



SAS CORPORATE
SOCIAL RESPONSIBILITY

Employees & Culture

World-changing innovation starts
with happy employees



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 more than 100 global offices, SAS cultivates an award-winning culture anchored by meaningful work, empowering leadership and a world-class work environment.

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

Diversity, Equity and Inclusion

At SAS, it's not about fitting into the culture, it's about adding to it. Diversity, equity and inclusion at SAS is multidimensional. SAS' culture blends the different backgrounds, experiences and perspectives from employees in more than 50 countries around the world. As innovators, the company relies on employees' unique creativity and differences to create great software that can change the world. From the technology SAS designs to the conversations shared, SAS' diversity is a creative asset.

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

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

- **Representation:** Improving diverse workforce representation at all levels across the organization and evolving the company's recruitment, hiring and promotion practices.
- **Inclusion:** Fostering an inclusive culture and work environment where every employee can thrive as their authentic self and achieve their full innovative potential.
- **Community:** Developing the diverse workforce of tomorrow that represents the world through education policy, outreach and community initiatives that promote inclusion and equity.

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

Equal Employment Opportunity

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

2022 DATA

SAS received several [workplace awards](#) including America's Best Employers By State 2022 by Forbes and Fast Company's World Changing Ideas. SAS Italy got recognized by the Workplace Health Promotion, a World Health Organization program that promotes healthy lifestyles in the workplace.

SAS maintained its perennially low turnover rate while sustaining its worldwide headcount. SAS did not have any substantiated and material negative incidents with regard to employee discrimination or harassment. At the end of 2022, SAS had 13,263 employees worldwide and 6,286 US employees. In the US, the average SAS employee tenure is 9.8 years, compared to an industry average of 3.9 years.¹ Reducing turnover reduces recruitment costs, helping the company retain knowledge and deliver deeper, longer-term customer relationships. This means SAS employees spend more time on productivity.

SAS' voluntary employee turnover rate was 16%. The average industry voluntary turnover rate was 21%.

¹ US Bureau of Labor Statistics

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 Work/Life and Employee Assistance Program (EAP).

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

Throughout 2022, SAS even continued these options by implementing virtual offerings to support all employees - from career development and parenting needs to mental health seminars and exercise classes.



2022 US Hire Demographics

By age group (US Only)

19-31	389
32-44	329
45-63	219
64 and up	16
Undisclosed	272

By gender

Women	520
Men	705

2022 Global Employee Hires by Region

Canada	58
EMEA-AP	1,669
Northern Europe	154
Southwest and Eastern Europe	424
US	1,225

Total Global Hires (Reg. FT & PT) 3,666

2022 Voluntary US Employee Turnover

Turnover number	1,329
Turnover %	9.8%

By age group

19-31	299
32-44	552
45-63	421
64 and up	30
Undisclosed	27

By gender

Women	445
Men	862
Undisclosed	22



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.

2022 DATA

Approximately 97% of employees participated in professional training, totaling 119,000 courses completed.

In addition to skills training, SAS has created a program specifically for employees pursuing leadership and management training. Courses are offered at different levels within the organization to cultivate and nurture internal talent. In 2022, SAS provided over 200 training courses with 3,137 participants.

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

Average Hours	33
Professional Training	97%
Classroom (switch to virtual classroom due to hybrid work model)	1.19%
Virtual Classroom	14%
E-Learning	82%
Reading Material	2.5%



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 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 department provides hands-on training for certain labor-intensive jobs.

When an incident or near miss occurs, workers are asked to complete an online Incident Report to provide details of all incidents, 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."



Absenteeism

The Safety Team will complete a comprehensive investigation of all reportable work-related incidents and provide corrective actions when necessary.

SAS also has an ergonomics department that supports employees through personal assessments and training. The department provides further educational resources through an intranet site, which includes FAQs, tips and information about a safe work skills program for manual labor employees. It also provides an assessment request form that employees can complete for a personal work-site 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.

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.

2022 DATA

SAS recorded an absence rate of 5.86 days per full-time employee. This accounts for the following absence types: bereavement, floating holiday, jury duty, military, paid volunteer time, parental adoption, parental maternity, parental paternity, personal leave of absence, school leave, sick, state vaccination time, time away medical, time away non-medical and unpaid.

For employees working in North Carolina, SAS did not have any high-consequence work-related injuries or fatalities and reported 16 cases of work-related injuries. SAS recorded 9,642,300 hours of work. 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 5,781 annual average number of employees, and SAS had an Experience Modification Rate of 0.16.