



## Education and Philanthropy

Across the globe, SAS offices manage programs tailored to fit the needs of their communities and the interests of SAS employees. In 2018, SAS donated more than \$95 million to nonprofits across the globe. SAS Latin America participated in the following activities:

- *Argentina*
    - o Goods donations.
  - *Brazil*
    - o SAS Brazil participates in three main campaigns: collection of used clothes and shoes for a shelter; for children's campaign on Children's Day; and end-of-year campaign called "Adopt a Child This Christmas."
    - o Whenever SAS Brazil renews computers/notebooks, it conducts an auction to sell the equipment to employees, and the money raised buys goods and household equipment for shelters and nonprofit organizations.
    - o In Brazil since 2008, TETO is an international fund-raising organization present in Latin America and the Caribbean, working to defend the rights of people living in the most precarious and invisible favelas, reducing their vulnerability through community engagement and the mobilization of young volunteers. SAS Brazil donated funds to build two emergency houses and also gave employees volunteer opportunities to build and paint both houses.
  - *Chile*
    - o Paper recycling to support adoption facility. SAS Chile supports a recycling campaign for "Bota por mi vida" of the San José Foundation where paper recycling helps fund the organization.
    - o Collection of plastic lids, helping kids with cancer. Instead of throwing away plastic lids, SAS Chile collects them at on-site containers. These are redeemed for money that is used to help children with cancer, improve the conditions of the Oncogar Shelter, and also help treat underprivileged children in hospitals.
  - *Colombia*
    - o On Giving Tuesday, employees visited the San Francisco de Asis Foundation home for the elderly, treating the residents to breakfast and doing exercises with them.
  - *Mexico*
    - o On Giving Tuesday, SAS Mexico employees attended awareness workshops at the Altia Group, an organization that promotes empathy and social inclusion of people with disabilities. They also raised \$2,500 at a 5k/10k race this summer and purchased six wheelchairs for the group.
- SAS targets education initiatives in science, technology, engineering and mathematics to ensure the next generation of computer innovators have the knowledge and skills to succeed.

SAS Latin America participated in the following activities:

- *Brazil*
  - o SAS Brazil donates to Instituto Passe de Mágica, an institute that provides educational sports activities to children living in poor and vulnerable areas.
- *Chile, Colombia and Mexico*
  - o Alliance for youth program. This program's main objective is to give young professionals new career/training opportunities with different companies. Organized by Nestle, the alliance is a bridge between local countries (and their governments) with young professionals and companies.
- *Colombia and Mexico*
  - o An annual SAS Scholarship program provides bachelor's and master's graduates with free SAS® training. SAS Mexico has spearheaded this program since 2009 and has trained more than 250 graduates. With this training, participants have better access to high-quality jobs within leading companies in different sectors.
- *Peru*
  - o SAS Peru gives plastic bottles, bottle taps and scrap paper to a labor organization who donates it to the Burned Children Assistance Association.

## Environmental Program

SAS is committed to reducing its environmental footprint with multiyear programs focused on energy conservation and solar projects, emission management, pollution mitigation, water conservation, waste reduction and recycling, procurement and green building. SAS embraces Leadership in Energy and Environmental Design guidelines and equivalent standards for new construction projects and existing buildings. SAS Latin America environmental highlights include:

- *Argentina*
  - o on-site recycling program.
- *Brazil*
  - o located in a green building, has a recycling program and uses biodegradable cups/glasses. It also conducts an electronic waste collection campaign.
- *Chile*
  - o Recycling to Clean Point program: SAS Chile has recycling containers for paper, Tetra Pak containers, plastic bottles and glass containers, which get sent to "clean points" or where waste is collected and temporarily stored for recycling.

## Governance and Management

Guided by the Code of Ethics, SAS is committed to demonstrating honesty, fairness and accountability in every decision and action. SAS' compliance program consists of training, policies, processes and third-party and internal audits. In 2018, SAS Peru obtained its ISO 27001 certification.

## 2018 Data

SAS Peru reports employee accidents and/or health concerns to EsSalud. SAS Chile is guided by the Security Mutual for accident counsel.

SAS Chile and SAS Peru has not faced charges or been subject to legal proceedings related to fair business practices, ethics or human rights (e.g., corruption and bribery, anti-competitive practices, discrimination, etc.) in the past five years.

The Ethics and Compliance group at SAS has developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations. New employees and contract workers are required to take some or all of the following training: Code of Ethics, Information Security, Export Controls Awareness, Respect in the Workplace, Global Anti-Corruption, and Privacy and Data Protection for Global Companies

SAS is committed to its reputation as an ethical and responsible employer and business partner globally. SAS Chile and SAS Peru works with local suppliers.

## 2018 Data

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