# **S**sas

# Environmental Program

Strategic growth through innovative sustainability practices

A sustainable future requires developing solutions grounded in science and data to address climate change mitigation and adaptation. Reducing environmental impacts and ensuring the continued availability of natural resources is a shared responsibility that starts with intentional and ambitious goals and actions.

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

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

Category	Target	Target Year	Base Year	2023 Progress	Status
Emissions	SBTi-validated net-zero commitment to reduce absolute scope 1, 2 and 3 greenhouse gas (GHG) emissions 90% by 2050 from a 2018 base year.	2050	2018	Global emissions decreased 2.5% across all scopes the past year from 91,696 to 89,412 T CO2e. This is a 44% reduction from the 2018 base year. Initiatives supporting progress are detailed throughout this report.	On target
Emissions	SBTi-validated 25% GHG emissions reduction.	2025	2018	SAS' 2025 target was achieved in 2020 and not included in the scope of its 2022 SBTi revalidation.	Achieved
Emissions	SBTi-validated 52.6% GHG emissions reduction.	2030	2018	SAS scope 1, 2 and 3 emissions are 44% below its 2018 base year inventory.	On target
Emissions	75% GHG emissions reduction.	2040	2018	SAS is on target to achieve its 75% emissions reduction target by 2040.	On target

Category	Target	Target Year	Base Year	2023 Progress	Status
Emissions	SBTi revalidation for 2030 interim 52.6% reduction target.	2023	2018	Expanded GHG emissions inventory to include all scopes material to SAS global operations. Request for revalidation is consistent with SBTi recalculation criteria.	Achieved
Emissions	SBTi validation for 2050 net-zero target.	2023	2018	Received SBTi validation for SAS' 2050 net-zero target to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2018 base year. SAS is also committed to offset residual emissions by 2050 to achieve its net-zero commitment.	Achieved
Emissions	50% office building carbon use intensity (CUI) improvement.	2025	2010	Global CUI improved 62% from 2010 base year – down 3% the past year to 7.8 CO2e pounds per square foot.	Achieved / On target
Emissions	50% scope 3 reduction in business travel GHG emissions.	2023 / Ongoing	2018	Despite expected postpandemic increase in business travel, emissions are down 62.9% (11,175 T CO2e) compared to 2018 base year.	Achieved / On target
Emissions	Annually increase percentage of renewably sourced electricity used across operations.	2023	2018	The percentage of renewably sourced electricity increased 6.5% in 2023.	Achieved
Energy	40% office building energy use intensity (EUI) improvement.	2025	2010	Global EUI decreased 1% the past year to 13.0 kWh per square foot – a 36% reduction since 2010.	On target
Energy	* <b>New</b> * ISO 50001 energy management system (EnMS) certification for SAS headquarters (HQ).	2025	NA	Initiated ISO 50001 readiness planning in 2023.	On target
Energy	1.35 data center power usage effectiveness (PUE).	Annual	NA	Achieved 1.25 PUE in 2023.	Achieved
Energy	Generate 3.5M kWh from solar installations.	Annual	NA	Solar generation was down slightly (3.3M) due to maintenance repairs on older systems. A system repowering is planned for Solar Farm 1 in 2024.	Below target

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

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

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



### **Environmental Achievements**

Environmental accomplishments in 2023 reflect SAS' sustained commitment to reducing environmental impact and steadfast ambition to achieve its Science Based Targets initiative (SBTi) validated net-zero targets. They are also reflective of how data and analytics can be used to help organizations adapt to postpandemic changes, improve understanding of business processes, spark innovation, increase operational efficiencies and mitigate environmental impact. Insights gained by working from home helped SAS to question standard practices such as air travel to conduct in-person meetings and daily office commutes, and how to optimize efficiencies for partially occupied office buildings.

For 2023, SAS continued building on its corporate sustainability leadership and Internet of Things (IoT) technology prowess by progressing on its smart campus project at its Cary, NC, headquarters. The use of SAS advanced, real-time analytics is helping to improve occupant comfort, proactively address potential issues, prioritize work schedules, and reduce energy usage and related emissions. SAS also improved processes for collecting reliable data in support of the company's GHG inventories. Working with the SBTi and external consultants, SAS improved methodologies for calculating inventories across all scopes. As part of this process SAS earned limited assurances for its scope 1 and scope 2 GHG emission inventories and energy use. SAS also submitted and received SBTi validation for more comprehensive scope 1, 2 and 3 baseline inventories to the company's 2030 and net-zero targets.

- Reduced absolute emissions across all scopes by 2,283.1 T CO2e (44%) over the 2018 base year and 2.5% from prior year.
- Earned SBTi validation for SAS' 2030 52.6% and 2050 net-zero emission reduction targets.
- Increased 2030 reduction target from 50% to 52.6% as part of SBTi target revalidation.
- Reduced scope 2 emissions by 6.3% (1,430.2 T CO2e) from prior year.
- Despite expected postpandemic increases in business travel, emissions are down 63% (11,175 T CO2e) compared to the 2018 base year.
- Reduced office building carbon use intensity (CUI) from prior year by 3% – a 62% improvement from base year (7.8 CO2 pounds/square foot).

- Diverted 69% of operational and 100% of construction waste from landfills globally (601 metric tons).
- Increased emissions data collected directly from suppliers 43% (by spend).
- Achieved 1.25 data center power usage effectiveness (PUE) rate.
- Generated 3.3 million kWh of clean, renewable energy from rooftop and groundmounted solar systems.
- Initiated ISO 50001 energy management system (EnMS) certification for company headquarters.
- Earned limited assurance to the ISO 14064-3 standard for SAS' 2023 calendar year scope 1 and scope 2 GHG emission inventories.







# **Environmental Governance**

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

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

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

#### **Environmental Policy**

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

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

#### **Environmental Mandates**

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

- **Corporate priority:** Establish policies, goals, programs and practices for conducting operations in an environmentally sound manner while ensuring environmental equity remains a key consideration in the transition to a net-zero carbon future.
- Integrated management: Integrate environmental policies, programs and practices into all functions, business units and global office locations.
- Assessment: Conduct impact and life cycle assessments (LCA) of existing and planned operations to understand environmental impact.
- Continual improvement: Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.
- Facilities and operations: Conduct business operations with ongoing consideration for minimizing resource consumption, environmental pollution and other adverse environmental impacts, and ensuring waste is handled responsibly.
- **Products and services:** Provide products and services with processes that support a circular economy and have no undue environmental impact throughout the product life cycle from material sourcing, product development and delivery to ensuring responsible use and disposal.
- Employee education: Educate, train, motivate and empower employees to conduct activities in an environmentally responsible manner.
- **Customer support:** Advise and help educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS products.
- **Suppliers and contractors:** Promote the SAS principles of sustainable procurement and policies to all suppliers and contractors and build capacity in the supply chain to align with SAS environmental targets and net-zero ambitions.
- **Transparency:** Publicly report environmental data, impact and annual progress against company targets with reference to the Global Reporting Initiative (GRI) Standards.
- External validation: Pursue limited assurances to the ISO 14064-3 standard from independent third-party auditors for annual and base year emission inventories.

#### **ISO Compliance**

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

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

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

#### **Precautionary Approach**

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

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

# **Energy and Emissions**

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

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

Aligning with UN Sustainable Development Goal 11: Sustainable Cities and Communities, SAS also partners with organizations such as the Smart Cities Council and the Research Triangle Region Cleantech Cluster to help municipalities become smarter by harnessing the explosion of data sourced from connected devices, social media and IoT. Increasing the understanding of interdependent technologies such as artificial intelligence, broadband wireless, cloud computing and IoT networks will help improve efficiencies, reduce costs, identify opportunities and mitigate the impacts of climate change.

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







economic opportunity through bold climate action

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

#### Roadmap to Net-Zero

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

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

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

- Adopting innovative new business models.
- · Ramping up investments in clean and renewable projects.
- Transitioning from equipment powered by fossil fuels.
- Annually increasing the percentage of clean energy used across operations.
- Encouraging suppliers to set emissions targets and report progress.

• Partnering with governments, universities, customers, suppliers and innovative organizations to develop solutions to net-zero challenges.

Applying analytically driven decisioning to ensure emission targets are achieved.



· Procuring offsets for residual obligations.

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

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

#### **Net-Zero Progress**

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

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

SAS has a supplier engagement ambition in line with guidance from the Science Based Targets initiative. Efforts are underway to cascade impact beyond SAS' direct operational control, down to its suppliers. In 2023, the procurement and environmental teams initiated development of an ESG risk assessment, data collection and education program to increase engagement and build capacity with suppliers. As part of this initiative, 22.7% (by spend) of scope 3, categories 1 and 2 emissions were collected directly from suppliers. Plans were also initiated to procure an ESG risk assessment tool to help evaluate suppliers.

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



# **Global Greenhouse Gas Emissions by Scope**

EMISSION TRENDS BY SCOPE AND MATERIALITY									
Scope (MTCO2e)	2018(BASE)	2019	2020	2021	2022	2023	BASE YEAR REDUCTION	VARIANCE%	
Scope 1	9,481	9,401	4,080	3,253	4,364	5,383	(4,098)	-43.2%	
Scope 2	36,153	32,643	25,359	23,077	22,863	21,429	(14,725)	-40.7%	
Solar (REC Retired)	-	-	-	-	(68)	(64)	(64)	100.0%	
Scope 3	113,988	140,951	66,991	56,848	64,537	62,665	(51,323)	-45.0%	
Totals	159,623	182,995	96,429	83,178	91,696	89,413	(70,210)	-44.0%	
SCOPE 3									
CATEGORIES	2018(BASE)	2019	2020	2021	2022	2023	BASE YEAR REDUCTION	VARIANCE%	
Cat 1 Residual Purchased Goods & Services	58,390	57,096	40,294	40,305	41,584	39,281	(19,110)	-32.7%	
Cat 2 Capital Goods	10,964	38,810	5,669	2,695	4,313	5,400	(5,564)	-50.7%	
Cat 3 Fuel & Energy not in Scopes 1&2	13,869	12,962	10,495	9,347	9,862	7,426	(6,443)	-46.5%	
Cat 4 Upstream Transporta & Distribution	ition 2,326	2,105	1,322	976	1,153	1,081	(1,245)	-53.5%	
Cat 5 Waste from Operation	ons 521	734	272	153	261	218	(303)	-58.1%	
Cat 6 Business Travel	17,753	19,281	5,545	1,022	3,582	6,578	(11,175)	-62.9%	
Cat 7 Employee Commute	10,166	9,963	3,396	2,350	3,783	2,681	(7,485)	-73.6%	
Totals	113,988	140,951	66,991	56,848	64,537	62,665	(51,323)	-45.0%	
NET ZERO FORECAST (MTCO2e)									
2018 BASE YEAR		2022	2025	2030	2035	2040	2045 2050 NE	T ZERO	
159,181		91,695	103,468	75,452	57,305	39,795	27,857 15,9	18	
Reduction %		(42%)	(35%)	(52.6%)	(64%)	(75%)	(82.5%) (90)	%)	

EMISSIONS BY TYPE (AR6 GWP-100)								
2023 GHG (T CO2e)	Scope 1	Scope 2 (Market-based)	Scope 2 (Location-based)					
Carbon Dioxide - CO2	5,117	21,246	22,067					
Methane - CH4	4	45	47					
Nitrous Oxide - N2O	40	74	77					
Refrigerants - HFCs	222	0	0					
Totals	5,383	21,364	22,191					

GREENHOUSE GAS EMISSIONS TREND SCOPE 1, 2 AND 3





#### Energy

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

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

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

Source .		2023 GJ	2022 GJ	2021 GJ	2022-2023 Variance	2022-2023 Var %	
Electricity		269,406	282,451	279,873	-13,045	( )	-5%
Natural Gas		24,558	28,366	29,652	-3,808	A	-13%
Diesel		6,418	7,387	8,926	-968	1.00	-13%
Gasoline		3,862	3,815	4,169	47		1%
Propane		4,352	3,888	4,243	464	1.0	12%
Jet Fuel		41,666	23,311	4,287	18,355	_	79%
Total		350,263	349,218	331,149	1,044		0%

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

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

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



#### Assessments

SAS annually completes the CDP and EcoVadis supply chain surveys to show its customers how environmental and social responsibility is incorporated across operations. In 2023, SAS achieved a CDP performance score of B for supplier engagement and a B rating for climate change. SAS achieved a Silver sustainability recognition and is ranked in the 93rd percentile of all suppliers on the EcoVadis supplier assessment.

#### **Data Center Operations**

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

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

#### Solar and Renewable Energy

SAS' nine global solar installations generated 11,548 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 186,000 gigajoules of solar energy; approximately 52% was sold to North Carolina utilities in support of the state's Renewable Energy and Energy Efficiency Portfolio Standard.

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



#### Electric Vehicle Support and the Eco-Commuter Program

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

Eco-Commuter parking globally includes designated PEV spaces with access to 120 charging stations. SAS provides free charging for all employees and visitors at most of its buildings at headquarters and many global office locations. In 2023, 346 T CO2e of emissions were saved by employees and guests using the charging infrastructure. This was a 174% increase over the past year and reflects the shift in trend to electric vehicles.

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

# 2023 DATA

- SAS' environmental footprint was mitigated by ongoing investment in energy-efficient technologies, smart energy sensors, solar, retro-commissioning of primary office buildings, and adoption of LEED best practices.
- Expanded baseline GHG inventory to include emissions across all scope 3 categories material to the way SAS conducts business. Base year emissions adjusted 44.5% from 110,467 to 159,623 T CO2e.
- Increased 2030 target from 50% to 52.6% and received target validation from SBTi.
- Received SBTi validation for SAS' 2050 net-zero target.
- Reduced absolute emissions across all scopes by 2,283.1 T CO2e (44%) over the 2018 base year and 2.5% from prior year.
- Despite expected post pandemic increases in business travel, emissions are down 79.8% 63% (14,171 11,175 T CO2e) compared to the 2018 base year.
- SAS data centers decreased energy consumption by 4.4%, down to 28.6 million kWh.

- Data center PUE improved 7.4% the past year, from 1.35 to 1.25.
- Achieved 60% carbon use intensity (CUI) target down 19% the past year to 8.1 CO2 pounds per square foot.
- On track for 40% energy use intensity target for office buildings by 2025 38% base year improvement.
- Achieved limited assurance for scope 1 and scope 2 GHG emissions calculations.
- SAS renewable energy generation from solar installations totaled approximately 3.4 million kWh, providing more than 5% of electricity needs for campus HQ office buildings.
- SAS continued support for plug-in electric vehicles and now has 120 electric vehicle charging stations with plans for more.
- In 2022, 79% of SAS energy consumption was sourced from electricity suppliers and on-site solar generation.
   Approximately 34% was used for building heating, ventilation and cooling.



# **Landfill Diversion**

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

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

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

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



#### 2023 Material Type (Metric Tons)



#### **Paper Consumption**

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

Reduce. SAS has significantly reduced print volumes by delivering less physical media to customers. This includes reducing inventories and increasing efficiencies by using a print-on-demand model, convenient access to online documentation, education and awareness campaigns, and personal choices. SAS has also greatly reduced the number of physical printers in office buildings as an additional measure to limit printed materials. Since 2009, the average annual pages of paper used per employee has dropped from 2,526 to less than 200 – a 94% decrease. Globally, paper use for 2023 was 15.6% or 5.9 MT lower than in 2022.

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

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

# **2023 DATA**

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

#### Highlights from 2023 include:

- The SAS Print Center maintained Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) and Programme for the Endorsement of Forest Certification (PEFC) certifications.
- SAS used 38% more paper compared to 2022 due to more employees returning to SAS offices. Despite the increase, SAS is still 76% below base year volumes.
- SAS diverted 69.2% of operational waste (601 metric tons) through recycling programs.
- For construction projects at campus headquarters, SAS diverted 100% (1,134 pounds) of waste from landfills.
- SAS diverted 100% of e-waste from landfills by repurposing equipment for internal use, recycling and donating to educational institutions.
- The SAS cafés composted more than 30 metric tons (30%) of food waste for soil amendments and gardens at campus headquarters.
- When the sphagnum moss used by Facilities as a chemical-free cooling tower water treatment needs replaced, it is repurposed by landscaping as a soil amendment and grass seed topdressing.
- Click here to access dynamic environmental reporting using SAS Visual Analytics.

# **Hazardous Materials**

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

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

# 2023 DATA

- SAS did not have any spills of hazardous materials, oil, fuel, waste or chemicals, and did not have any fines for noncompliance with environmental legislation. SAS is very careful to minimize environmental impact as the company continues to grow. The company strictly adheres to environmental regulations.
- All reports are based on actual resource data collected from owned and leased offices and intensity metrics applied to approximately 24% of leased office space that does not have access to actual data.



#### Water Conservation

Water conservation is of paramount importance to SAS, with many facilities operating in communities where water shortages and water use restrictions are standard. As a software company, reliance on water resources is limited to physical operations needed for employee use, building cooling systems, site irrigation and hosted data center services. With a high percentage of employees choosing to work hybrid and remote schedules, financial risks related to water access is low. Despite lower risks, the environmental program conducts regular materiality and risk assessments by monitoring water consumption, availability, quality, costs and other variables for global operations.

SAS strives to operate its business in alignment with UN Sustainable Development Goal 6: Ensure access to water and sanitation for all. At SAS headquarters, coupling water-saving technologies and practices with increased employee awareness has resulted in significant savings. For example:

- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63% more compared to standard fixtures.
- Sphagnum moss, a naturally replenishable water treatment option for building cooling towers, increases equipment efficiency and reduces potable water consumption.

- Rooftop rainwater collection systems capture water for use in bathrooms.
- Cooling towers are replaced with high-efficiency models that use reclaimed water.
- Wastewater options, such as reclaimed and gray water, lower potable water consumption.
- Reducing and customizing irrigation schedules avoids overwatering plants.
- Collecting rainwater in retention ponds and cisterns minimizes stormwater runoff and provides water for landscape irrigation.
- Native and drought-resistant plants and warm-season grasses require less frequent irrigation.
- Timely repair of leaking pipes and the installation of low-flow toilets, showerheads and faucet aerators save at least 1 million gallons each year.

#### Water Discharge Management

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



# **2023 DATA**

- SAS used 186,692 cubic meters of water globally in 2023. The 8.5% increase from 2022 is primarily due to postpandemic return-to-office schedules.
- Despite increased operational schedules, ongoing efficiency improvements helped keep the employee water use intensity rate at 5.76 gallons per square foot.
- In 2023, SAS' water consumption rate (1,000 cubic meters per net revenue) was .062 a slight increase over the .061 prior year rate.
- Returned 42% (66,455 cubic meters) of municipal water for treatment by local utilities.
- Water storage at SAS office locations is limited to a 2,500-cubic-meter retention pond that collects stormwater runoff for landscape irrigation, two 76-cubic-meter cisterns that capture water for use in office bathrooms and numerous smaller containers used to help water site gardens.
- Expanded the use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. Data from a pilot project indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption and minimized the need for chemical treatments.
- Click here to access dynamic environmental reporting using SAS Visual Analytics.

# **Green Building Practices**

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

SAS has 11 LEED certified buildings, including:

#### World headquarters: Building A - LEED Gold certified office building

• At 419,924 square feet, Building A is SAS' largest building. It has 999 offices, a Global Education Center and a 700-seat capacity café with a bakery. Approximately 50% of its electricity needs are supplied by a 1 MW capacity on-site solar farm. It also has 34 electric vehicle charging ports providing free electricity to employees and guests.

#### World headquarters: Building C - LEED Platinum certified office building

Building C includes the Executive Briefing Center, café and office tower for employees. In 2011, it was the first building
in Wake County and only the fifth in North Carolina to achieve LEED Platinum certification. The building consumes
40% less energy and 50% less water by integrating highly efficient technologies and sustainable features such as
photovoltaic panels that generate 100,000 kWh annually, solar thermal panels to provide hot water for the café,
thermal slab floor cooling, and a rainwater collection system with two 20,000-gallon cisterns that captures water for
use in bathrooms.

#### World headquarters: Building Q - LEED Platinum certified office building

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

#### Solna, Sweden: LEED Gold certified office building

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

#### Toronto: LEED Platinum certified office building

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

# **2023 DATA**

- A geothermal heating and cooling system installed for three SAS offices in Milan, Italy, is expected to reduce emissions by 48% and achieve energy savings of 35%. It replaces less efficient methane-powered systems and will reduce annual emissions by more than 500 T CO2e.
- SAS has Energy Star certifications for 11 core office buildings at campus headquarters.
- Approximately 1.9 million square feet (82%) of office and data center space at campus headquarters is LEED certified.

# **Biodiversity**

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

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

- Preserving large areas of open space in construction projects to minimize disruption to local ecosystems.
- Reducing the heat island effect by installing white reflective materials and planting sedum, grasses and various plant types on rooftops. Roof plantings increase insulation, minimize stormwater runoff and provide habitats for wildlife.
- Collecting rainwater from rooftop systems, retention ponds and cisterns to minimize stormwater runoff and provide water for restrooms and landscape irrigation.
- Restoring land disturbed by construction projects with native and adaptive drought-tolerant plants that help local ecosystems thrive and reduce dependence on water and chemicals.
- Growing local produce for SAS cafeterias in organically maintained on-site gardens.

- Hosting on-site apiaries at several SAS office locations to help promote the repopulation of bees in urban locations.
- Using sheep to naturally control vegetation growth under the company's solar panels.
- Planting pollinator-friendly plants as a source of food for local honeybees and other insects and preserving local milkweed and nectar plants to help migrating monarch butterflies.
- Modifying building and landscaping light schedules during spring and fall bird migration seasons to minimize collisions. SAS has also reduced uplighting across operations.

With the world currently facing an unprecedented rate of extinction, SAS also helps NatureServe, an organization focused on protecting biodiversity, to use analytics and AI to measure the degree of imperilment for plants and animals. With SAS, NatureServe will be able to make its assessments more automated and reliable while gaining significant efficiencies and cost savings for the complex task of analyzing over 7 million known species of plants and animals on Earth.

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

# **2023 DATA**

- SAS continued its nonprofit partnership with the International Institute for Applied Systems Analysis (IIASA), an international research institute known for its expertise in providing policy solutions on pressing concerns for humanity, with an artificial intelligence model that recognizes signs of deforestation. In addition, SAS is continuing work with the Amazon Conservation Association for deforestation tracking.
- A collaboration between SAS and the Galapagos Science Center has been recognized for developing a crowd-driven AI app that helps protect endangered sea turtles.
- SAS is participating in a consortium to develop a cutting-edge water-resilience monitoring and analysis solution to analyze water levels and water quality for Earth's 100 most populous river basins. The platform will make this important information continuously available to policymakers, scientists, businesses and government agencies. With it, they can make better decisions about managing precious water resources.
- SAS teamed up with North Carolina State University and several multinational companies to collaborate with researchers to drive innovation and address the most perplexing plant science challenges. Collaboration with researchers on the university's NC Plant Sciences Initiative (NC PSI) will focus on the grand challenges facing food, health and agriculture.
- The SAS Environmental Program sponsored a three-week Eco Passport journey with EarthShare NC. The journey provided numerous activities for employees to learn more about climate change and how it's affecting biodiversity in North Carolina.
- At its headquarters in Cary, NC, SAS continued work with the local municipality to develop a floodwater predicting solution using sensor data, IoT analytics, artificial intelligence, machine learning and data visualization. The system provides real-time alerting and visualization of rising stormwater levels, allowing for automated response and citizen notification, data sharing with regional partners, and prediction of future events.
- SAS partnered with The Umstead Hotel and Spa's Culinary Farm to monitor crop growth, soil health and climate conditions to forecast output in crops. They also leveraged advanced image analysis to identify early identification of plant diseases.
- SAS continued its work with the World Wildlife Fund to improve DataOps, ModelOps and multichannel marketing to iteratively improve direct-response tactics to more effectively engage with donors.

#### Awareness and Engagement

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

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

# **2023 DATA**

- At the Raleigh Chamber's inaugural Sustainability Conference, SAS was announced as a founding member of the newly formed Business Sustainability Roundtable (BSR) and presented the business case for being a good corporate citizen. The BSR's mission aims to encourage businesses to lead in the creation of sustainable communities.
- SAS signed on to a business letter to members of the North Carolina General Assembly to urge lawmakers to maintain and build upon recent progress to reduce climate pollution while expanding the state's clean energy economy.
- SAS participated in the EarthShare North Carolina Climate Week, a first event of its kind in the state. The Climate Week pilot initiative was launched in 2023 to help educate people about the urgent need for individuals and companies to take action on climate change.
- SAS participated as a stakeholder in the Count Me In, Cary! Climate Action Advisory Group meetings. The Town of Cary is moving forward with the development of a Sustainability and Climate Action Strategy that will identify sustainability and environmental goals, strategies, and actions to address climate change and ensure the community is better prepared for climate impacts.
- At the 2023 State Energy Conference, SAS' Chief Environmental Office participated on a plenary panel discussion with Google, Microsoft and others about the importance for corporate access to clean power.
- SAS' Chief Environmental Officer participated in a panel discussion about the importance of agrivoltaics for optimizing investments in solar and other renewable energy investments.
- On World Environment Day, SAS celebrated advocacy as a signatory to the Carbon Call. The Carbon Call is an initiative that mobilizes collective action, investment and resources to strengthen a more reliable and interoperable carbon accounting for the planet.
- SAS also celebrated a variety of climate-related awareness dates with social promotions and communication stories, including Climate Week, Global Goals Week, National Clean Energy Week, World Cleanup Day, Zero Emissions Day and World Environmental Health Day.
- For Earth Day, employees participated in on-site, hands-on tours of the SAS apiaries to learn more about beekeeping and the importance of pollinators in the ecosystem. SAS has more than 50 beehives at on-site apiaries in its Cary, Australia, Canada, UK, France, Sweden and Netherlands offices.

# **2023 DATA**

- Harvested 208 pounds of honey from the SAS HQ apiary. Jars of honey were available for employees in the SAS cafés for the holiday season.
- SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year, the team spent an afternoon volunteering at the Urban Community AgriNomics (UCAN) farm tilling gardens, planting trees, splitting wood and providing enthusiastic labor for many other farming chores. UCAN is a nonprofit that engages the local community with skills based in agriculture and a place for those within the community to access fresh fruits and vegetables.
- Competed against other North Carolina-based companies in an Earth Day activities challenge. Employees from various companies earned points for their teams using the JouleBug app, which logged daily environmental actions.
- Domain experts from SAS participated in a SASCHAT about the State of Sustainability in Manufacturing.
- Hosted the Research Triangle Cleantech Cluster (RTCC) 2023 Cleantech Innovation Awards. The event was attended by more than 200 leaders and innovators from business, government, municipalities, academia and more who value the importance of clean technologies to mitigate climate issues.

SAS country offices participated in several initiatives, including:

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

- Smart-metered office spaces to reduce energy, increase efficiency and measure carbon emissions.
- Local litter-picking events in partnership with other Iconic Offices tenants.
- SAS R&D India continued its annual tree planting and conservation drive for which the Muskaan team, in association with Vasundhara Swachhata Abhiyan, donated funds to purchase and maintain saplings for the year.
- SAS Norway spearheaded several sustainability initiatives, including:
  - Company bike access and parking free membership to City Bike and secure bike parking in the garage basement where employees can charge their e-bike batteries in a locked cabinet.
  - Charging stations for electric cars. The Oslo office has two EV (electric vehicle) charging stations.
  - Initiative to minimize food waste. The café in Oslo focuses on minimizing food waste by adjusting portion sizes to demand, serving small portions and using leftovers for new recipes.
- SAS Sweden maintained its apiary, which contributes to pollination in a radius of three kilometers and increases the biological diversity in the area.
- SAS United Kingdom uses electricity from 100% renewable sources and has its own on-site composting and bio-bubble system, beehives, and robot mowers to maintain the estate's lawns. The office also had a meet-the-bees event where Danesfield Primary School came to the SAS Marlow Estate to learn more about bees and pollination. The class had been busy in school learning about pollination, how plants reproduce and the role of bees in this process. The students got to look inside a beehive, taste honey and see how SAS' AI software is used to analyze the hives and honeybee waggle dance. SAS United Kingdom hosted children from Danesfield School at the Marlow offices to learn about bees, pollination and how AI is used to decode the honeybees' waggle dance.



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