

SAS CORPORATE  
SOCIAL RESPONSIBILITY

## Education & Philanthropy

Meeting the challenges of tomorrow




Our children are growing up in extraordinary times – where the limitless creation and consumption of data is woven into every facet of their lives. They see it pouring out of their phones and laptops every second of every day. So much so that they run the risk of becoming more complacent, rather than curious.

The rise of new technologies demands a new generation of skills. For decades, SAS has supported education at all levels to shrink the analytics skills gap and prepare more students for college, work and success in the analytics economy.

SAS strives to meet that demand by helping people from around the world skill up to take advantage of the analytics economy. SAS makes it easy to build these highly coveted skills by targeting worldwide education initiatives in STEM and computer science to ensure that the next generation of innovators has the knowledge and abilities to succeed.

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

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

A photograph of several young children in a library, looking at a large globe. One child is pointing at the globe. The background shows bookshelves filled with books.

*"Providing kids from lower-income families with a good education is a path out of poverty."*

**Jim Goodnight**  
SAS CEO

## Preschool to Secondary Education

Data is everywhere and is the driving force behind much of today's innovation. But rarely do students have the opportunity to work with data in authentic, meaningful experiences beyond the math classroom. Thus, many students are not achieving data literacy.

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

SAS believes that helping understand the value of data starts by teaching the basics, including helping students rethink their approach to problem solving. In doing so, students begin to see firsthand how integrating data into the problem-solving process can help drive meaningful results. SAS partnered with the News Literacy Project to help students comprehend and critically analyze data as it shows up in the media.

SAS Data Literacy Essentials, a free course designed to equip students, teachers, leaders and individuals with data literacy skills needed to make sense of everyday data has been accessed by more than 14,000 learners in more than 100 countries. SAS also partners with the Hour of Code, AI4All, CS4All and Tools4Schools to foster computer science skills and data literacy in young students.

SAS hosts Data Drives, which help students reconsider ways their school engages with the community. As they ask questions, collect data, and then analyze and interpret the responses, students begin to think critically about factors that influence outcomes and see the power of data.

SAS is also bringing global issues into the classroom with GatherIQ.™ The free app is based on the 17 global Sustainable Development Goals set by the United Nations for a better world. Users can download the app to learn more about the goals while exploring global issues through interactive data visualizations, quizzes and other multimedia activities.





### Global and National Efforts

#### *Support for STEM Careers*

In 2022, SAS expanded access to coding for students with visual impairments with a new commitment through CSforAll, whose mission is to make high-quality computer science an integral part of the educational experience of all K-12 students and teachers. SAS partnered with seven chapters of the Delta Gamma Fraternity around the US to create and conduct specialized computer science lessons for local educational programs that support students with visual impairments.

Additionally, SAS continued its annual support of Computer Science Education Week. SAS partnered with the Young Professionals Network (YPN), a SAS employee inclusion group for early career professionals. Through this collaboration, more than 100 employee volunteers helped lead computer science sessions at local elementary schools. Furthermore, employees outside of the YPN were encouraged to do an Hour of Code session with schools of their choosing.

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

### Local Efforts

#### *STEAM Showcase for Students With Disabilities*

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

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

#### *SAS Education Policy Priorities*

SAS continues to support 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 also involves determining the impact of COVID-19 on near-future skills needs, as well as the long-term outlook to 2030. A particular focus of this work is helping under-represented student and adult populations attain degrees and credentials needed for a rewarding career.

It should come as no surprise that teaching children to read at an early age sets them up for greater success in school. In fact, students who can't read proficiently by the end of third grade are four times more likely to leave school before graduating.

SAS is a strong advocate for better reading proficiency among young children and for providing more 4-year-olds access to high-quality pre-kindergarten classrooms.

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

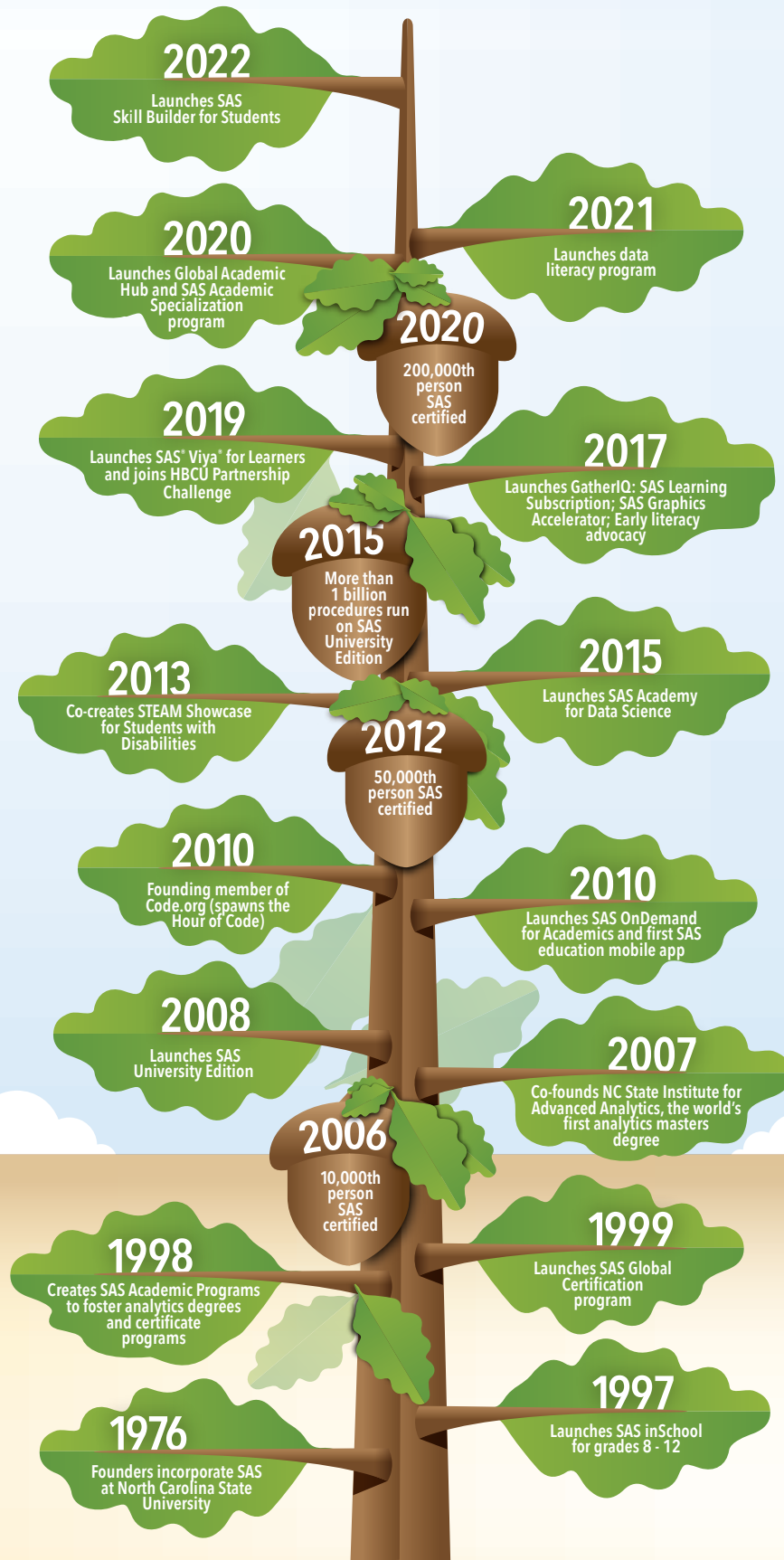
- Increase access to the NC Pre-K program, a high-quality program for at-risk 4-year-olds and proven to lay the foundations for reading proficiency.
- Strengthen the effectiveness of educators teaching early reading skills, aligning their instruction with the “science of reading.”

Significant progress on this work was made in 2022. The North Carolina General Assembly allocated almost \$10 million to strengthen NC Pre-K, by increasing the amounts providers of the program will receive for each child served. This additional funding will help with the recruitment and retention of highly qualified teachers and help cover the increasing costs of the program. Further, to support the implementation of 2021 state legislation that required the alignment of classroom instruction, curricula and standards to the “science of reading,” \$14.6 million was allocated by the state to implement the first phases of a teacher coaching model. This model will help educators hone the skills they are learning through intensive professional development, preparing them to be more effective in their classrooms. In addition, both the public and private colleges of education in North Carolina began aligning their curricula and instructional practices to the science of reading, beginning with this school year.

Because of the success of this third-grade reading proficiency work in North Carolina, Goodnight continues to lead a national effort to increase third-grade reading proficiency through his work with the Business Roundtable in Washington. This work has special urgency because of the wide disparities, worsened by the COVID-19 pandemic, in achievement between more economically advantaged students and those from low-income families, as well as the disparities in achievement between white students and students of color. Increasing early reading proficiency for all students is a key component of ensuring racial equity in our education system and into the workforce.



# TIMELINE OF SAS EDUCATION INITIATIVES





## Higher Education

Big data has created an unprecedented demand for analytics talent that outpaces qualified applicants. In the last year, more than 197,000 job listings included SAS as a desired skill, according to Lightcast, an aggregator of labor market data.

To address that skills gap and foster more education and career opportunities, SAS Academic Programs offers free software, university partnerships and a wide range of teaching and learning resources. SAS has helped launch more than 400 joint programs in analytics and related disciplines.

### Free Software for Higher Education and Adult Learners

Educators, students, researchers and independent learners have free access to SAS software, training resources and online communities for teaching and learning valuable analytics skills. 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. SAS Viya for Learners offers free access to data science and machine learning tools for educators and their students.

In 2022, more than 273,000 educators and learners took advantage of free software offerings. Also, 45,000 educators and students attended live global academic events and accessed free learning resources such as SAS Skill Builder for Students, an online portal for students to launch their analytics careers that includes learning software, e-learning courses, certification pathways, exam prep materials and a multitude of career resources. The SAS Education division offers the SAS Educator Portal that provides an array of free instructional materials and e-learning designed to make integrating analytics into the classroom easy and effective.

Last year also saw the launch of the SAS Curiosity Cup, a global data science competition that challenges the next generation of analytics experts to explore, analyze and learn from data on topics that inspire their curiosity. Using SAS software, student teams from around the world researched topics ranging from mental health and energy to entertainment and fraud. Over 90 student teams from 18 countries competed for the honor.

### 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 300 SAS Academic Specializations, which give higher education institutions more options for engaging with SAS to create degree, certificate and other programs, are active in 40 countries.

In 2022, SAS established more than 50 new partnerships with college and university programs around the world. SAS continues to build on a collection of education options, hundreds of engaging tutorials and videos, SAS courses on Coursera and other learning options. These partnerships and offerings help ensure that students are gaining in-demand skills and that



employers can easily connect with them through digital credentials. Additionally, thousands of students and independent learners earned SAS certifications in 2022. 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 community connects students and independent learners with resources to develop and certify their SAS skills. The New SAS User message board is one of the most popular communities destinations. 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.



### **Global Initiatives**

Supporting SAS' education initiatives is a global effort—and truly is something employees are passionate about. From teaching to events, they lend their time and talents to skilling up the next generation. Employees at SAS offices around the world participated in numerous projects; here are a few examples:

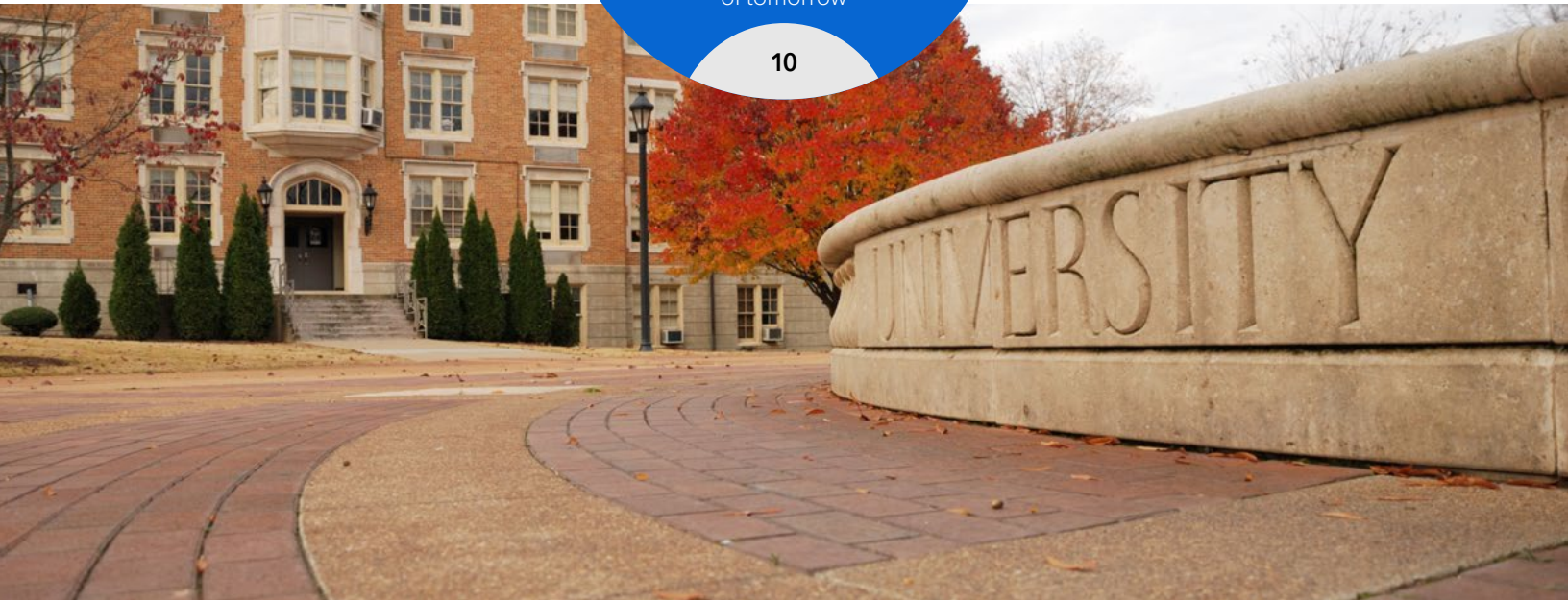
- SAS Australia and New Zealand has several initiatives including:
  - o SAS has contributed to the co-design of training at the Institute of Applied Technology (IAT)-Digital at TAFE New South Wales. The IAT opened in 2023, and there are embedded SAS certifications in AI and big data micro credentials.
  - o SAS has continued its 15-year partnership with La Trobe University, with students using SAS platforms across both the Master of Business Analytics and Master of Business Information Systems courses.
  - o From a talent connection perspective, SAS is working with universities and students to get them ready for industry with initiatives such as the SAS and University of New South Wales (UNSW) Interdisciplinary Partner Project using analytics to solve real-world issues.

- SAS Austria, Germany and Switzerland participated in several activities including:
  - o Participated in the global Girls' Day Program, inviting female students (grades 6-10) to the SAS site in Heidelberg.
  - o Supported a summer camp for socially disadvantaged children at LernLEO and also contributed donations of goods and volunteer time to help with schoolwork.
- SAS Denmark participated in several initiatives including:
  - o Initiated a new collaboration with the IT University of Copenhagen, which offers students and teachers access to software and education, and regularly sends invitations to various offers and benefits aimed at increasing digital skills among students.
  - o Supported SAS software training for Ukrainian refugees with a three-day program to help with employment opportunities and skills.
  - o Hosted an event for students from the H.C. Ørsted Institute to provide an opportunity to meet different companies who were hiring.
  - o Hosted a coding class project along with the Danish ICT Industry Association (IT-Branchen) to teach elementary students how to be creative and innovative with technology while coding a solution to be presented.
- SAS Italy participated in a partnership with She Tech, a community that aims to bridge the gender gap in digital and tech. She Tech supports women in the world of technology, entrepreneurship and digital organizing events, workshops and meeting opportunities for all technology and digital enthusiasts, regardless of their role and career.
- SAS Japan participated in several initiatives including:
  - o Held an event "Data Science for Kids" where elementary students created analytics posters with support of their parents and SAS employees. Children learned how they present analytic insight regarding topics of their interest into the posters.
  - o To encourage STEM education, employees lectured at universities on the topics of analytics careers and analytics in business and society. The group of 15 employees spoke at three different universities.
  - o Joined the board of the Japan Data Science Association under the Ministry of Education of Japan. As a member of the board, the Association will contribute to the development of advanced IT personnel and establishing industry standards such as defining skills needs for data scientists, creating a training curriculum, building an evaluation system, and conducting other educational activities.
- SAS Norway continued its annual internship as part of its strategic partnership with BI Norwegian Business School. This collaboration helps master's and bachelor's students studying business analytics develop their analytical skills in an applied business context by working on real-client cases through a 10-week internship program.
- SAS Poland and Slovakia participated in several activities and initiatives that educate, create awareness and implement activities to increase the number of women in senior positions, close the wage gap, and foster better use of the talents of women and men in the tech industry. This included Male Champions of Change which promotes diversity in business and inclusive activities that level the playing field for women and men in the labor market, inspiring others to make a difference.
- SAS R&D Beijing provided SAS courses at Beijing University on statistical analytics and business intelligence.
- SAS R&D India volunteered with its partner charity, Doorstep School, to conduct educational activities for needy children. Helping Sumati Balwan school in constructing new building and infrastructure.
- SAS Romania partnered with Babes-Bolyai University for The Curiosity Cup 2023 where students used SAS Viya to track deforestation in Romania.
- SAS Spain joined the Pact for Generation D (Digital) where more than 50 organizations, both public and private, aim to improve the digital skills of the Spanish population. The office is offering training workshops to contribute to the education of Spanish talent.



- SAS Sweden employees volunteered for several organizations including accounting assistance to Kids' Climate and class coaching for My Dream Now which focuses on vulnerable schools and help students with learning and life skills.
- SAS United Kingdom and Ireland participate in several initiatives including:
  - Participated in Armed Forces Covenant / Defence Employer Recognition Scheme.
  - Provided analytical skills for military personnel and their families moving into civilian life.
  - Attained GOLD award for HR policies, volunteering, charity support and reskilling.
  - Managed the SAS STEP program, where its work won several awards including Bronze at the Learning Technologies Awards, Impact Award from the Customer Education Management Association (CEdMA) Europe and Community Engagement Initiative of the Year in the European Triple E Awards. This program is available all across the UK from the Department for Work and Pensions Jobcentre Plus network.
  - Soft launched the data engineer learning pathway where 1,700 people participated across all four learning pathways.
  - Won many awards including CEdMA, Learning Technologies, UoB Business School of the Year. Also was a runner-up in community engagement award with UoB – international higher education excellence Triple E Awards.
  - Donated 30 used laptops to colleges for students to use.
  - Planned a joint project for analytical skills in schools which will provide volunteering opportunities for employees and customers to coach and mentor in Q3/Q4.
  - Continued partnership with education-focused charity The Talent Foundry to develop and deliver four two-hour sessions in schools to provide a practical experience of data, analytics and its impact on daily lives. Also held a plant sale, raising £400 for The Talent Foundry.
  - Five schools in the Thames Valley, Greater Manchester, Glasgow, Leeds/Bradford and Northeast will pilot the SAS Future Talent program. They are selected based on the Department for Education Pupil Premium – a clear indicator of disadvantage and deprivation. In-school sessions will start in 2023.
  - SAS employees in the UK and Ireland supported Ukrainian refugees by offering translation services and English lessons at refugee centers in Ireland and collecting and coordinating donations.





## Philanthropy

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 build diversity in a technology-driven workforce.

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

Programs must generate a long-term impact and 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:

- #GivingTuesday, a global day of giving.
- Computer Science Education Week, including Hour of Code. This is a national effort that SAS joins by providing volunteers with training, activities and materials to work with students and pique their interest in computer science.
- Communities in Schools of Chatham County.
- EducationNC.
- EDGE 6 Raleigh Chamber of Commerce, spearheading economic development and growth for Raleigh, Wake County and the local community.
- Leadership NC, supporting improvements in government, education, health and human services, economic development and the environment.
- Morehead Planetarium and Science Center.
- National Society of Black Engineers.
- NC Chamber Education and Workforce Conference.
- NC Science Fair Foundation.
- NC Science Olympiad.
- NC Society of Hispanic Professionals.
- NC State College of Education Math Summit, promoting equity and excellence in math education and providing teachers with an opportunity to network, develop leadership skills and share ideas.
- NC State Student Aid Association.
- NC State University Foundation.
- North Carolina Science Festival, a statewide showcase of science activities.
- Professional Engineers of NC Education Fund.
- Public School Forum of NC.
- Wake Ed Partnership.
- Wake Technical Community College Foundation.
- YMCA of the Triangle, strengthening communities through nurturing youth development, improving health and well-being, and fostering a sense of social responsibility.



## 2022 DATA

SAS donated more than \$72 million in total to nonprofits across the globe in 2022, including \$71 million in in-kind training, software, hardware, services volunteer time, and surplus equipment and furniture.

**Cash donations (worldwide) - \$747,239****In-kind donations**

Software, hardware, etc.	<b>\$14,049,065</b>
Value of in-kind global training	<b>\$57,225,024</b>
Surplus equipment, etc.	<b>\$83,164</b>
<b>Total</b>	<b>\$72,104,492</b>



## Community Engagement

As an integral part of SAS culture, SAS strives to support its community through charitable and philanthropic activities. SAS chooses to sponsor many different charitable causes, especially those related to STEM education and related fields. SAS encourages employees to be involved in these initiatives or any 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. SAS' Volunteer Time Off Policy provides details on how the program works, which allows for 20 paid hours for full-time employees and 10 hours for part-time employees per calendar year for volunteer activities to eligible organizations described in the policy.



Some examples include:

- SAS Australia continued work with the Black Dog Institute, where SAS CEO Jim Goodnight approved a three-year extension of the SAS Data for Good commitment to support Black Dog Institute's mental health research program including upcoming projects such as the Adult Wellbeing Project, Blended Care Model Digital Hub Platform and the Instill Platform. This three-year commitment includes a SAS Viya software platform (generously hosted by SAS partner Selerity) and SAS Education, Consulting and Advisory support services and is valued at approximately \$650,000 per annum. The office also continued supporting their Data for Good partner, The Kids' Cancer Project, supporting their The Better Challenge campaign, where SAS' team exceeded its goal and raised over \$13,000 (finishing second on the leaderboard).
  - SAS Austria, Germany and Switzerland participated in several activities including:
    - o Collected goods and donations totaling €14,000 and shipped five tons of donations for Ukraine.
    - o SAS Germany collected groceries in December and donated to those in need.
    - o Donated food to nursery caring for socially disadvantaged children.
  - SAS Central Europe participated in a charity run in September organized by the Poland Business Run Foundation. Funds from participants' contributions are donated to help people with disabilities.
  - SAS Denmark launched a new project called Better Vision to Africa, where SAS contributes software and coding for an eyewear index that supports free prescription glasses to those in need. The office also supported a donation event to support the Red Cross and to benefit needy families at Christmas.
  - SAS Italy hosted a Christmas party that helped several charities such as Italian Union Fight Against Muscular Dystrophy, Brut Milan (an association focalized on children and adults with disability), and Banda Biscotti (an association that employs people in prison eligible for a re-education program).
  - SAS Norway volunteered at Matsentralen, a network of food banks that redistributes surplus food from the food industry to nonprofit organizations that help disadvantaged people in Norway. This work helps the food industry reduce food waste while helping nonprofit organizations feed needy people. The office also donated Christmas presents to the charity Fattighuset.
  - SAS Poland organized a collection for the Happy Kids Foundation, which takes care of Ukrainian orphanages evacuated from the most war-affected regions. Many of the children were continuing their education in Ukrainian schools remotely, so they donated 40 computers and a printer. In addition, employees donated other learning and play materials as well as funds. The office also participated in the Noble Gift effort, where they collected and donated goods to families in need during Christmas.
  - SAS Portugal collected food for the group Nasce e Renasce to help needy families during Christmas. They also participated in the Help-Portrait movement, in which photographers, hairdressers and makeup artists use their time, tools and knowledge to help those in need.
  - SAS Spain participated in several initiatives, including:
    - o Gift collection with the DayDream Foundation to help fulfill Christmas wishes for children in shelters.
    - o Donating and participating in a race organized by Down Madrid, the Down Syndrome Foundation in Madrid.
- On #GivingTuesday, SAS employees in every corner of the globe rallied to help the less fortunate in their communities. In addition to SAS world headquarters, offices around the world and across the US embraced giving efforts that helped those in need and brought employees together as safely as possible for a common good.
- At SAS world headquarters, employees participated in the below activities:
    - o Donating new and gently used books to support Wake Up and Read, a local coalition made up of more than 30 committed organizations working together toward one common goal: improving childhood literacy.

- o To support data literacy skills in the classroom, The Young Professionals Network volunteered at Wake Forest Elementary School as part of Computer Science Education Week.
- o Supported more than 390 children through the Angel Tree project, which was run by SAS' Women's Initiatives Network (WIN).
- o Donated bedding to The Green Chair Project's Sweeter Dreams Bed Program.
- o Can Ornament Challenge returned with 13 teams who collected 3,100 pounds of canned goods for the Food Bank of Central and Eastern NC.
- o Corporate Real Estate, Licensing Operations and Legal teamed up to support The Center for Volunteer Caregiving and provided holiday gift bags and monetary donations.
- Employees worldwide participated in several activities for #GivingTuesday including:
  - o SAS Australia employees donated to Share the Dignity's "It's in the Bag" Christmas appeal by donating bags filled with essential items, and some everyday luxuries, to donate to someone in need for Christmas.
  - o SAS Belgium picked up litter in the neighborhood around the SAS office in Tervuren and also donated six company bicycles to a local "fietsbieb" (bicycle library) where locals can go to borrow bikes at a cheap rate. The office also collected food for the "Voedselbank" (food bank).
  - o SAS Canada sorted food at Good Shepherd in Toronto and the Ottawa Food Bank. They also collected donations for food baskets on IGA.net and sent the food to three nonprofit organizations. Teams also participated in "Movember" to support prostate cancer research. Collectively, the Power to Grow team raised more than \$15,000, surpassing last year's total by more than \$10,000.
  - o SAS Germany supported two organizations including a donation campaign to benefit Obdach eV, an organization that supports community members who are homeless by offering temporary housing, professional care and assistance from trained social workers and volunteers. SAS employees donated coffee, pasta, ready meals, canned foods, milk, chocolate and hygiene items. In addition, the marketing team from Germany supported "Café Talk," a cooperative project between various charitable organizations that helps break down language barriers that many refugees face when coming to a new country. SAS employees baked 80 kilos of waffles for 150 students from Afghanistan, Ukraine, Georgia and other countries.
  - o SAS Hong Kong cleaned up a variety of locations including beaches and mountain trails.
  - o SAS India's marketing team spent time at Versova Beach cleaning up and collecting trash.
  - o SAS R&D India held an event to support Food for Charity where proceeds from the food stalls were donated to various charities. This year the office set a new record of 210,250 rupees (over US\$2,500). The funds collected were used to help Doorstep, Kamayani, Sumati and Nivant.
  - o SAS Indonesia prepared daily necessities packs and gave them out to street workers and the needy in the vicinity of Menteng, Pasar Senen and Cikini in Jakarta. Employees also visited Cianjur earthquake victims in Palang Merah Indonesia and provided donations.
  - o SAS Italy supported Rise Against Hunger by packing highly nutritious dehydrated meals, which will be delivered to developing countries. The office also organized a Solidarity Breakfast, where associations who are working to support those in need came to the office to enjoy the food and purchase more. Employees also collected food and toys for Banco Alimentare.
  - o SAS Japan collected donations for needy children, including brand-new clocks, clothing, toys, stuffed animals, shoes, bags, books, etc. The office also raised donations for COVID Emergency Medical Support collecting 148,000 yen (US \$1,070), which will be donated to Médecins Sans Frontières.
  - o SAS Korea employees visited the Lifelong Education Center for the Disabled in Gangnam and brought a Christmas tree that the trainees decorated. Employees also delivered presents and snacks for the trainees to enjoy.

- o SAS Netherlands employees visited a Ukrainian reception center and organized a high tea with delicious snacks and a music quiz. SAS Netherlands employees also collected warm winter coats, sweaters and other clothing items for a local Ukrainian community. The office donated rice, bread substitutes, canned fish, olive oil, tea and hygiene items to the Voedselbank Gooi en Omstreken (food bank), as well as clothing for its local Dress for Success organization. Office space was also made available for teaching English to Ukrainian refugees from the neighborhood.
- o SAS Philippines visited the San Lorenzo Ruiz Home for the Elderly, a home for the aged administered by the Little Sisters of the Poor to cater the poor and abandoned elderly. The office raised a total of Php 59,700 (US \$1,060) for cash donations to the organization.
- o SAS Poland made cakes, sandwiches and spreads and sold them in the office to colleagues. All money raised went to support the Help on Time foundation for children.
- o SAS Romania participated in Take Over Day organized by Terre des hommes Foundation, where young students had the opportunity to shadow professionals for their desired career. Take Over Day is a national campaign to promote the right of children and young people to participate in important decisions in their lives and the communities in which they live.
- o SAS Singapore went to Pulau Ubin (an island off the northeast coast of Singapore) to clean up plastic pollution that can threaten the survival of the mangrove forests, a crucial ecosystem for climate change mitigation.
- o SAS Spain collected toys and used 3D printers to print puzzles and games for Fundación Madrina. The office also collected books and school items for orphan children in its communities.
- o SAS Sweden collected food and materials for Ukraine.
- o SAS Thailand employees donated clothes, consumer goods, electronic devices, kitchenware and more to The Foundation of Suan Kaew.
- o SAS United Kingdom and Ireland encouraged employees to browse wish lists of local organizations such as Refuge, an organization that supports women and children fleeing from domestic violence, and Tiggywinkles, one of the busiest and most advanced wildlife hospitals in the world. UKI's preferred charity was Talent Foundry, which helps level the playing field for young people across the UK. Employees could also bring in food items for One Can Trust.







## 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, the arts, science innovation, environmental conservation and other issues important to employees.

- Business Council
- Business Roundtable
- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- CARE
- Cary Academy Board of Directors
- Cary Chamber of Commerce
- CEO Roundtable on Cancer
- CSC Strategic Advisory Board at North Carolina State University - Board Emeritus
- Environmental Defense Fund
- Friends of the North Carolina Museum of Natural Sciences
- GoTriangle
- Granville County School Board
- Meredith College Board of Trustees
- myFutureNC
- National Association of Regional Councils
- North Carolina League of Municipalities
- North Carolina State University Industrial and Systems Engineering Advisory Board
- North Carolina State University School of Business HR Advisory Board
- North Carolina Museum of Art
- North Carolina Science Festival
- North Carolina State University Board of Trustees
- Oklahoma State University Corporate Advisory Board
- Sall Family Foundation
- The Nature Conservancy Africa Advisory Council
- Smithsonian National Museum of Natural History
- Triangle J Council of Government
- Town of Cary Council
- University of North Carolina Center for Excellence in Community Mental Health
- University of North Carolina School of Public Health Advisory Board
- WildTrack
- World Wildlife Fund US National Council
- YMCA of the Triangle