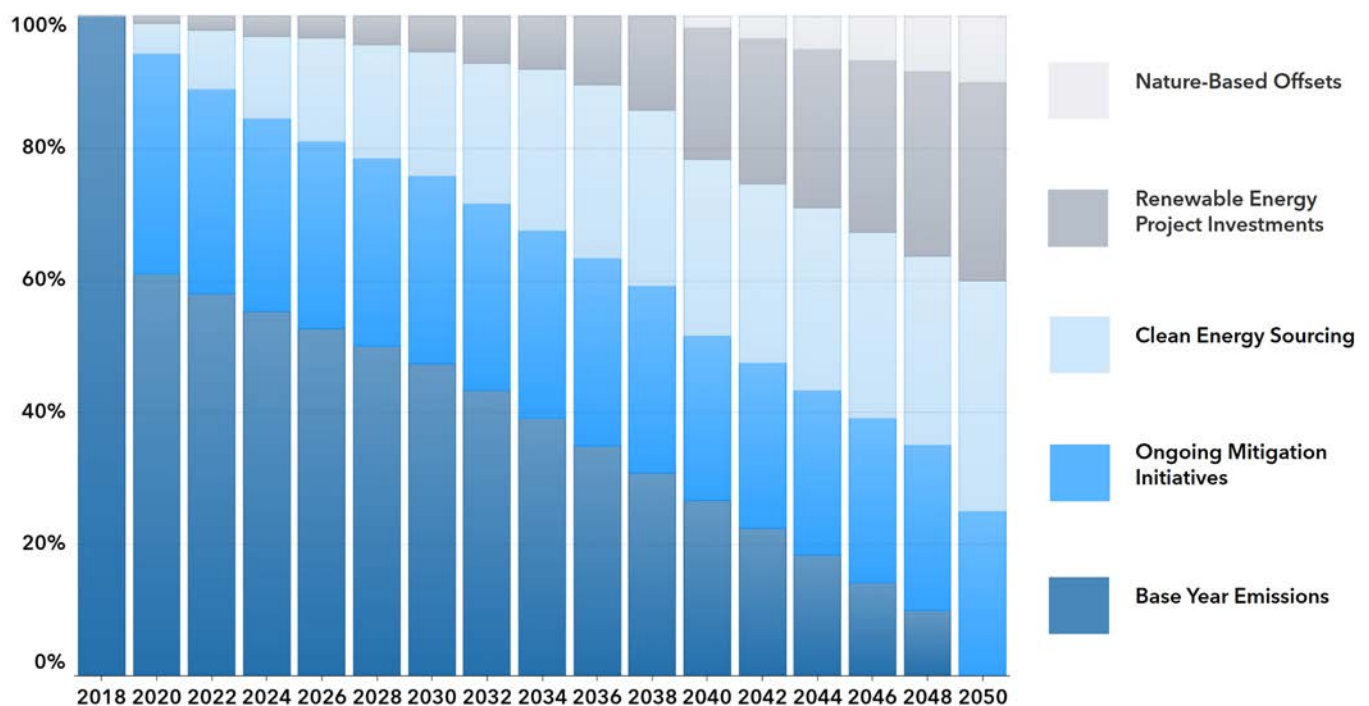
validated targets compatible with requirements to limit the global temperature rise to 1.5 C by 2050. These include targets to reduce absolute scope 1, 2 and 3 GHG emissions 52.6% by 2030 and 90% by 2050 from the 2018 base year. SAS energy and emission policies are designed to help SAS achieve these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

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

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

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

ROAD MAP TO NET-ZERO



ENVIRONMENTAL PROGRAM

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

Net-Zero Progress

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

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

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

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

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

INITIATIVE	T CO ₂ e SAVINGS
Proactive Maintenance of Significant Energy Users (SEUs)	1,450
Real-Time Monitoring of HVAC Processes	1,650
Lighting Upgrades	100
Teleworking	1,000
Employee Commute - EVSE Infrastructure	592
TOTALS	4,792

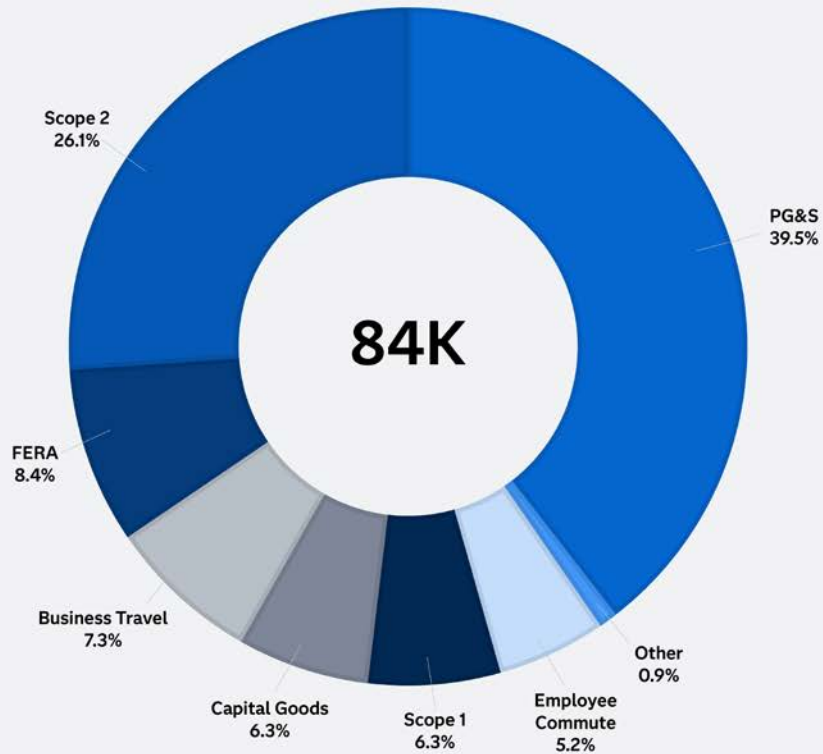
ENVIRONMENTAL PROGRAM

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

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

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

2024 EMISSIONS DISTRIBUTION



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

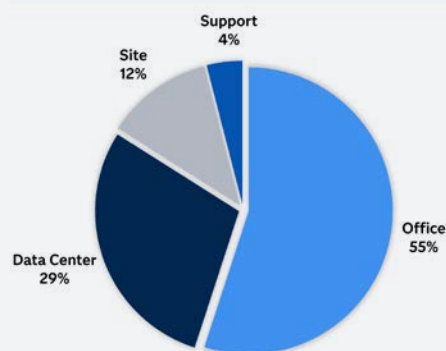


ENVIRONMENTAL PROGRAM

SCOPE 1 & 2 EMISSIONS BY COMPONENT GAS (T CO₂e)

Emissions	CO ₂	CH ₄	N ₂ O	HFCs	Total
Scope 1	5,046.6	3.6	39.6	226.2	5,316.1
Scope 2	21,889.9	41.2	65.2	0.0	21,996.4
Total	26,936.6	44.8	104.9	226.2	27,312.4

SCOPE 1 & 2 BY FACILITY



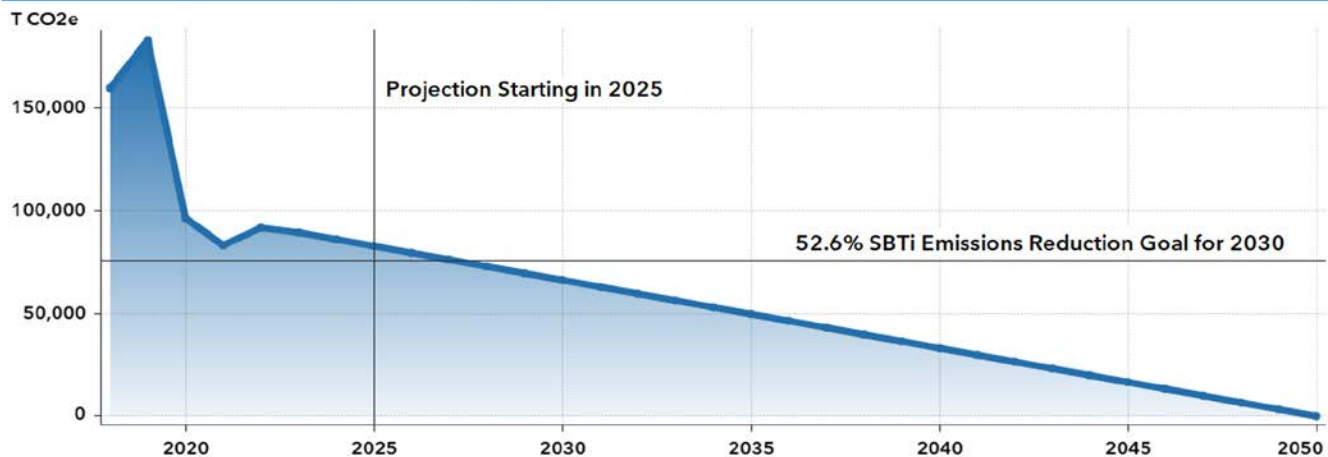
EMISSIONS (T CO₂e) BY OWNED OFFICE

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

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

ENVIRONMENTAL PROGRAM

GREENHOUSE GAS EMISSIONS TREND SCOPE 1, 2 AND 3



Scope 3 Downstream Emissions

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

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

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

[Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

Awareness

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

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

ENVIRONMENTAL PROGRAM

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

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



Energy (GRI 302)

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



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

ENVIRONMENTAL PROGRAM

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

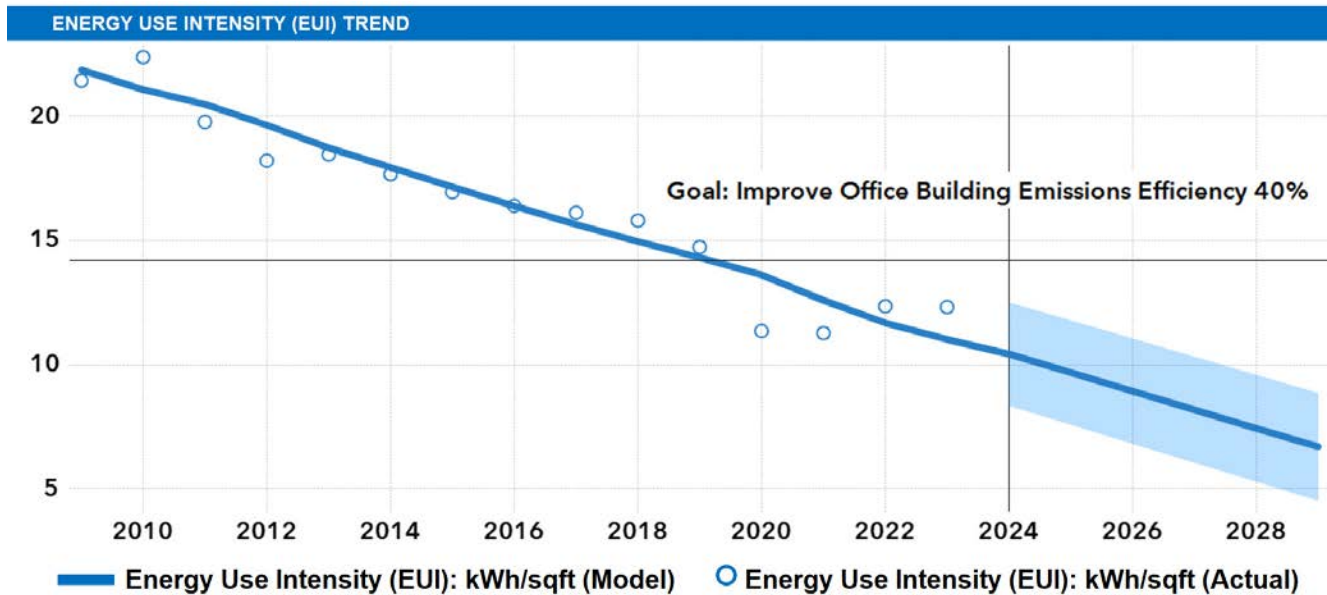
ENERGY CONSUMPTION BY COUNTRY (GJ) (OWNED OFFICES)					
Country	2024	2023	2022	23-24 Var	Var %
United States	260,962.7	268,885.7	257,808.9	(7,923.0)	-2.9%
Germany	10,686.8	10,768.6	12,173.2	(81.8)	-0.8%
UKI	9,181.0	10,226.1	10,695.9	(1,045.0)	-10.2%
Canada	6,985.0	8,323.4	10,483.2	(1,338.4)	-16.1%
Sweden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

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

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

SAS' office energy use intensity decreased 2% this past year and by 38% from its base year – down to 12.7 kilowatt hours per square foot. Emissions per square foot also decreased – 2% from the prior year and 59% from the base year – down to 8.5 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 efficiency (EUI) and 50% carbon use intensity (CUI) per square foot for office buildings.

ENVIRONMENTAL PROGRAM



Assessments

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

Data Center Operations

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

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

SAS 2025 predictions:

AI gets specialized and sustainable

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

Jerry Williams

SAS Chief Environmental
Sustainability Officer



Solar and Renewable Energy

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

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

Electric Vehicle Support and the Eco-Commuter Program

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

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

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

ENVIRONMENTAL PROGRAM

2024 DATA

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

Green Building Practices

SAS embraces Leadership in Energy and Environmental Design (LEED) guidelines for new construction, remodeling and retrofitting existing buildings. The company's Energy Policy aligns with the UN SDG 9: Industry, Innovation, and Infrastructure, and specifies a LEED Gold minimum standard for all building construction projects. Since 2005, all new office buildings and data centers at the world headquarters have obtained LEED certification. SAS holds a Silver level national membership with the US Green Building Council (USGBC). For offices located in countries

that do not use LEED, SAS incorporates country-specific best practices and seeks equivalent certifications for new construction and maintenance.

SAS owns 10 LEED certified buildings, including:

World Headquarters: Building A – LEED Gold Certified Office Building

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

ENVIRONMENTAL PROGRAM

World Headquarters: Building C – LEED Platinum Certified Office Building

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

World Headquarters: Building Q – LEED Platinum Certified Office Building

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

Solna, Sweden: LEED Gold Certified Office Building

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

Toronto: LEED Platinum Certified Office Building

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

2024 DATA

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



ENVIRONMENTAL PROGRAM

Water and Effluents (GRI 303)

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

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

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

Governance

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

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

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



ENVIRONMENTAL PROGRAM

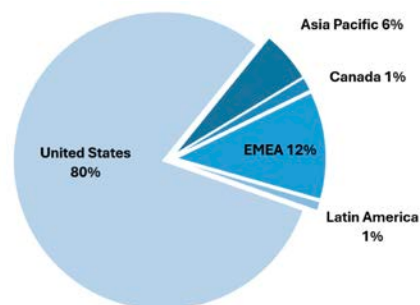
Water Discharge Management

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

ABSOLUTE WATER WITHDRAWAL

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

2024 THIRD PARTY & GROUNDWATER



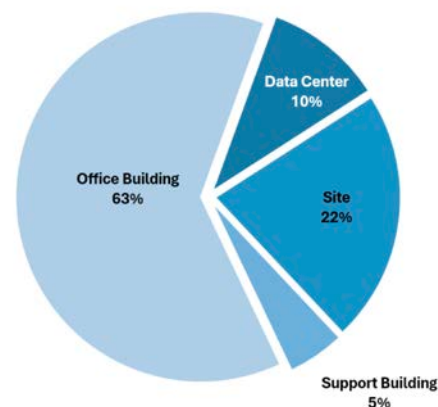
ABSOLUTE WATER DISCHARGE AND CONSUMPTION

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

ABSOLUTE WATER DISCHARGE AND CONSUMPTION

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

2024 WATER USE DISTRIBUTION



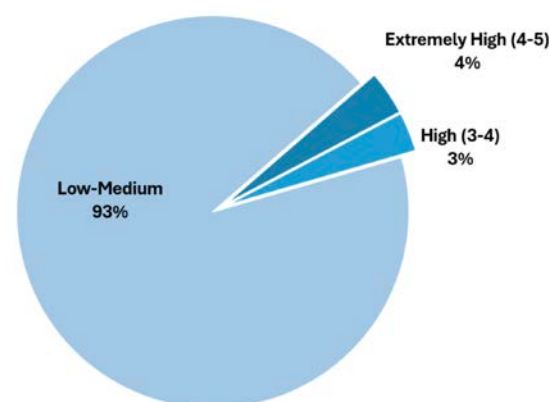
ENVIRONMENTAL PROGRAM

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

2024 WATER WITHDRAWALS BY HIGH-RISK

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

2024 WATER RISK PROFILE



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

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

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

ENVIRONMENTAL PROGRAM

2024 DATA

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

Waste/Landfill Diversion (GRI 306)

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

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

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

A sampling of processes that support policy goals include:

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

ENVIRONMENTAL PROGRAM

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

Circular Economy

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

- Using sphagnum moss as a chemical-free cooling tower water treatment and repurposing it as a landscaping soil amendment and grass seed top dressing.
- Composting cafeteria food wastes for landscaping purposes.
- Recycling waste vegetable oil for conversion into biodiesel fuel and livestock feed.
- Purchasing materials with consideration of circular concepts and working with responsible suppliers.

- Maintaining IT equipment to effectively extend asset life.
- Repurposing IT devices to departments with less technical needs.
- Selling equipment, furniture, artwork and miscellaneous materials no longer needed by SAS to employees via discount sales.
- Donating residual IT resources and furniture to nonprofits and external organizations.
- Managing water responsibly by utilizing closed-loop systems to ensure reuse and efficient treatment of water resources.

Governance

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

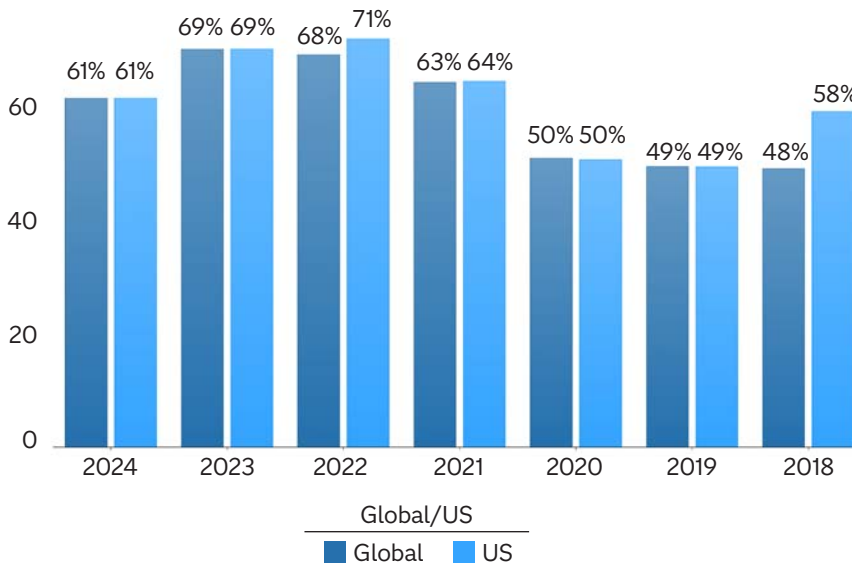


ENVIRONMENTAL PROGRAM

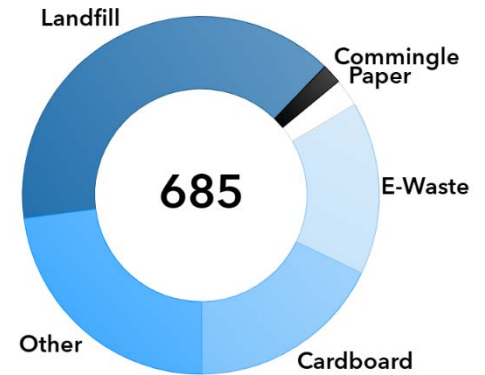
OPERATIONAL WASTE BY REGION (metric tons)

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

US/GLOBAL RECYCLE RATES



2024 MATERIAL TYPE (Metric Tons)



OPERATIONAL WASTE BY COUNTRY (Metric Ton)

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

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Paper Consumption

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

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

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

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

2024 Highlights:

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

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



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Pollution (GRI 306)

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

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

Hazardous Materials

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

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

2024 DATA



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

Biodiversity (GRI 304)

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



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

Operations

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

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

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

Mitigation

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

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



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

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

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

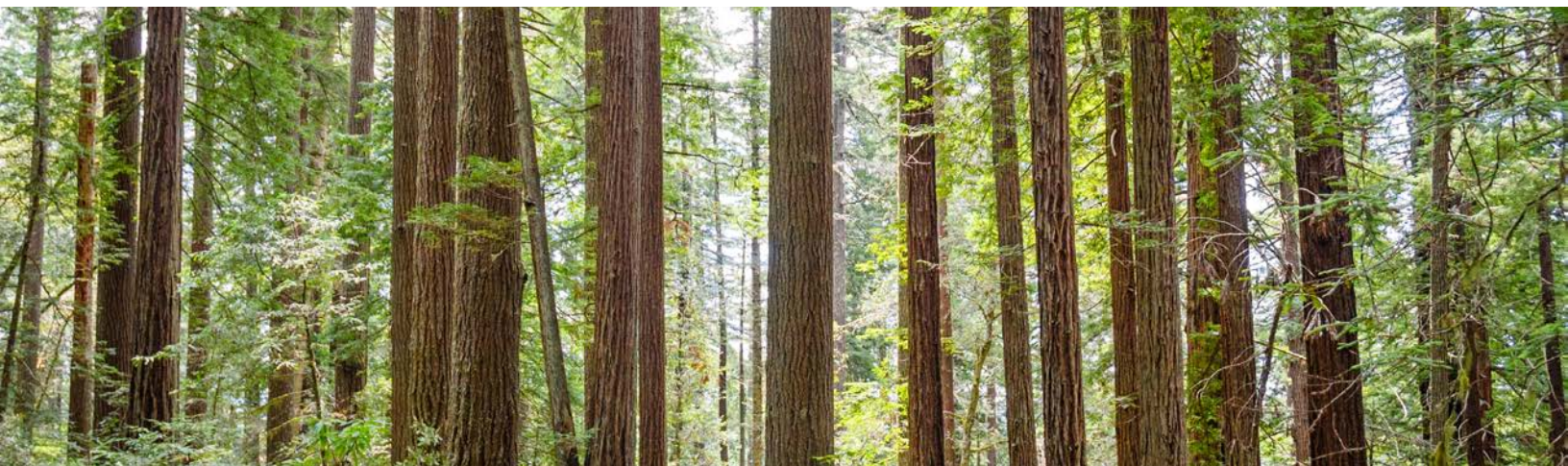
- A collaboration between **SAS and the Galapagos Science Center** has been recognized for its crowd-driven AI app that helps protect endangered sea turtles.
- The **Nature Conservancy and SAS** are maximizing donations through intelligent marketing and member engagement.
- **SAS is participating in a consortium** to develop a cutting-edge water-resilience monitoring and analysis solution to analyze water levels and water quality for Earth's 100 most populous river basins. The platform will make this important information continuously available to policymakers, scientists, businesses and government agencies. With it, they can make better decisions about managing precious water resources.

- **Data and AI leader SAS is helping Fathom Science**, a North Carolina State University tech spin-off that is building digital twins of the ocean to validate a state-of-the-science whale location prediction model so vessels can avoid striking critically endangered North Atlantic right whales.
- At the annual **SAS Hackathon** – where data enthusiasts, coders and problem-solvers from around the world come together to collaborate and innovate using SAS AI and analytics – several projects were recognized for their potential to help environmental challenges.
 - o Butterflies – SAS Partner Butterfly Data developed a tool to help analysts assess data sources for their reliability and credibility.
 - o Climate Scenarios – By using SAS® Viya®, open source tools, and GIS mapping and simulation, this team from the Netherlands integrated diverse data sources to create comprehensive visualizations of climate scenarios in the Dutch river delta.
 - o Cleaner Commutes – Employee commuting is a significant part of many companies' carbon footprint. Using SAS advanced analytics and machine learning, another team from the Netherlands provided data-driven insights to companies to help them reduce their commuting emissions and comply with environmental regulations.
- With the world currently facing an unprecedented rate of extinction, SAS also helps NatureServe, an organization focused on protecting biodiversity, to use analytics and AI to measure the degree of imperilment for plants and animals. With SAS, NatureServe will be able to make its assessments more automated and reliable while gaining significant efficiencies and cost savings for the complex task of analyzing over 7 million known species of plants and animals on Earth.
- SAS continues working with the Amazon Conservation Association for deforestation tracking.
- SAS believes analytics helping humanity starts with using **data for good**.

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Additional 2024 Highlights

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



download Environmental Program

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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 believes responsible innovation starts with responsible innovators. SAS is committed to working with customers, partners and academia to increase the awareness of the necessity for technology that is developed and deployed in ways that are ethical and sustainable for individuals and societies.

In 2024, SAS launched AI Governance Advisory, a value-added service for current customers. Beginning with a short assessment, SAS AI Governance Advisory helps customers think through what AI governance means in the context of their organizations.

Championed by SAS leaders and the SAS Data Ethics Practice, which is a global team focused on the strategic implementation of responsible innovation initiatives, SAS works with industries and governments to ensure the **responsible use of SAS technology**, frequently providing counsel and testimony based on nearly 50 years of



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helping customers gain insights through 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 is a signatory of the European Commission's AI Pact, joining more than 130 companies in accelerating the adoption of the European Union AI Act's principles within their organizations.

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 capitalize on innovation and deliver on their values while remaining compliant. This includes model cards, which are like nutrition labels for models, providing a clear, comprehensive and standardized overview of an AI model's components. 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 AI

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, SAS Data for Good projects showcase the power of SAS technology through initiatives like increasing STEM opportunities, maximizing mental health resources and protecting endangered animals and ecosystems.

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 ethical 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.

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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 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 around the world 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 a global leader in data and AI, 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 and AI literacy, computational thinking and coding to educate students born and raised in a world of data.

SAS believes that understanding the value of data begins with a strong foundation in data literacy, encouraging students to rethink their approach to problem-solving. By integrating data into decision making, learners can drive meaningful results while fostering ethical and responsible AI innovation. To support this, SAS offers four free e-learning courses that equip students and professionals with essential data and AI skills, helping them navigate an increasingly data-driven world with confidence and integrity.

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Data Literacy Essentials (2021) introduces fundamental data concepts, while **Data Literacy in Practice** (2023) helps learners explore and visualize data with confidence. Expanding its commitment to ethical and sustainable AI, SAS launched **Responsible Innovation and Trustworthy AI** (2023) and **Generative AI Using SAS** (2024). Together, these free courses have reached over 61,000 learners in 150 countries.

SAS also partners with organizations like Code.org, AI4ALL, CSforAll and Data Science for Everyone to inspire students' 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 data and AI 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

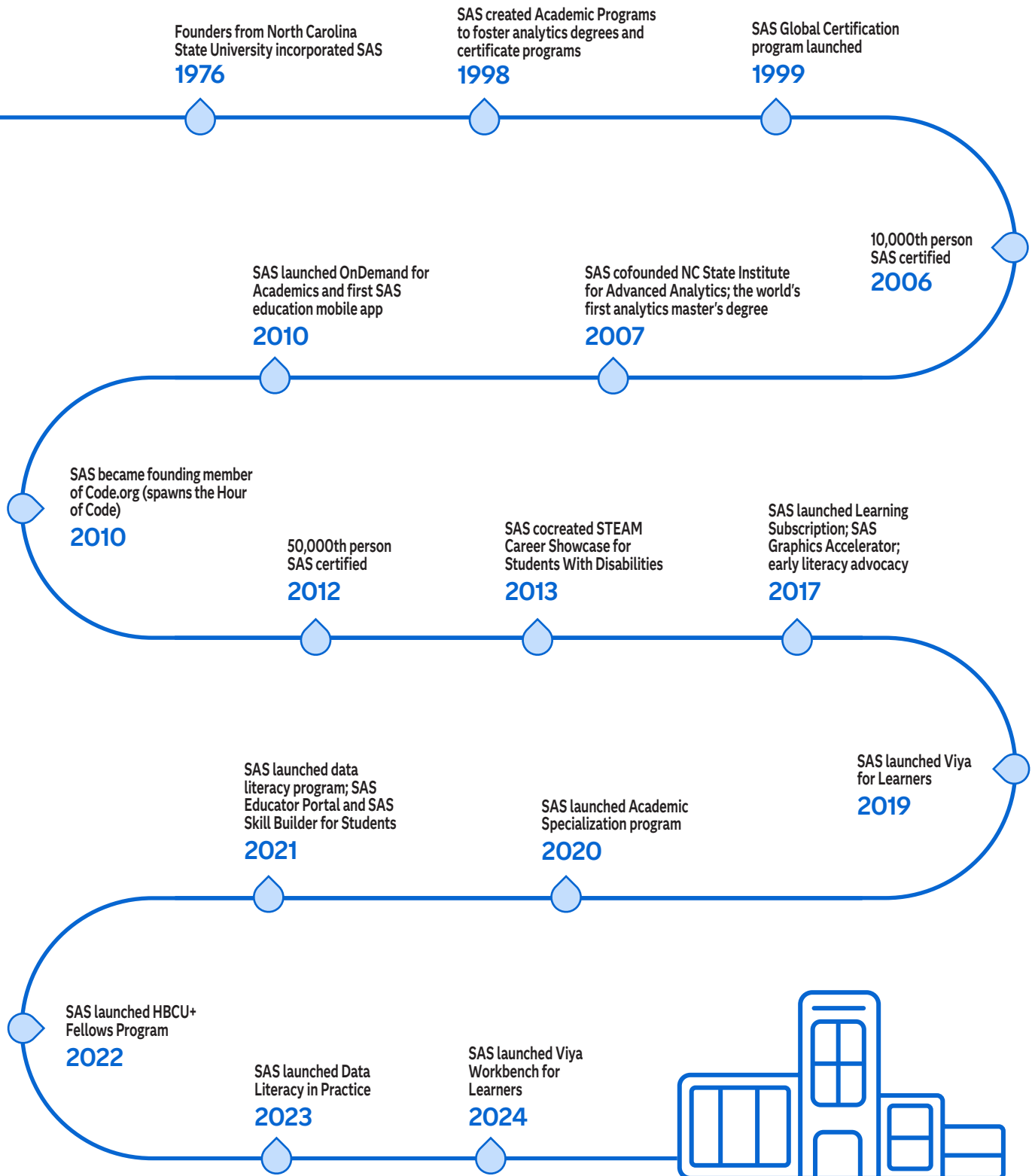
mining and forecasting. And SAS Viya for Learners offers free access to AI, data science and machine learning tools for educators and their students. More than a quarter of a million educators and learners took advantage of these free software offerings in 2024. SAS also launched SAS Viya Workbench for Learners in 2024, a free cloud-based, on-demand compute environment with flexible programming environments and seamless tool integration.

Additionally, 30,000 students globally joined SAS Skill Builder for Students, a free online portal that provides access to everything students need to launch their analytics careers. In 2024, nearly 4,000 educators globally joined the SAS Educator Portal, which simplifies integrating data and AI into the classroom.

Last year was also the third year of the Curiosity Cup, a global data science competition in which more than 100 student teams across 19 countries researched topics ranging from predicting strokes to analyzing world energy consumption to evaluating mental health trends among university students.



Timeline of SAS Education Initiatives



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Increasing Representation in Analytics

SAS is committed to increasing interest in the fields of data, AI and analytics.

The award-winning SAS [intern program](#) welcomed over 430 interns in 2024 with the majority being hired into technical roles. The global program spanned 30 countries, offering interns meaningful work experience that enhanced their skills and career trajectory.

SAS partnered with the Commonwealth AI Consortium in 2024 to bring AI software and computing resources to Commonwealth countries, particularly small states, to help higher education students learn how to use AI responsibly. In 2024, SAS also brought on fellows from Code the Dream, an organization that aims to make tech careers more accessible to people from various backgrounds. They worked on critical projects and received intensive training, leading to many receiving full-time employment at SAS.

SAS also announced a new class of HBCU+ Fellows, a program that supports educators at historically Black colleges and universities (HBCUs) by helping increase

access to data and AI education. In addition, as part of the [SAS Championship](#) golf tournament SAS hosted the annual HBCU Invitational, which started with a career-day event for the student golfers to learn and network with SAS employees and executives. SAS actively engages with HBCUs and other minority-serving institutions to attract talent to open opportunities.

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

SAS supports the North Carolina Museum of Natural Sciences' 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.



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Launched in the fall of 2024, Discovery Day at SAS is an in-person, on-site event aimed at inspiring and empowering high school students by introducing them to SAS and the vast opportunities within STEM fields. Students engage in hands-on activities, participate in panel discussions with industry experts and attend breakout sessions. By interacting with SAS employees, they gain valuable insights into potential career paths and the necessary skills for success in the tech industry. In 2024, SAS engaged with nearly 700 students through these events.

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 450 SAS Academic Specializations, which give higher education institutions more options for engaging with SAS to create degree, certificate and other programs, are active in 47 countries.

In 2024, 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. The 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 have concerns that public school teachers in North Carolina are not receiving sufficient compensation for schools to both recruit and retain high-quality teachers in grades K-12. SAS has worked with the North Carolina General Assembly and various organizations to advocate for increased teacher pay, while also supporting mentoring and leadership roles for teachers to provide additional career pathways that will keep effective teachers in the classroom.

SAS has supported a statewide education attainment goal in North Carolina developed through the myFutureNC initiative. This goal will help ensure that North Carolina businesses will have the talent they need as required educational degrees and credentials continue to rise. This work involves support for programs and policies to achieve the attainment goal by 2030, as well as a long-term look at skills needs beyond. A particular focus of this work is helping underrepresented student and adult populations attain degrees and credentials needed for a rewarding career, matched to the needs of North Carolina businesses.

Recently released data from the North Carolina Department of Public Instruction shows that students in grades K-3 are continuing to improve their literacy skills in every grade and across all student subgroups (race, ethnicity and socioeconomic status). The growth in those grades continues at a rate that is outpacing the national rate.



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Significant progress was made throughout 2024. The State of North Carolina continues its strong support to align literacy instruction with the science of reading. The state has fully implemented a regional and district level peer-to-peer teacher coaching model that helps teachers hone their skills in the classroom to teach children to read. In addition, both the public and private colleges of education in North Carolina continue to align their curricula and instructional practices to the science of reading. The Goodnight Educational Foundation has also funded endowed faculty positions at four public universities to help preservice teachers fully understand the science of reading so they will ultimately enter the classroom better prepared. Finally, the North Carolina 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. Because of the success of this third-grade reading proficiency work in North Carolina, SAS CEO Jim Goodnight continues to lead a national effort to increase early literacy through his work with the Business Roundtable in Washington, D.C. Increasing early reading proficiency for all students is a key component of flourishing in the education system and also cultivating a strong talent pipeline into the future.

Goodnight and SAS are exploring approaches to strengthening early math proficiency in the same manner as they have worked to strengthen early literacy skills.

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:

- SAS headquarters in Cary, NC, hosted several interactive experiences with employee volunteers who led learning and networking opportunities that included the following groups:

- o 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.
- o In 2024, the [College Access Partnerships at Appalachian State University](#) organized a Gear Up visit to SAS, providing 150 students with a unique opportunity to explore the world of analytics and software development. During the visit, students were given a tour of SAS headquarters and saw firsthand the innovative work being done at the company. They attended presentations and workshops led by SAS professionals who shared insights into their roles and the impact of their work.
- o The SAS International Connection (SASIC) employee group hosted a virtual career day for over 200 high school students in September.
- o UNC's Carolina Health Informatics Program (CHIP) DataAware Program – SAS has hosted a group of students for several years each summer to learn about real-world applications of data analytics in the fields of health and life sciences and biotechnology.
- o The North Carolina Society of Hispanic Professionals – a group of 100 students from five local high schools explored data ethics concepts, social branding, free SAS learning resources, and AI and large language models, and networked with Hispanic and Latin American employees.
- o As one of the founding companies of the Computing in the Core coalition, which evolved into the computer science advocacy group Code.org, SAS proudly participates each year in the Computer Science Education Week's Hour of Code. Employees are encouraged to volunteer at any school to help introduce millions of students to computer science through one-hour coding activities. Its goal is to demystify coding and demonstrate that anyone can learn the basics, inspiring future interest in computer science.



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- o SAS volunteers in the US and overseas also worked with students, particularly young girls, to strengthen their data literacy, computer science and STEM skills.
- SAS Africa received a Customer Education Pinnacle Award (CEdMA) Enterprise Award for Innovation for the SAS Education program.
- SAS Australia participated in several initiatives, including:
 - o Spotlights [the journey](#) of two CareerStart people who Joined the Canberra office team.
 - o Highlighted the [Interdisciplinary Partner Project with the University of New South Wales](#), where students used SAS Viya to solve a real-world challenge.
- SAS Beijing R&D provided SAS undergraduate courses at Beijing University from September through December.
- SAS Denmark hosted a SAS Talent Connection event in partnership with Novo Nordisk and University of Copenhagen.
- SAS India collaborated with Cognition – The Data Science and Analytics Club of the Goa Institute of Management (GIM) – for [Bitathon 2024](#), a prestigious national-level hackathon that brought together top-tier talent from the field of data science and analytics.
- SAS Ireland participated in several initiatives, including:
 - o P-TECH data science student placement for eight students planned for early 2025. Collaboration with SAS customers and partners, including Irish Life, Virgin Media, Deloitte, Cisco and IBM.
 - o Continued partnership with University College Dublin (UCD) and Microsoft for preeclampsia research.
 - o Exploring increased use of SAS software in UCD's courses, including life sciences and a planned SAS Talent Connection event in 2025.
- SAS Italy supported young data scientists through partnerships, including:
 - o Developed data science courses for students with the University of Rome.
 - o Hosted high school students for three weeks through a shadow program to learn about the operations at a technology company.
- SAS Japan held its ninth annual [Data Science for Kids](#) event where kids connect their imaginations with real data, solve mysteries, create posters and give presentations.
- SAS Malaysia supported the SAS Curiosity Cup, where [Asia Pacific University](#) was deemed the champion in the Data Preparation category.
- SAS Norway partnered with BI Norwegian School of Business in Oslo with hands-on SAS software skills development and optional internships with SAS Norway.
- SAS Sweden participated in Global Child Forum events hosted by the King of Sweden.
- SAS United Kingdom participated in several initiatives, including:
 - o SAS Future Analysts program, in partnership with The Talent Foundry, provided 119 students with hands-on SAS Visual Analytics software and data analyst skills in five schools across the UK. A further 15 events are already booked for 2025. Volunteers include employees from SAS and customers such as HM Revenue & Customs, Nationwide Building Society, Atos and Eviden.
 - o Halloween cake bake raising funds for The Talent Foundry.
 - o Opening Doors collaboration event with KPMG undertaken at SAS Scotland R&D in Glasgow. Twenty students gained an insight into the software development process and related job roles and experienced the SAS Law Enforcement Intelligence solution to investigate a fraud case.

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- o The Talent Foundry continued use of SAS' London office for monthly team meetings.
- o Three SAS Talent Connection events hosted by universities in Bradford, Surrey and Wolverhampton. More than 300 students learned SAS software and engaged with customers with open job role vacancies, from HM Revenue & Customs, Department for Work and Pensions, and Nationwide Building Society.
- o Attendance at Armed Forces Covenant events hosted by Tesco and Microsoft.
- o Sponsorship of the Oarsome Army Educators for rowing 3,000 miles across the Atlantic Ocean.
- o SAS employees provided an insight into their career journeys for 100-plus students at Milton Keynes College during Digital Careers Awareness Week in October.
- o Participation in Employer Board events at Milton Keynes College and Tech UK.
- o Participation in Women in Technology events.
- o Sponsorship of the annual Young Statisticians' Meeting, hosted by the University of Birmingham.
- o Sponsorship of the Research Students' Conference in Probability and Statistics, hosted by University of Exeter.
- o Research collaboration with the University of Cambridge's Maxwell Centre, Institute of Criminology, Biomedical Campus, and School of Clinical Medicine.
- o SAS UK employees attended the launch of Commonwealth and SAS AI Literacy collaboration.
- o Collaborated with academic and clinical course leaders of three leading medical schools (UCD, Cambridge, Dundee) to familiarize medical students with the clinical potential of advanced analytics and AI tools such as automated digital image analysis, as well as the ethical implications of utilizing such powerful technology.
- o A student team from the University of Wolverhampton won the Data Ethics category of the global 2024 SAS Hackathon. The team presented at SAS Innovate in Orlando, FL, in May 2025.

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 broader STEM workforce, or 2) solve business and social issues with data and AI.

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 cultivate a technology-driven workforce.

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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.
- Coding4Mandela.
- 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.
- Door Step School Foundation.
- Girl Scouts STEM Programs.
- Hakersi Foundation.
- Leadership North Carolina.
- Melbourne Business School.
- Morehead Planetarium and Science Center.
- NC Chamber Education & Workforce Conference.
- North Carolina Society of Hispanic Professionals.
- NC State Student Aid Association.
- Niwant Andh Mukta Vikasalaya.
- North Carolina Science Festival, a statewide showcase of science activities.
- P-TECH Ireland.
- Sumati Balwan.
- The Talent Foundry.
- Ubuntu Foundation.
- WakeEd Partnership.
- Wake Tech Foundation at Wake Technical Community College.
- YMCA of the Triangle.



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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, allowing 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 Cary headquarters participated in several initiatives including:
 - o SAS introduced Fairway to Fun, a new community AI engagement event at the SAS Championship PGA golf tournament, to expand its relationship with YMCA of the Triangle. Student attendees were able to interact with technology activities and learn about data and AI. The event was also an opportunity to collect supplies and monetary donations to support disaster relief for those affected by Hurricane Helene in Western North Carolina.
 - o The SAS Young Professionals Network hosted the seventh annual RTP Networking Night with Cisco, Lenovo and NetApp, featuring a canned food drive that collected over 170 pounds of food for the local food bank.
 - o The SAS Military Network (VETS) annual walk/run event that raises awareness for veteran suicide and mental health collected 415 pounds of food that was donated to communities in Western North Carolina.
- 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 Belgium participated in several initiatives, including:
 - o Organized a walk with the residents of the residential care center in Tervuren in August. Several enthusiastic colleagues laced up their walking shoes and accompanied the residents to the local weekly market.
 - o During the November school holidays, they held a Bring Your Kids to Work day, and the welcome team and HR team hosted the employees' children.
 - o Hosted a market in September that included an organization that promotes local producers and farmers' products (fruit, vegetables, cheese, eggs, bread, etc.).
 - o Hosted a lecture by an author in November (about media and its influence on lives and ideas), organized by the library of Tervuren.
- SAS R&D Pune partnered with Jankalyan Blood Bank to organize a blood donation drive at the SAS office, encouraging participation from employees and the local community. A total of 42 donors successfully completed the donation process, contributing to a vital cause and potentially saving numerous lives.
- Employees worldwide participated in several activities for #GivingTuesday, including:
 - o SAS headquarters:
 - Donated two huge carloads of school supplies to WakeEd Partnership's Tools4Schools store. Employees donated high-need items such as dry erase markers and boards, hand sanitizer, scissors, markers and clipboards. The donations were added to the organization's "store," where teachers can shop for classroom supplies at no cost.
 - Through the Can Ornament Challenge, 16 teams of employees collected more than 4,110 pounds



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of food (roughly 3,350 meals), plus diapers, for food banks in Western North Carolina to support ongoing Hurricane Helene relief. Teams of SAS employees used their food and diaper donations to design ornaments on a giving tree. The winning “can ornament” team was Risk, Fraud and Compliance.

- At an on-campus blood drive, 72 units of blood were donated. The Women’s Initiatives Network organized the Salvation Army Angel Tree project, and employees signed up to support nearly 330 children, all of whom will receive new clothing and toys. The SAS Military Network (VETS) group organized an effort for employees to send notes to military personnel.
- o SAS Australia and New Zealand collected new or well-preserved secondhand books for the Australian Literacy and Numeracy Foundation. Books were to be distributed to children in some of Australia’s most marginalized communities. Employees also donated gently used reading glasses to Specsavers and Recycle for Sight Australia, which distribute the refurbished spectacles to adults and children.
- o SAS Belgium contributed to the “Shoe-box” initiative, which involved filling shoeboxes with nonperishable food items and essential hygiene products. Additionally, they included warm winter accessories such as gloves, scarves and hats. Each shoebox was wrapped like a present and distributed by the Shoe-box organization to disadvantaged families or homeless individuals.
- o SAS Canada prepared, delivered and served sandwiches for the Good Shepherd Ministries and Ottawa Mission homeless shelters. They also hosted several events in support of the Movember campaign, which raises awareness and funds for men’s health. This year, SAS employees around the world raised \$29,000 for Movember.
- o SAS China donated secondhand books to primary/junior schools in remote areas and hosted a litter cleanup event at Olympic Park. Beijing R&D employees donated 1,000 books and 300 pieces of stationary totaling 14 boxes of donations to children in remote mountainous areas.
- o SAS Finland supported Operation Christmas Child by packing Christmas gifts that were sent to children in Ukraine, Moldova and Romania.
- o SAS Germany supported a homeless shelter in Heidelberg by collecting donations and spending a day cooking and serving residents. They went grocery shopping and prepped and cooked lunch for 50 residents. After cooking, they served the meal, offered coffee and tea, cleaned the kitchen and engaged in conversation with residents. They also baked cookies with residents of a local retirement home.
- o SAS Hong Kong employees collected and delivered goods to the Salvation Army to be distributed for those in need in local communities.
- o SAS Iberia collected toys and presents for children in local communities. They also volunteered their time to clean streets and homes affected by recent flash flooding in Valencia. They also participated in the Help Portrait movement, for which they served as photographers, hairstylists and makeup artists to take, print and deliver pictures free of charge to people in their communities.
- o IDEaS employees in Bloomington held a fundraiser for the Armful of Love adopt-a-family program. They raised \$3,250 in their 12th year supporting this initiative, and IDEaS further contributed \$3,000, resulting in a total donation of \$6,250 in gift cards.
- o In Mumbai, India, employees partnered with the MMP Shah College for a Food for Good donation drive for which they distributed food to 300 young people from marginalized communities. They also hosted a career guidance session to inspire and educate the young people.
- o In Pune, India, employees proudly set up 18 “Food for Charity” stalls, where they served various



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delicacies showcasing their culinary skills. More than 600 employees participated along with their families and friends. They raised INR₹300,000 (US\$3,438), which was distributed to local nonprofits. Also in Pune, IDeaS employees hosted a donation drive, collecting groceries and other essentials while highlighting the values of kindness, time, knowledge and gratitude. To close out the year, employees planned a holiday lunch with children from Snehan, which supports children from rural Maharashtra, empowering them through holistic care, education and skills development to build brighter futures despite the challenges of poverty and farmer suicides.

- o SAS Japan employees participated in a “green up” event to clean up the area around the office building and take care of flowers.
- o SAS Korea supported ChildFund Korea by donating goods and sending gifts to the organization. Korea marketing employees visited the Gangnam Lifelong Learning Center and made a tree with the trainees, gave the trainees bags to use in outdoor activities, and cookies.
- o SAS México organized a volunteering program and a donation drive to support Casa Hogar de Niñas Santa Inés, a children’s home in Mexico City. Employees collected more than 3,000 essential items.
- o SAS Netherlands employees contributed to the Children in Need Foundation by donating toys to be shared with children in Eastern Europe. They also supported the regional food bank by collecting food items for those experiencing poverty.
- o SAS Philippines organized fundraising activities to support Angat Buhay, a nonprofit organization that aims to improve the lives of Filipinos, especially those in marginalized communities.
- o SAS Poland employees helped the Senior w Koronie Foundation, which supports seniors who struggle with loneliness and health difficulties. Employees painted, cleaned and decorated the

foundation’s headquarters and renovated the apartment of one of the beneficiaries. They also collected cleaning products, cosmetic sets and food for seniors.

- o SAS Singapore supported and created artwork with students at AWWA’s Special Student Care Centre.
- o SAS South Africa contributed donations of stationary, toiletries and nonperishable food items, which were delivered by interns to Rays of Hope, a children’s aftercare center.
- o SAS Taiwan supported Waiting Home Baby Social Welfare Association by donating gifts and wrapping packages for orphanages.
- o SAS Thailand employees donated used computers, laptops and other hardware to Wat Nang Pim School and Wat Pai Thong School.
- o SAS United Kingdom and IDeaS employees donated food to the Trussell Trust food bank and books, puzzles, toys and games for Alexander Devine Children’s Hospice Service. They also donated proceeds from a Halloween-themed bake sale and SAS honey to their chosen charity, The Talent Foundry. The Marlow office hosted a preloved clothing and shoe drive for an organization called Triad, which will resell the donations in its charity shops.

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



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- 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 Action
- Friends of the North Carolina Museum of Natural Sciences
- Goodnight Educational Foundation
- 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

- United Community BankUniversity 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. SAS remains strongly committed to promoting a world-class environment that inspires innovation. Throughout almost 50 years of AI innovation, SAS has invested heavily in its workplace culture to make employees feel inspired and included.

Welcoming Culture

At SAS, it's not about fitting into the culture; it's about adding to it. 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' culture is a creative asset.

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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 aims to foster a welcoming culture and supportive work environment where every employee can thrive and achieve their full innovative potential. In addition, SAS is passionate about developing and preparing the workforce of tomorrow through education policy, outreach and community initiatives.

To learn more visit sas.com/diversity.

2024 DATA

SAS received several workplace awards, including recognitions for job starters, parents and families, disability and several early career awards celebrating excellence in innovative recruiting strategies, internships and early career programs. SAS also received the 2024 Secretary of Defense Employer Support Freedom Award.

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 12.3 years, compared to an industry average of 4.2 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 4.24%. The average industry voluntary turnover rate was 13.2%.

¹ US Bureau of Labor Statistics

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 any 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 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.

2024 Global Employee Hires by Region

Canada	13
LATAM	61
EMEA-AP	375
Northern Europe	71
Southwest and Eastern Europe	116
US	454
Total Global Hires (Reg. FT & PT)	1090

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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.

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Approximately 98% 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, as well as sales, personal development and additional well-being offerings. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2024, SAS provided over 107 training courses with 5,808 participants. SAS saw a 37% increase globally for leaders participating in management training.

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)	98%
E-Learning	93.6%
Virtual/Hybrid Classroom	4.3%
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.

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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.

2024 DATA

SAS recorded an absence rate of 7.11 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 eight 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 3,705 annual average number of employees, and SAS had an Experience Modification Rate of 0.51.



download Social Impact & Responsibility

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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 and processes 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 incorporation. 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 sales regions covering the globe and include additional subsidiaries dedicated to research and development activities.

GOVERNANCE & MANAGEMENT

Industries served



Automotive



Health Care



Media



Banking



Health Insurance



Energy & Utilities



Capital Markets



Education



Higher Education



Retail



Communications



Hospitality



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, antitrust, lobbying, political and gifting laws, 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.
- 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.



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- The 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

SAS maintains a 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 sustainability 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 and effect of proposed laws and regulations on 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, tax, patents, etc. SAS also may engage in discussions with senior and elected government officials as to how technology can support their efforts. 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. The company also works with various associations and nonprofits globally that engage on policy issues important to SAS' sales and corporate interests.

Political Contributions and Lobbying

SAS recognizes that an important part of good corporate citizenship is active participation in the political process. 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 as well as provide overviews of SAS' offerings. Certain political expenditures may be made if approved through the SAS Sponsorship, Corporate Membership, Philanthropy & Political Contributions Review Process and only if such expenditures are in compliance with applicable law and company policy. SAS records and reports its political expenditures where required in accordance with applicable laws. SAS complies with relevant lobbying laws in its operations and files 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 and monitoring 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



GOVERNANCE & MANAGEMENT

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 ethical standards. The DEP collaborates with prominent groups active in AI policy 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.
- Policies and procedures around antitrust, exports, sponsorships, memberships, political contributions and donations.
- Training courses delivered through an ACT-Now training series.

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, Poland, Spain, and United Kingdom and Ireland hold ISO 9001 quality certifications.
- 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.

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 2024:

- Acceptable Use of SAS Systems and Networks
- Anti-Bribery/Anti-Corruption
- Antitrust Training Course
- Code of Ethics
- Know Your Customer (trade law)
- No Side Agreements
- Protecting Your Privacy Using Proper Data Classification and Handling
- Regulating AI: Understanding SAS’ Role
- Sanctions Training
- Security Incident Response Team (SIRT)

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

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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. SAS Ethics and Compliance provides specialized training to public sector sales employees in the United States.

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.

2024 DATA

All concerns reported to SAS Ethics and Compliance were investigated and addressed as needed.

More than 95% of employees completed required training issued through the ACT-Now compliance training series.

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 through ACT-Now and 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 the SAS Business Partner Code of Conduct, including anti-bribery provisions.

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For some segments of its business, SAS engages in a 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.

Trade/Export Controls and Sanctions

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 sanctioned/prohibited parties. 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 [Export Designation Information page](#), and exports its products subject to US and other applicable trade laws.

Additionally, SAS monitors trade regulatory proposals to ensure its operations are in compliance, and where appropriate, provides comments or feedback to the proposals.

Privacy

SAS maintains a SAS Privacy Office, led by its Chief Privacy Officer (CPO), that works with stakeholders across the company to develop, implement, and maintain an organization-wide governance and privacy program intended to ensure compliance with all applicable laws and regulations regarding the collection, use, maintenance, sharing and disposal of personally identifiable information (PII), including "personal data" as defined by the General Data Protection Regulation (GDPR), and other regulated data. The design of the program is a hybrid model, in which the privacy function is partly centralized (in the SAS Privacy Office) and partly decentralized with distributed responsibility within each business unit. The decentralized component of the model includes:

- The Extended Privacy Office team, focusing on supporting privacy program initiatives by helping establish procedures and engagement with business function representatives.
- The 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 embedding privacy into daily operations (internally and externally) and throughout SAS' culture. 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



GOVERNANCE & MANAGEMENT

(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.

indirect suppliers capable of meeting local, regional and global requirements and also working with suppliers who align with SAS' 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 sustainability-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 due diligence, which, in proportion to the level of business risk, screens the supplier and any relevant or high-risk individuals within their organization. Additional due diligence processes are 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 sustainability risks are subject to investigation. The 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 commitment to sustainability, SAS has introduced a comprehensive tool to capture supplier information, including environmental and social certifications, sustainability ratings, and notifications for expired certifications. This new tool enhances the company's supplier auditing capabilities for sustainability-related performance and improves reporting capabilities.

2024 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

SAS' commitment strives 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



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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.

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 sustainability. SAS' standard Request for Proposal emphasizes the importance of corporate social responsibility, including environmental stewardship and promotion of responsible sourcing. 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, SAS may request a statement outlining any active responsible sourcing programs, along with opportunities it has undertaken to contract with suppliers that practice responsible sourcing. 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.

Responsible Sourcing

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

SAS' membership and involvement with nongovernmental and business organizations such as Disability:IN and the North Carolina Chamber further its commitment to working with and developing all suppliers. These organizations provide direct access to suppliers through matchmaking and networking events. SAS Responsible Sourcing has partnered with national organizations and their local affiliates to provide certification business training, capability statement training and business pitch training to their members. The program has grown to add mentoring for its prime suppliers growing their own supplier programs, and the team has taught several supplier best practice classes. Additionally, SAS Responsible Sourcing maintains active board and volunteer positions in those and other organizations supporting a wide range of businesses.

SAS encourages all businesses interested in more information about potential working opportunities and relationships to email responsiblesourcing@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.

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- 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 some of its tier 1 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.



2024 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.
- Ninety-three percent of all sourcing and procurement training hours were dedicated to sustainability-related topics.
- SAS completed the annual CDP supply chain questionnaire and achieved a performance score of B for climate change and B for water security.
- For its participation in the EcoVadis supply chain survey, SAS achieved a silver sustainability rating and ranked in the 86th percentile.



download Governance & Management



About This Report

The SAS 2024 Global Impact Report has reported information cited in the Global Reporting Initiative (GRI) content index for the period Jan. 1 to Dec. 31, 2024, 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 2023 report published online in August 2024, and that data has now been updated with 2024 information. In 2024, 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 focuses on three core initiatives to help our communities and customers thrive:

- 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.

ABOUT THIS REPORT

Scope and Boundaries

With SAS headquarters located in Cary, NC, the scope of this corporate impact 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 some of its tier 1 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 and in the SAS [Business Partner Code of Conduct](#).

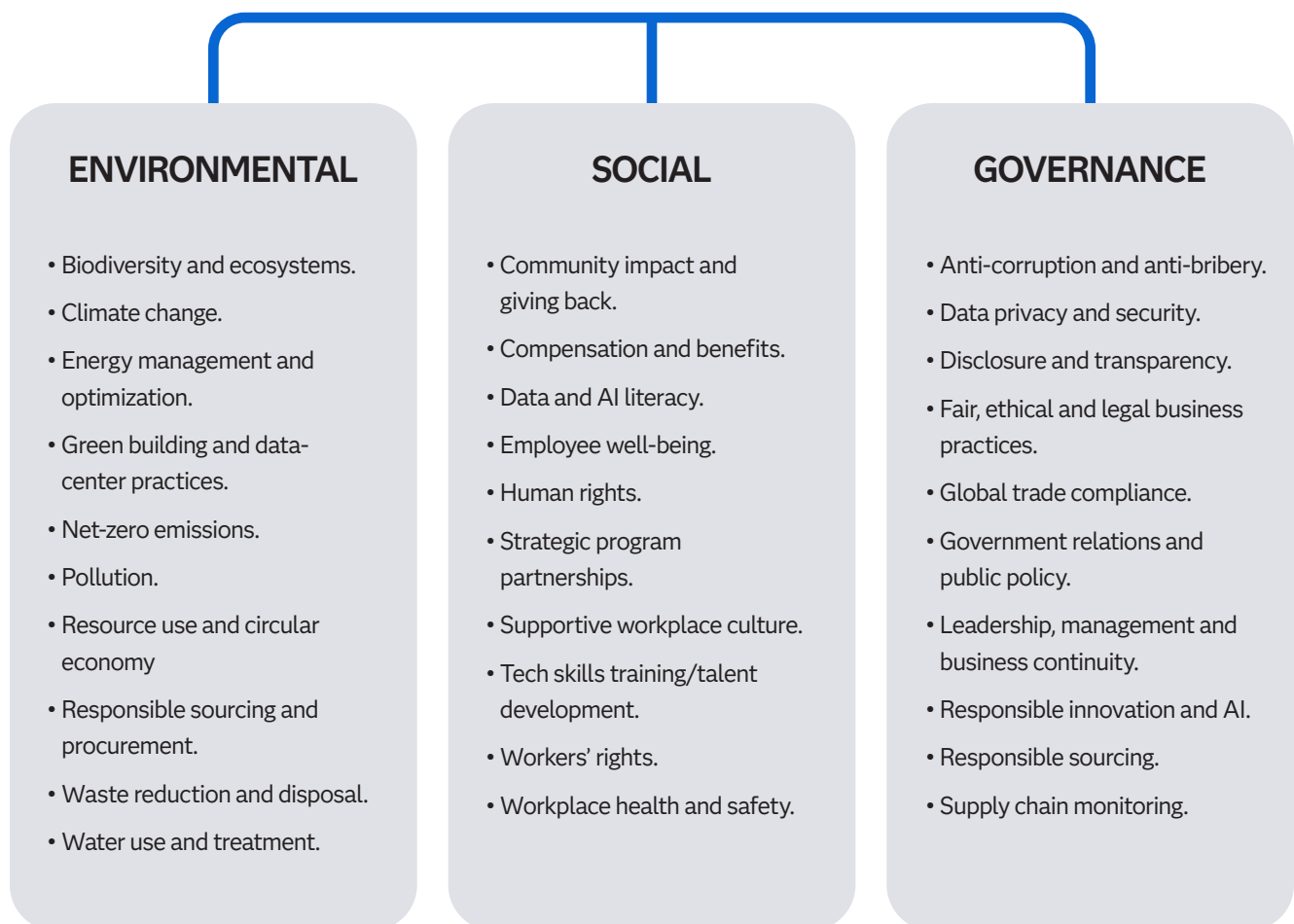


ABOUT THIS REPORT

Materiality Assessment

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

Materiality Assessment





ABOUT THIS REPORT

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	2024
Communities	Employee volunteers, community grants, in-kind donations and training, fundraising.	SAS donated to nonprofits across the globe in 2024, 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. Introduction of the ACT-Now training series to help educate employees on SAS' ethical culture.
Regulatory and Government	Monitoring 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.

ABOUT THIS REPORT

Stakeholder	Engagement	2024
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.

GRI Index

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 INDEX

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

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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

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GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental <i>water and effluents</i>	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 <i>biodiversity</i>	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 <i>emissions</i>	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 <i>waste environmental effluents</i>	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

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GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental <i>supplier environmental assessment</i>	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 <i>employment</i>	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 <i>occupational health and safety</i>	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 <i>training and education</i>	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 <i>non-discrimination</i>	406-1	Total number of incidents of discrimination and corrective actions taken	Governance and Management>Ethics and Regulatory Compliance

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GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
social <i>local communities</i>	413-1	Operations with local community engagement, impact assessments and development programs	Social Impact and Responsibility; partial reporting
social <i>supplier social assessment</i>	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 <i>public policy</i>	415-1	Political contributions	Governance and Management>Governance Structure>Public Policy
social <i>customer privacy</i>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance