



OUTPACE TOMORROW

With the most trusted analytics partner on the planet

Corporate Social Responsibility

2022



Snapshot of SAS Impact



CEO Letter



Education & Philanthropy
Meeting the challenges of tomorrow



Data for Good
Analytics helping humanity



Environmental Program
Strategic growth through innovative sustainability practices



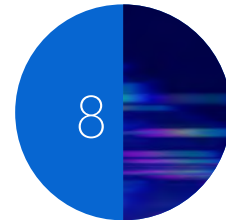
Employees & Culture
World-changing innovation starts with happy employees



Governance & Management
Integrity, ethics and compliance



About This Report



GRI Index



SAS CORPORATE
SOCIAL RESPONSIBILITY

Snapshot of SAS Impact



Education & Philanthropy

- In 2022, more than 273,000 educators and learners took advantage of free SAS® 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.
- 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.
- In 2022, SAS established more than 50 new partnerships with college and university programs around the world.
- 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.
- SAS donated more than \$72 million in total to nonprofits across the globe in 2022, including more than \$71 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

Data for Good

- With GatherIQ, SAS is bringing global issues into the classroom. The free app details 17 Global Goals set by the United Nations for a better world and can inspire the next generation of changemakers to help solve sustainability issues.
- Strengthened the fight against antimicrobial resistance via data visualization.
- Protected nature with dollars and sense.
- Fought hunger with data.
- Improved donor funding through targeted messaging.
- Improved data collection and modeling to accelerate predictive medicine efforts.
- Helped determine learning loss and recovery solutions for students.
- Used analytics to make more wishes come true.
- Built brighter futures through education.
- Deployed health analytics to power new cancer research and a national network.
- Used data and simulations to mitigate violence and cultivate sustainable peace.

Environment

- Earned ISO 14064-3 limited assurance for 2018 base year recalculation and 2022 calendar year GHG emission inventories.
- Awarded LEED Platinum existing building recertification for SAS Building Q. This is the third SAS building to earn the US Green Building Council's highest performance award.
- Expanded baseline GHG inventory to include emissions across all scope 3 categories material to the way SAS conducts business.

- Increased 2030 target from 50% to 52.6% as part of SBTi target revalidation.
- Received Science Based Targets initiative validation for SAS' 2050 net-zero emission reduction target.
- While post-pandemic operations increased emissions across all scopes in 2022, emissions are still down 41.7% from the 2018 base year.
- Despite expected post-pandemic increases in business travel, emissions are down 79.8% compared to the 2018 base year.
- Achieved 60% carbon use intensity from base year - down 19% the past year.
- Diverted 68.3% of operational and an astounding 99.9% of construction waste from landfills globally.
- Generated 3.4 million kWh of clean, renewable energy from rooftop and ground-mounted solar systems.

Employees and Culture

- SAS was ranked as a best employer for diversity.
- SAS won many workplace awards and recognitions including the Disability Equality Index, Fast Company's World Changing Ideas, Great Tech Place to Work by NC Tech, the American Association of People with Disabilities (AAPD) and Disability:IN.
- In the US, the average SAS employee tenure is 9.8 years, compared to an industry average of 3.9 years.
- At the end of 2022, SAS had 13,263 employees worldwide and hired 3,666 employees during the year.
- Approximately 97% of employees participated in professional training, totaling 119,000 courses completed.



SAS CORPORATE
SOCIAL RESPONSIBILITY

CEO Letter



Throughout its history, SAS has helped customers solve challenges through innovative analytics and artificial intelligence (AI) solutions. In recent years, those challenges were often ones of resilience and sustainability. How could we bounce back from unprecedented disruption, stronger than ever while improving the world?

As a leader in social responsibility, we strive to help our communities and customers with these challenges and their environmental, social and governance initiatives. We know that the power of trustworthy technology can help drive better decisions and create a more sustainable future.

Through decades of corporate social innovation projects, SAS has seen firsthand the impact our technology can have on protecting the environment, improving health outcomes, addressing bias and tackling other global priorities. As a creator of powerful data technologies, we have the opportunity and responsibility to confront society's biggest challenges - from mental health and education access to conservation and climate change. We remain dedicated to applying our expertise and technology in support of the United Nations' Sustainable Development Goals.

In our industry, how the technology is used is becoming just as important as what it's used for. Our Data Ethics Practice (DEP) continues to expand, increasing efforts to bring trustworthy AI to customers and pursuing new Data for Good initiatives. The DEP collaborates with groups like EqualAI and the Business Roundtable to help shape the responsible use of AI. To further support our customers in their own responsible innovation efforts, we have committed \$1 billion over the next three years to continue infusing domain expertise into trustworthy AI-powered industry solutions.

Treating people like they matter has always been SAS' philosophy. Our inclusive and supportive culture encourages our employees to be authentic, whether they are working remotely or on-site at our award-winning workspaces. Our culture and innovation are recognized annually by organizations such as Fast Company, Forbes, the American Association of People With Disabilities, and Disability:IN, just to name a few.

Caring for our employees is only part of our sustainability commitment. We continue to expand our sustainability and conservation efforts at SAS headquarters and global offices. Our climate strategy includes a 2050 net-zero carbon emissions goal and validated science-based emission reduction targets. Our sustainable initiatives range from energy conservation and solar projects connected by our smart campus technology to green buildings, recycling and boosting bee populations. We support our customers with our expertise and software as they develop smarter, efficient operations and green business strategies.

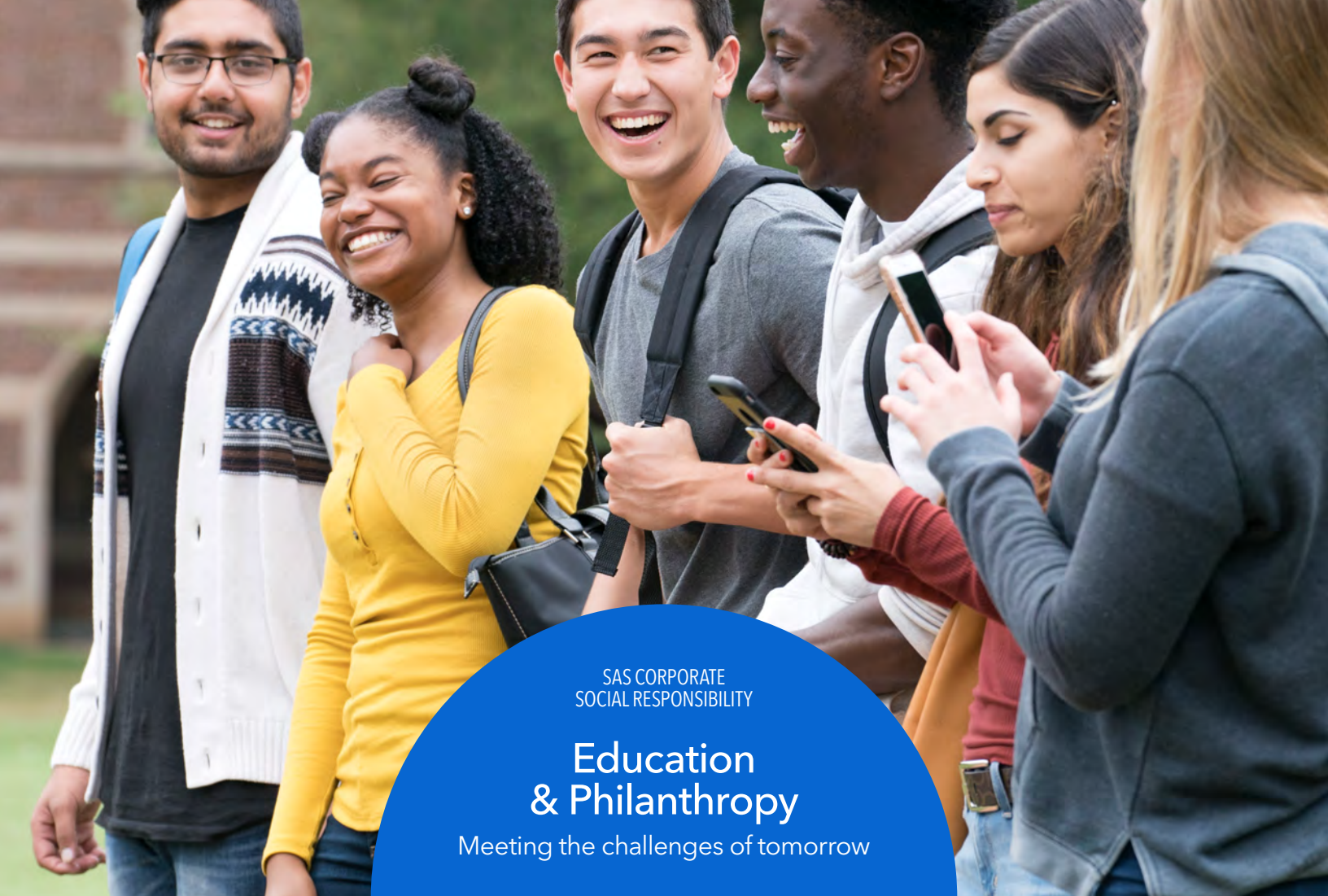
We also invest in the future. As an analytics leader with roots in academia, we continue to expand programs to build the next generation of data experts.

As a good corporate citizen, we have a responsibility to our employees and their communities. In 2022, we built on our legacy of service and innovation and made strides with our environmental, social and economic impacts. I believe that, with our technology and talent, we are in a unique position to improve the world through data and build a more resilient and promising future.

Jim Goodnight

CEO of SAS





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:

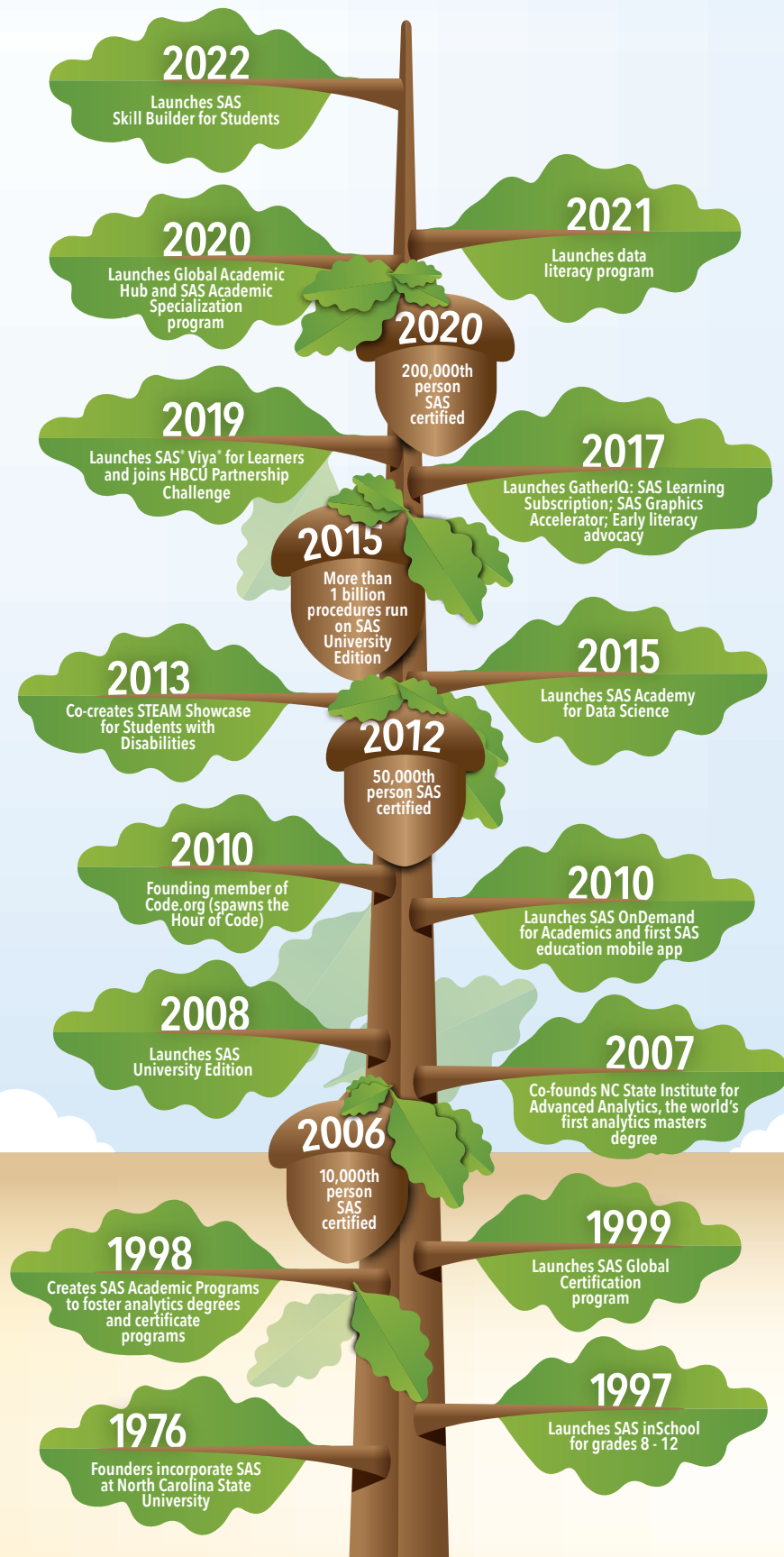
- Increase access to the NC Pre-K program, a high-quality program for at-risk 4-year-olds and proven to lay the foundations for reading proficiency.
- Strengthen the effectiveness of educators teaching early reading skills, aligning their instruction with the “science of reading.”

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



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



SAS CORPORATE
SOCIAL RESPONSIBILITY

Data for Good
Analytics helping humanity




Analytics helping humanity

SAS is passionate about applying its cutting-edge technology and expertise to help solve some of society's biggest problems such as poverty, disease, hunger and illiteracy.

SAS has always been an organization motivated by challenges to use its technology to build a better world. As the UN's Sustainable Development Goals work to reduce inequalities and ensure healthy living, SAS seeks out opportunities where it can help create a brighter future for all. SAS' social innovation initiative works to find creative ways to accelerate global progress and move the world toward a more sustainable future. One of the ways that SAS supports this goal is through the [Data for Good](#) movement, which encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. As a vital part of the Data Ethics Practice, the Data for Good team generates thought leadership and showcases the power of SAS® technology. These efforts put SAS' principles into practice, addressing pressing global issues through the lens of responsible innovation methodologies. The goal is to ensure the ethical application of artificial intelligence. From helping boost donations for conservation efforts and fighting hunger to powering better cancer research and investing in education and data literacy, SAS is contributing to building a better world for the people and the planet.

SAS' social impact programs rely on the curiosity and expertise of SAS employees who are passionate about using their skills for social good. Thanks to these efforts as well as the company's partnerships with customers, industry groups, nonprofits, governments and global organizations, SAS continues to discover new opportunities for analytics to serve the greater good.



"Health care providers and clinical laboratory scientists rely on real-time clinical data - not anecdotes - to render optimal decisions. CLARION, powered by SAS, revolutionizes antimicrobial stewardship and transforms the antibiogram to be automated and dynamic, providing up-to-date information."

Dr. John Hurst, PharmD | Senior Director of US Antimicrobial Stewardship | **bioMérieux**

Strengthening the fight against antimicrobial resistance via data visualization

Antibiotic misuse - including over-prescribing and inaccurate prescribing - causes bacteria and fungi to evolve and become resistant to treatment, leading to 2.8 million infections and more than 35,000 deaths annually in the US. The sooner antimicrobial resistance can be identified, the sooner doctors can put patients on the right prescription.

bioMérieux provides in vitro diagnostics solutions (systems, reagents, software and services) to the clinical field for diagnosing infectious diseases. When patients need medicine, hospitals typically rely on an antibiogram, a report that helps clinicians decide which antibiotics to use on a patient while waiting for confirmation from a lab. By generating better antibiograms using SAS Visual Analytics, bioMérieux helps clinicians identify the best empiric antimicrobial treatment based on data from current local resistance patterns. This represented a sea change in diagnostics. Now, instead of using general information that's up to a year old, doctors can easily access real-time, localized antimicrobial resistance data via mobile dashboards to improve diagnosis and treatment.

"By helping us maximize donor dollars, SAS is helping us advance our mission of building a more sustainable future."


Katherine Bowen | Director of Journey Management and Marketing Automation | **The Nature Conservancy**

Protecting nature with dollars and sense

[The Nature Conservancy](#) is one of the most wide-reaching environmental organizations in the world and has protected lands and waters around the globe. Because of its work, countless habitats and wildlife species have been preserved for generations to come.

The Nature Conservancy works in 76 countries and territories - either directly or through partnerships with other nonprofits. The Nature Conservancy is supported by donations from more than a million members worldwide via email, phone, mail, digital ads and other channels. Because this marketing data was sometimes siloed by channel, it could be difficult and time-consuming for marketers to track member activity across channels, which resulted in not having a full picture of supporters' interactions with the organization.

With SAS, The Nature Conservancy no longer needs to outsource to various marketing technology vendors. All data sources are organized in SAS' customer data platform, which further enhances The Nature Conservancy's ability to prioritize its supporters' data privacy and security. The Nature Conservancy has seen its donor retention rate improve 10% and its year-over-year giving increase 30%.



"People in general process information through examples of human beings and not data. So the question was how to use data to tell the story."

Joel Berg | Chief Executive Officer | **Hunger Free America**

Fighting hunger with data

[Hunger Free America](#) is a nonpartisan nonprofit group working to enact the policies and programs needed to end domestic hunger and eliminate reliance on charity to fight food insecurity. Working with a team of analytics volunteers at SAS, the organization began analyzing data over time from the US Census Bureau's Household Pulse Survey, in which respondents report biweekly on food insecurity during the pandemic.

Combining that information with data on the benefits paid out directly through a variety of social safety net programs – SNAP, school breakfast/lunch, and child and adult care programs – allowed Hunger Free America to explore associations it hoped would support its goal of helping society move "beyond the soup kitchen" and ensure economic and food self-sufficiency for all Americans. Being able to aggregate, analyze and visualize these large amounts of disparate data allowed Hunger Free America to visually back up its belief in the importance of the social safety net. The data showed that after employment and wages, the variables with the strongest relationship to food insecurity in the US were government nutrition-assistance programs.

The correlation might sound obvious: More funds and more food equal less hunger. But stating the obvious visually – especially backed by data – has potentially huge value in Hunger Free America's efforts to show lawmakers the impact their decisions can have on hunger long-term.



"SAS has really allowed every decision made at WWF to be driven by data. Without analytics, we would have never grown to our needed scale, grown our membership program and be one of the most recognized brands in the nonprofit space."

Mac Mirabile | Senior Director of Analytics | **World Wildlife Fund**

Improving donor funding through targeted messaging

The population sizes of mammals, birds, fish, amphibians and reptiles have seen an alarming average drop of 68% since 1970. The mission of [World Wildlife Fund](#) (WWF) is to build a future in which people live in harmony with nature. Founded in 1961, WWF is a public charity dedicated to conservation. For more than six decades, WWF has worked to sustain the natural world for the benefit of people and wildlife, collaborating with local and global partners in nearly 100 countries.

During the last few years, the organization has been taking a closer look at how to use its channels to ensure its donor base stays active, aware and engaged. To do this, WWF must understand what types of donors it has, what channels donors are likely to use and how long they are likely to remain donors.

Using SAS for data analysis, WWF can extract a deep understanding of donation behavior across engagement channels. With SAS Customer Intelligence 360, WWF can personalize aspects of the constituent experience for each donor. This level of personalization will vastly improve the nonprofit's relationships with its donors and constituents.

"By doing predictive analysis earlier in the cycle, we can speed our drug development process and deliver solutions to patients faster."

Andrea Beccari | Head of R&D Platforms and Services | **Dompé farmaceutici**

Improving data collection and modeling to accelerate predictive medicine efforts

For the pharmaceutical industry, the challenge now is around complex and systemic pathologies, such as those related to oncology, cardiology, immunology and metabolic diseases. For these pathologies, conventional approaches are beginning to show signs of ineffectiveness.

To help with this, [Dompé farmaceutici](#) uses SAS for predictive analytics and quantitative disease modeling. As a science-driven biopharmaceutical company, Dompé works to develop innovative drugs for unmet medical needs, and SAS technology is transforming the way Dompé collects and models data.

With SAS Analytics solutions, the organization uses predictive analytics to predict toxicity and side effects. By using SAS to rapidly get new analytical models into production, Dompé accelerates traditionally laborious processes and enables them to deliver new drugs to market faster.


"All states are worried about their students and how they're going to recover from this pandemic, and I think we're all approaching it in similar ways in that we are keeping students at the center of these conversations. We've learned a lot from other states and how they're collecting the data they need and doing with that data. It's been a thrill to see the intentionality with which all states are approaching this work."

Catherine Truitt | North Carolina State Superintendent

Helping determine learning loss and recovery solutions for students

COVID-19 disrupted student learning on an unprecedented scale. Numerous studies indicate that learning loss in math and English language arts was widespread. A sudden shift to remote education, combined with unequal access to the internet and devices, and differing levels of support at home, left many students underserved. Overnight, millions of students lost access to their school communities, to consistency and routine and to stable learning environments that are vital to making timely progress on in their educational journeys.

SAS analytics is helping states and districts around the country measure the extent of learning loss at the state level, and down to the individual student and student group. This [level of analysis](#) enables educators to plan targeted interventions essential to learning recovery and acceleration. The US government provided \$125 billion to states and school districts to help students recover. To ensure this unprecedented investment in education isn't wasted, states will need data and analytics to measure the effectiveness of learning recovery and acceleration efforts.



"This analysis was really eye-opening for us. This information holds tremendous value for both sides of our organization, and ultimately will help us make an even greater impact on the lives of children across our state."

Jaclyn Parker | Chief Operating Officer | **Make-A-Wish Eastern North Carolina**

Using analytics to make more wishes come true

For children with critical illnesses, a wish come true has the power to instill hope, strength and inspiration in an uncertain and difficult time. Make-A-Wish employees and donors know this better than anyone. [Make-A-Wish Eastern North Carolina](#) helps provide these life-changing experiences to an average of 200 children a year. But the chapter wondered... what if they could make even more wishes come true?

SAS applied analytics to both sides of the Make-A-Wish business - mission delivery and donations. By better understanding trends in historical data, the team hoped to predict future wishes and ensure more children can receive their ideal wish.

With the ability to drill into individual counties - and even down to the zip code - the team can see details about wishes that took place there, as well as the total in-kind and cash donations. This feature provides an easier, more visual way for the team to understand donor patterns and plan for future donation campaigns. By visualizing the wishes in this way for the first time, Make-A-Wish Eastern North Carolina now has a more holistic view of its mission in action. With these new features came new insights that will help shape its success moving forward.




"By integrating SAS into coursework, we're helping strengthen literacy in data science. Our students become more competitive, our alumni are more successful, and our state and nation are getting more of a workforce that understands SAS and is better prepared to advance many industries as they harness the power of data."

Cynthia Young | Founding Dean | **College of Science at Clemson University**

Building brighter futures through education

Extending a 2017 partnership, [Clemson University](#) students and faculty will have access to powerful data science and analytics software from SAS thanks to a new \$3.3 million donation to support teaching and academic research. The latest gift from SAS includes access to SAS® Viya®, the company's flagship artificial intelligence, machine learning, analytics and data management platform.

SAS Viya enables users to transform raw data into powerful insights. These insights will allow Clemson researchers to make sense of large data sets and explore various critical topics. Researchers intend to study important areas such as racial inequities in education, wildlife disease, addiction, agriculture and the human genome. SAS will also provide teaching materials and on-site training for faculty and staff to help them integrate SAS into coursework and research.



"To understand why certain groups of people are being hit harder by different types of cancer, we need data that represents those people and the means to make sense of it. This information is critical to empowering underserved patient populations, improving health care delivery and ensuring equal access to treatment."

Robert A. Winn, M.D. | Director and Lipman Chair in Oncology | **VCU Massey**

Deploying health analytics to power new cancer research and a national network

The [Virginia Commonwealth University \(VCU\) Massey Cancer Center](#) is working with SAS® Health to use health analytics to power vital research into higher cancer and mortality rates among low-income and vulnerable populations. Massey's Office of Health Equity and Disparities Research engages with community partners and citizens to collect data and gain a deeper understanding of how cancer manifests in vulnerable and lower socioeconomic populations. With the help of SAS for health and academic research, this data can be integrated with other data sources to create a more holistic and meaningful view of cancer's effects.

SAS and Massey will create the Massey Research Analytics Hub, a secure, cloud-based platform using SAS® Viya® on Microsoft Azure with easy-to-use visualizations of massive amounts of quantitative and qualitative data collected from different sources and systems. This "one-stop shop" will empower researchers to create and share new breakthroughs and encourage collaboration across the cancer research ecosystem to transform health outcomes.

SAS will also speed research efforts by automating manual, time-consuming data management, analytical and data visualization processes. The Hub will allow researchers to communicate and translate data and discoveries, making evidence of risk factors and disparities, along with effective treatments and interventions, equally accessible, understandable and usable by all stakeholders. The Hub will soon add AI- and machine learning-powered analytics for greater and deeper insights into cancer data.

"If a country is resilient, it will certainly experience a crisis at some point, but the intensity will be dampened. The effects will be contained. And the country will quickly recover after the crisis has passed."

Nate Haken | Vice President of Research and Innovation | **Fund for Peace**

Using data and simulations to mitigate violence and cultivate sustainable peace

With more than 100 million people displaced due to conflict and violence and an estimated 313.5 million people needing humanitarian assistance and protection, finding solutions to help reduce violent conflicts and nation fragility is critical. [Fund for Peace](#) (FFP) has been the go-to source for governments and organizations to help identify and quantify help needed for fragile states through its Fragile States Index (FSI), which has assessed the risks and vulnerabilities faced by 179 countries since 2006.

Building on that success, the organization launched a new State Resilience Index (SRI) to gauge how a country can anticipate, manage and recover from a crisis relative to the severity of that situation. FFP partnered with SAS to create a new Crisis Sensitivity Simulator tool to identify areas of opportunity for countries to improve response preparedness for certain crisis and shock scenarios. With this insight, policymakers can identify opportunities to increase countries' resiliency so they can lessen the intensity and effects of a potential crisis and recover more quickly.

FFP plans to continue working with SAS to further enhance the modeling and simulations with a range of additions, including the use of machine learning and AI for the prognosis of risk, prevention and prioritization of resiliency efforts. By facilitating structured dialogues, FFP will build on existing capabilities and provide the countries with risk modules they can use.



SAS CORPORATE
SOCIAL RESPONSIBILITY

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 continued availability of natural resources is a shared responsibility that starts with intentional and ambitious goals and actions.

To implement these green 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, 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](#).



GREENHOUSE GAS

42% Absolute greenhouse gas
reduction from 2018 base year



ENERGY EFFICIENCY

38% Energy use intensity
improvement for office buildings



CARBON EFFICIENCY

60% Carbon use intensity
improvement for office buildings



BUSINESS TRAVEL

80% Business travel
emissions reduction



LEED CERTIFICATION

82% LEED-certified office space
at headquarters

Environmental Program

Strategic growth through innovative sustainability practices

34

CATEGORY	TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
Emissions	Net-zero emissions for scopes 1, 2 and 3.	2050	2018	Global emissions increased 10.49% in 2022 from 84,212 to 93,048 MTCO ₂ e. This is a 41.7% reduction across all scopes from 2018 base year.	On target
Emissions	25% greenhouse gas (GHG) emissions reduction	2025	2018	Despite the 10% increase in emissions in 2022 due to increased post-pandemic operations, and a restated 2018 base year inventory, emissions are down 41.7% since 2018.	Achieved
Emissions	*Updated* 52.6% greenhouse gas (GHG) emissions reduction	2030	2018	Updated 2030 target from 50% to 52.6%. SAS emissions are 41.7% below the 2018 base year inventory for scopes 1, 2 and 3.	On target
Emissions	75% greenhouse gas (GHG) emissions reduction	2040	2018	SAS emissions are 41.7% below the 2018 base year inventory.	On target
Emissions	50% office building carbon use intensity (CUI) improvement	2025	2010	Global CUI improved 60% from 2010 base year - down 19% the past year to 8.1 CO ₂ pounds per square foot.	Achieved / On target
Emissions	50% scope 3 reduction in business travel related greenhouse gas (GHG) emissions	2022 / Ongoing	2018	Despite expected post pandemic increases in business travel, emissions are down 79.8% (14,171 T CO ₂ e) compared to the 2018 base year.	Achieved / On target
Emissions	Annually increase the percentage of renewably sourced electricity used across operations	2022	2018	The percentage of renewables from sourced electricity globally increased slightly in 2022 (>1%).	Achieved
Emissions	Achieve SBTi validation for 2025	2021	2018	Achieved for 2025. See SBTi validation updates below for the 2030 and net-zero updates.	Achieved
Emissions	*New* Achieve SBTi revalidation for 2030 interim target reduction of 52.5%	2023	2018	Expanded GHG emissions inventory to include all scopes material to SAS global operations. Request for revalidation is consistent with SBTi recalculation criteria and SAS policy to resubmit if base year variance is 5% or greater. The 2025 target was not included because SAS already achieved the goals for both the original and new target inventories.	Achieved
Emissions	*Updated* Achieve 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

Environmental Program

Strategic growth through innovative sustainability practices

35

CATEGORY	TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
Energy	40% office building energy use intensity (EUI) improvement	2025	2010	Global EUI increased 14% the past year to 12.7 kWh per square foot. Despite the expected increase, EUI has improved 38% from the 2010 base year.	On target
Energy	Achieve 1.35 power usage effectiveness (PUE) rate for data centers	Annual	N/A	Achieved for 12th consecutive year.	Achieved
Energy	Generate 3.5M kWh from solar installations	Annual	N/A	Renewable energy generation from solar installations totaled more than 3.4 million kWh in 2022. Generation was down slightly due to maintenance repairs.	Below target
Governance and Policy	Support the Paris Climate Agreement	Ongoing	2016	SAS is committed to supporting the aim of the Paris Agreement, to limit global temperature rise to 1.5°C above preindustrial levels and reach net-zero by 2050.	On target
Governance and Policy	Achieve ISO 14064 certification and external assurances for scope 1 and scope 2 GHG emission calculations.	2023	N/A	Earned ISO 14064-3 limited assurance from LRQA for SAS 2018 base year and 2022 calendar year GHG emission inventories.	Achieved
Governance and Policy	Support the NC Clean Energy Plan development	Ongoing	2017	Participated in stakeholder meetings to help develop Plan recommended clean energy and carbon policy designs.	Completed
Green Buildings	LEED Gold minimum for all new construction projects	Ongoing	N/A	Achieved LEED Platinum for 1 existing building in 2022.	Achieved
Green Buildings	Energy Star certification for all primary office buildings (HQ Only)	2025	N/A	Achieved Energy Star certification for 11 primary office buildings at SAS HQ.	Achieved
Paper	75% employee paper use rate reduction	2025	2009	Print on demand and digital document delivery technologies has helped reduce the employee paper use rate by more than 93% since 2009.	Achieved
Paper	30% average post-consumer recycled content for all purchased paper	Annual	N/A	Average recycled content for all purchased paper was 57% for 2022.	Achieved
Paper	70% absolute paper use reduction	2025	2009	Globally, paper use for 2022 continued its downward trend, 15.6% better than 2021 and a 94% improvement from 2009.	On target
Transportation	50% increase in electric vehicle charging stations	2020	2017	No activity	Achieved

Environmental Program

Strategic growth through innovative sustainability practices

36

CATEGORY	TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
Waste and Recycling	50% landfill diversion rate for waste from operations	Annual	N/A	Diverted 68.3% of operational waste from landfills - 672 metric tons.	Achieved
Waste and Recycling	100% e-waste diversion rate from landfills	Annual	N/A	Diverted 100% of e-waste from landfills by repurposing equipment, recycling through certified vendors and donations to educational institutions.	Achieved
Waste and Recycling	50% reduction of operational waste processed for disposal	2025	2012	Waste volumes increased 410 metric tons in 2022. Despite the 71% increase, volumes are still down 67% from base year.	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 67 metric tons - an 85% improvement.	Achieved
Waste and Recycling	70% of construction waste diverted from landfills	Annual	N/A	99.9% of approximately 4,651 metric tons of construction waste was diverted from landfills in 2022.	Achieved
Waste and Recycling	0% hazardous waste spills	Annual	N/A	SAS did not have any hazardous material spills or environmental compliance fines in 2022.	Achieved
Water	20% Water Use Efficiency (WUI) improvement	2030	2011	Office building WUI increased to 5.57 gallons per square foot. The 27.2% increase was due to increased operational activities from more employees returning to normal work schedules. SAS is still on target for its 2030 goal.	On target
Procurement	At least 30% of Strategic Sourcing and Procurement training will address sustainable procurement	Annual	N/A	Anticipating impacts from emerging global ESG regulations, sustainable procurement training jumped to approximately 64% of total training hours in 2022.	Achieved

Environmental Achievements

While accomplishments in 2022 continue to demonstrate a sustained commitment to reducing SAS environmental impact, they are also reflective of the global transition to post-pandemic increases in business activity. Doing everything possible to keep employees safe, the company learned to work smarter and discovered new ways to conduct business that are better for the environment. Insights gained by working from home helped SAS to question business-as-usual practices such as air travel to conduct in-person meetings and daily office commutes. Given the urgency of addressing climate change, many pre-pandemic practices are no longer sustainable. SAS continues to explore options and implement new business models to help the company reduce its impact and achieve environmental goals.

For 2022, SAS continued building on its corporate sustainability leadership and IoT technology prowess by progressing on its smart campus project at Cary, NC, headquarters. The use of SAS advanced, real-time analytics is improving energy usage while proactively monitoring equipment performance to boost operational longevity. Starting with a handful of buildings and on-site solar installations, the project will eventually span across most of the 25 buildings on campus. By using analytics to help SAS operate more efficiently and identify ways to make improvements on campus, the company can pass on the first-hand insight of products and best practices to customers for their smart initiatives.

This past year, SAS did an analytic deep dive into how SAS conducts business and improved processes for collecting reliable data in support of the company's GHG inventories. Working with the Science Based Targets initiative (SBTi) and external consultants, SAS improved methodologies for calculating inventories across all scopes. As part of this process SAS received ISO14064-3 limited assurances for its scope 1 and scope 2 inventories. 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.

SAS' top 2022 environmental program achievements include:

- Earned ISO 14064-3 limited assurance for 2018 base year recalculation and 2022 calendar year GHG emission inventories.
- Awarded LEED Platinum existing building recertification for SAS Building Q. This is the third SAS building to earn the US Green Building Council's highest performance award.
- Expanded baseline GHG inventory to include emissions across all scope 3 categories material to the way SAS conducts business including:
 - o Category 1: Purchased Goods & Services (PG&S) - identified additional supplier activities.
 - o Category 2: Capital Goods - added.
 - o Category 3: Fuel and energy activities (not included in scopes 1 and 2) - added.
- Increased 2030 target from 50% to 52.6% as part of SBTi target revalidation.
- Received SBTi validation for SAS' 2050 net-zero emission reduction target.
- As expected, expanded post pandemic operations increased emissions across all scopes in 2022 (10.5%). Emissions are still down 41.7% from the 2018 base year.
- Despite expected post-pandemic increases in business travel, emissions are down 79.8% (14,171 T CO₂e) compared to the 2018 base year.
- Achieved 60% carbon use intensity (CUI) from base year - down 19% the past year to 8.1 CO₂ pounds per square foot.
- Diverted 68.3% of operational and an astounding 99.9% of construction waste from landfills globally (5,323 metric tons).
- Generated 3.4 million kWh of clean, renewable energy from rooftop and ground-mounted solar systems.

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 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 that 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, 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 their 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 assessments 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](#) to all suppliers and contractors – encouraging and (where appropriate) requiring improvements.

ISO Compliance

The Environmental Management Program applies best practice ISO 14001 Environmental Management System 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- 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 processes.

SAS applies the ISO 14064 standard methodology for calculating the company's global carbon footprint and determining the impacts of business processes and mitigation initiatives. 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 UN Global Compact 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 2022, 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. SAS remains committed to the goals of the Paris Climate Accord and the [Business Ambition for 1.5°C](#).

To achieve its net-zero ambitions, SAS assigns top priority to minimizing energy consumption and related emissions from its operations. Key energy and emissions mitigation initiatives include establishing aggressive energy and emission reduction goals, building and maintaining facilities to LEED® guidelines, installing electric vehicle charging stations, investing in renewable energy, pursuing smart energy-efficient technologies for office buildings and data centers, encouraging telecon-

ferencing to limit travel, and developing analytic tools to help employees understand the environmental impacts of their business decisions.

SAS is also using 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.

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. After the SAS

SAS IS COMMITTED TO REDUCING ABSOLUTE SCOPE 1, 2 AND 3 GHG EMISSIONS 25% BY 2025, 52.6% BY 2030 AND ACHIEVING NET-ZERO EMISSIONS BY 2050.

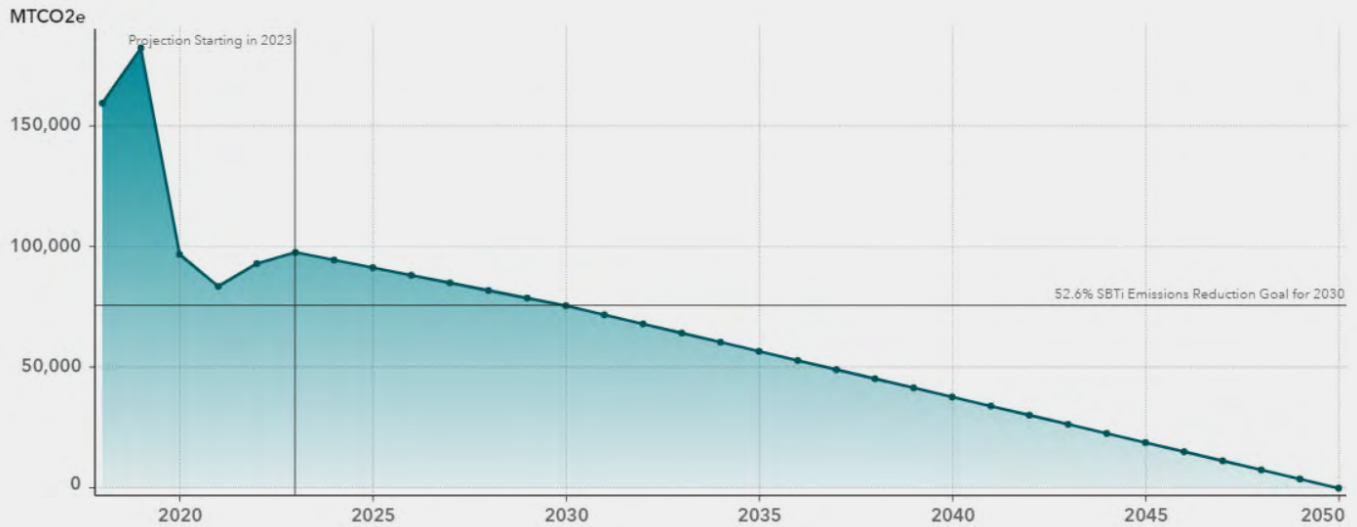
solar farm was selected as the site for North Carolina Governor Roy Cooper to sign an Executive Order for a clean energy economy and support for the Paris Agreement, SAS has continued to participate in stakeholder meetings to help develop clean energy and carbon policy designs as recommended in the state's Clean Energy Plan. Stakeholder participation and bipartisan support led to the signing of House Bill 951 and creation of a clean energy law for the state of North Carolina in 2021. The new law requires NC to cut emissions 70% by 2030 and achieve carbon neutrality by 2050.

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 the Internet of Things (IoT). Increasing the understanding of interdependent technologies such as artificial intelligence (AI), broadband wireless, cloud computing and IoT networks will help improve efficiencies, reduce costs, identify opportunities and mitigate the impacts of climate change.

Global Greenhouse Gas Emissions by Scope

Scope	Categories	2022 (MTCO2e)	2018 Base Year (MTCO2e)	Base Year Reduction	Base Year Variance %
<Scope 1	Diesel	532	1,056	-524	-49.6%
	Gasoline	260	375	-116	-30.8%
	Jet Fuel	2,217	4,961	-2,744	-55.3%
	Natural Gas	1,417	1,592	-175	-11.0%
	Propane	227	180	47	25.9%
	Refrigerants	333	1,317	-984	-74.7%
	Subtotal: Scope 1	4,986	9,481	-4,495	-47.4%
<Scope 2	Electricity	23,765	36,153	-12,388	-34.3%
	Solar RECs (Retired)	-240	0	-240	100.0%
	Subtotal: Scope 2	23,525	36,153	-12,628	-34.9%
<Scope 3	Business Travel	3,582	17,753	-14,171	-79.8%
	Capital Goods	4,313	10,964	-6,651	-60.7%
	Employee Commute	3,783	10,166	-6,383	-62.8%
	Fuel & Energy not Scope 1&2	9,862	13,869	-4,007	-28.9%
	Purchased Goods & Services	41,584	58,390	-16,807	-28.8%
	Upstream T&D	1,153	2,326	-1,173	-50.4%
	Waste from Operations	261	521	-260	-49.9%
	Subtotal: Scope 3	64,537	113,988	-49,451	-43.4%
Total		93,048	159,623	-66,574	-41.7%

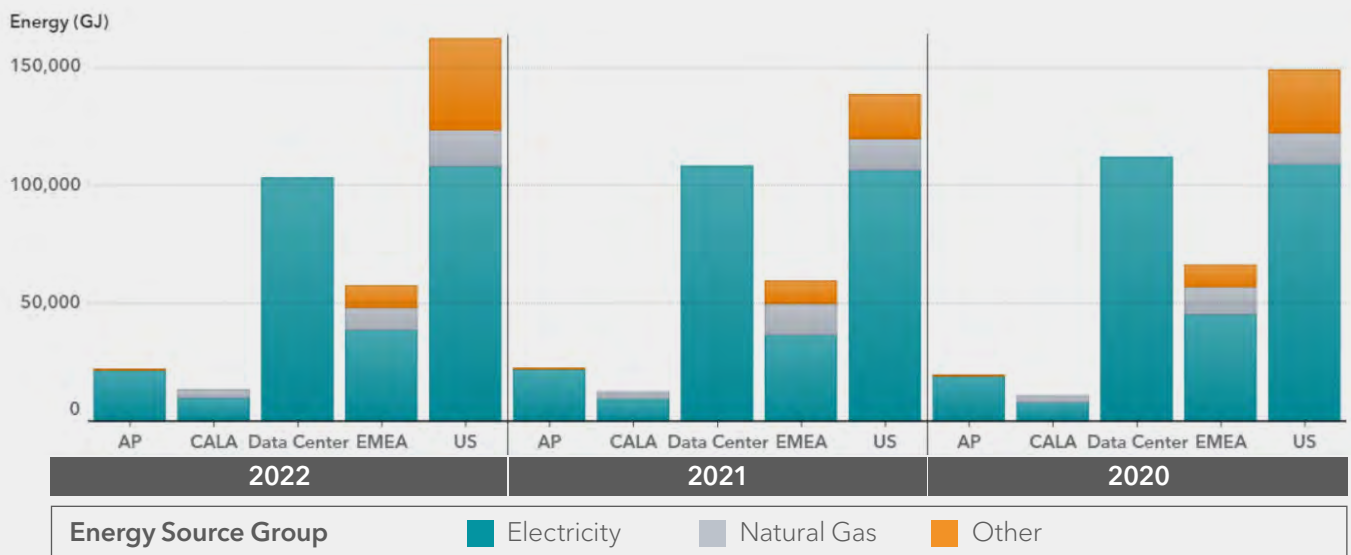
Greenhouse Gas Emissions Trend Scope 1,2 and 3



Global Energy Use and Variance by Region

Regions Group	2022 (GJ)	2021 (GJ)	2020 (GJ)	2022-21 Variance	2022-21 Var. %
AP	21,874	21,045	21,000	828	3.9%
CALA	13,601	12,095	11,522	1,506	12.5%
Data Center	103,130	107,932	111,564	-4,802	-4.4%
EMEA	58,078	58,217	68,773	-139	-0.2%
US	161,305	136,338	148,455	24,968	18.3%
Total	357,987	335,626	361,315	22,362	6.7%

Global Energy Use by Region and Source

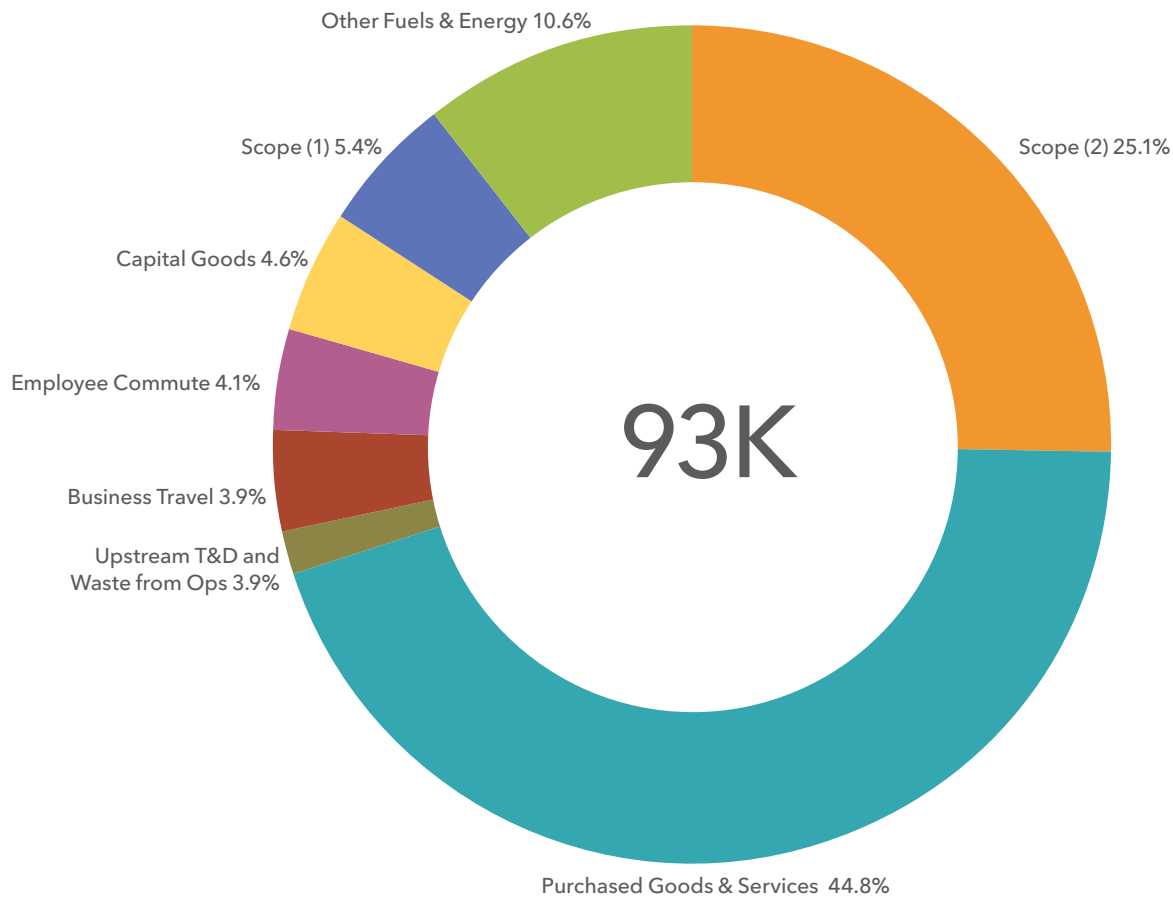


Environmental Program

Strategic growth through innovative sustainability practices

42

Global Greenhouse Gas Emissions by Scope



Emissions management and mitigation

Despite increased demand for resources from anticipated post-pandemic return to work schedules, SAS limited energy use increased to 5.0% and emission increased across all scopes to 10.5% (market-based approach). In 2022, an estimated 70% of employees returned to working primarily at SAS maintained facilities, up from 25% in 2021.

SAS' use of advanced, real-time analytics helps to improve energy usage while proactively identifying ways to make improvements. Operational efficiencies, investments in renewable energy and numerous emission reduction initiatives have helped SAS achieve its 25% by 2025 absolute emissions reduction target ahead of schedule and stay on track to reach its 2030 52.6% target. Since 2018, scope 1, 2 and 3 emissions are down 41.7%. While it is expected that SAS' emissions will increase slightly in the next few years due to the post-pandemic resumption of more typical business activities, SAS is well positioned to achieve and exceed its net-zero target ahead of schedule.

EMISSION TRENDS BY SCOPE AND MATERIALITY

Scope (MTCO ₂ e)	2018 (BASE)	2019	2020	2021	2022	BASE YEAR REDUCTION	VARIANCE %
Scope 1	9,481	9,801	4,753	3,915	4,986	(4,495)	-47.4%
Scope 2	36,153	32,093	25,850	23,449	23,765	(12,388)	-34.3%
SRECs (Retired)	-	-	-	-	(240)	(240)	100.0%
Scope 3	113,988	140,951	66,991	56,848	64,537	(49,451)	-43.4%
Totals	159,623	182,845	97,594	84,212	93,048	(66,574)	-41.7%

SCOPE 3

CATEGORIES	2018 (BASE)	2019	2020	2021	2022	BASE YEAR REDUCTION	VARIANCE %
Cat 1							
<i>Residual Purchased Goods & Services</i>	58,390	57,096	40,294	40,305	41,584	(16,807)	-28.8%
Cat 2							
<i>Capital Goods</i>	10,964	38,810	5,669	2,695	4,313	(6,651)	-60.7%
Cat 3							
<i>Fuel & Energy not in Scopes 1&2</i>	13,869	12,962	10,495	9,347	9,862	(4,007)	-28.9%
Cat 4							
<i>Upstream Transportation & Distribution</i>	2,326	2,105	1,322	976	1,153	(1,173)	-50.4%
Cat 5							
<i>Waste from Operations</i>	521	734	272	153	261	(260)	-49.9%
Cat 6							
<i>Business Travel</i>	17,753	19,281	5,545	1,022	3,582	(14,171)	-79.8%
Cat 7							
<i>Employee Commute</i>	10,166	9,963	3,396	2,350	3,783	(6,383)	-62.8%
Totals	113,988	140,951	66,991	56,848	64,537	(49,451)	-43.4%

NET ZERO FORECAST (MTCO₂e)

2018 BASE YEAR	2022	2025	2030	2035	2040	2045	2050 NET ZERO
159,181	93,048	103,468	75,452	57,305	39,795	27,857	15,918
Reduction %	(42%)	(35%)	(52.6%)	(64%)	(75%)	(82.5%)	(90%)

°Note: Using the operational control approach, SAS includes emissions from leased office spaces in its scope 2 inventory instead of detailing separately in scope 3, Category 8: Upstream Leased Assets. Emissions are based on actual resource data collected from owned offices and averages are applied to leased space square footage.

Energy efficiency

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 2022, SAS' revenue was about the same as 2021 while overall energy consumption increased 5.0%. SAS' long-term progress is resulting in a reduced environmental impact for the solutions it provides to customers. SAS' office energy use intensity improved by 38% from its 2010 base year - an increase of 10% this past year to 12.7 kilowatt hours per square foot. Emissions per square foot decreased 60% from the base year - down to 8.1 CO2 pounds per square foot. Efficiencies, regardless of the pandemic impact, helped SAS stay on pace to achieve its 2025 targets of 40% energy use efficiency and 50% carbon use intensity per square foot improvement for office buildings.

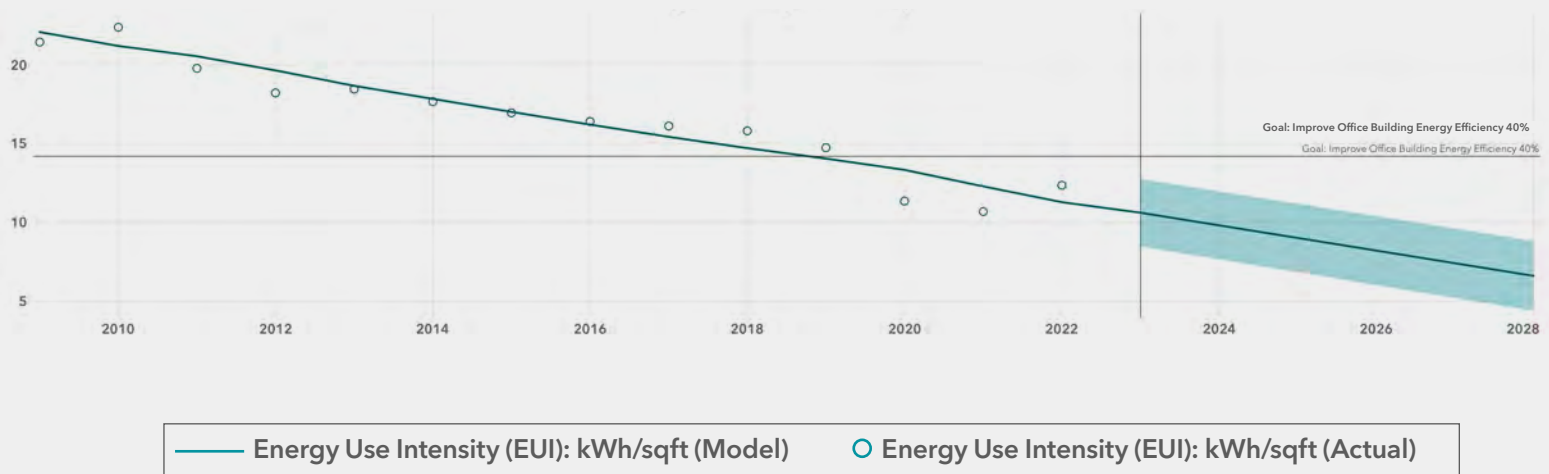
Environmental surveys

SAS annually completes the CDP and EcoVadis Supply Chain surveys to show its customers how environmental and social responsibility is incorporated across operations. In 2022, SAS achieved a CDP performance score of A for supplier engagement, ranking the company on CDP's leadership board and in the top 8% of all respondents. SAS achieved a B rating for climate change and ranks in the top 27% of companies reaching the management level. SAS achieved Gold recognition and is ranked in the 93rd percentile of all suppliers on the EcoVadis supplier assessment.

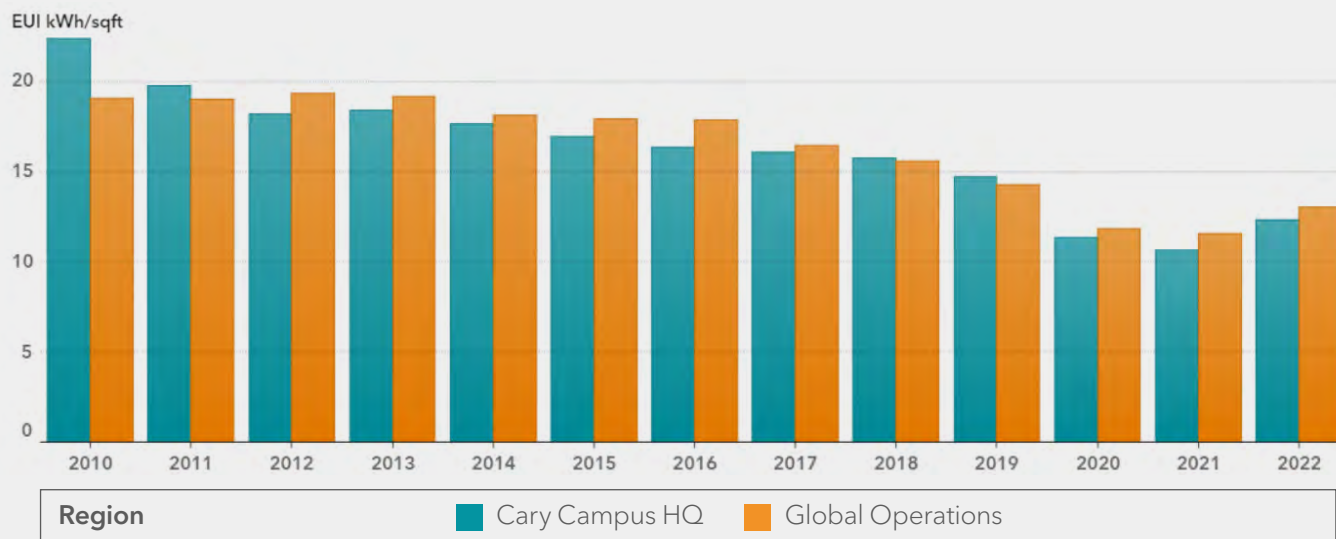
Data center operations

Energy for data center operations 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. 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.

Energy Use Intensity (EUI): kWh/sqft



Office Space Energy Use Intensity (EUI)



Solar and renewable energy

Since 2008, when SAS broke the solar energy 1 megawatt barrier for the southeast US, the capacity of solar installations in North Carolina has grown to 8,179 MW – ranking the state No. 4 nationally. The clean energy industry in North Carolina now boasts more than 15,000 renewable energy systems and provides more than 100,000 jobs. SAS proved solar was viable, and the community responded.

SAS’ nine global solar installations generated 12,111 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 174,000 gigajoules of solar energy; approximately 57% was sold to North Carolina utilities in support of the state’s Renewable Energy 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 generate up to 3.4 million kilowatt-hours of clean, renewable energy each 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.

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

The SAS Eco-Commuter Program also provides subsidized employee vanpools and bike racks at all office buildings. SAS Belgium has free electrical bikes for employee use to either commute or run errands during the workday.

2022 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.
- As expected, expanded post-pandemic operations increased emissions across all scopes in 2022 (10.5%). Emissions are still down 41.7% from the 2018 base year.

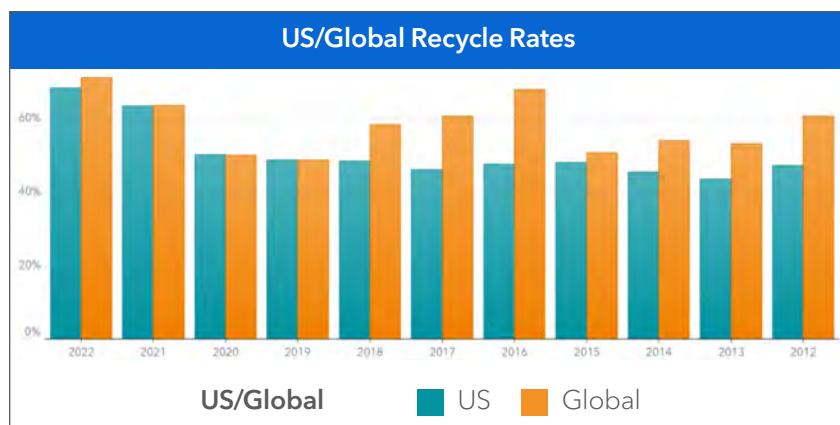
Environmental Program

Strategic growth through innovative sustainability practices

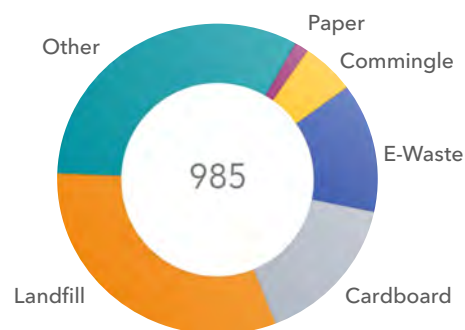
46

- Despite expected post pandemic increases in business travel, emissions are down 79.8% (14,171 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% by 2025 energy use intensity target for office buildings - 38% base year improvement.
- Achieved ISO 14064-3 certification and limited assurance for scope 1 and scope 2 GHG emission 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.

Regions	2022 (Metric Tons)	2021 (Metric Tons)	2020 (Metric Tons)	2022-21 Var.	2022-21 Var. %
AP	113	36	135	77	215.7%
CALA	14	16	42	-2	-12.5%
EMEA	294	142	205	152	106.9%
US	564	380	383	184	48.3%
Total	985	574	766	410	71.5%



2022 Material Type (Metric Tons)



Landfill Diversion

SAS is careful to operate its business in alignment with 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 68%.

Paper consumption

Like most businesses, SAS depends on paper products to conduct business operations, but SAS embraces the three R's – reduce, reuse and recycle – to help minimize 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 93% decrease. Globally, paper use for 2022 was 15.6% or 5.9 MT lower than 2021.

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 13.3 metric tons of paper materials in 2022 – the 9% reduction from 2021 was largely due to employees using less paper while working from home. In 2021, the average recycled content for all paper used at SAS headquarters was 57%.

2022 DATA

Globally, SAS disposed of 985 metric tons of operational waste, including paper, food, cardboard, composting, aluminum and plastic, and other non-construction waste material. This amount is 71%, or 410 metric tons more than 2021 due to increased site activity from a transition back to normal operations.

Highlights from 2022 include:

- The SAS Print Center maintained FSC, SFI and PEFC certifications.
- SAS used 2% more paper compared to 2021 due to more employees returning to SAS offices. Despite the increase, SAS is still 81% below base year volumes.
- SAS diverted 68.3% of operational waste (672.3 metric tons) from landfills through recycling and waste management worldwide.
- For construction projects at campus headquarters, SAS diverted 99.9% of 4,650.5 metric tons 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 café's composted more than 22 metric tons of food waste that was used as soil amendments and gardens at campus headquarters.
- When the sphagnum moss used by Facilities as a chemical-free cooling tower water treatment needs replacement, 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 in 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.

2022 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 25% 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. 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 practice with increased employee awareness has resulted in significant savings. For example:

- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63% more compared to standard fixtures.
- Sphagnum moss, a naturally replenishable water treatment option for building cooling towers, increases equipment efficiency and reduces potable water consumption.
- Rooftop rainwater collection systems capture water for use in bathrooms.
- 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, shower heads 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.

2022 DATA

- SAS used 172,133 cubic meters of water globally in 2022. The 12% increase from 2021 is primarily due to post pandemic return to work schedules.
- Despite increased operational schedules, ongoing efficiency improvements helped keep the employee water use intensity rate at 5.57 gallons per square foot.
- Returned 39% (54,970 cubic meters) of municipal water for treatment by local utilities.
- Expanded the use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. Data from its 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.

Environmental Program

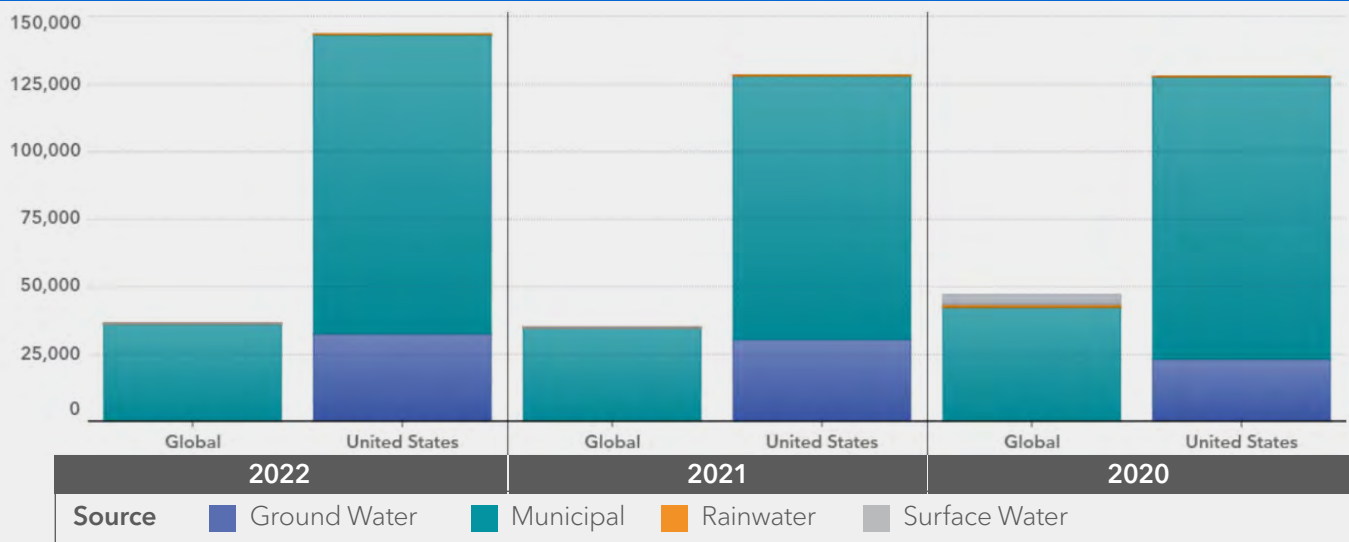
Strategic growth through innovative sustainability practices

49

Global Water Use by Region

Regions	2022 (Cubic Meters)	2021 (Cubic Meters)	2020 (Cubic Meters)	2022-21 Variance	2022-21 Var. %
AP	9,555	9,681	10,166	-126	-1.3%
CAN	2,905	2,542	3,564	363	14.3%
EMEA	22,020	21,264	31,768	756	3.6%
LA	1,478	1,323	1,477	156	11.8%
US	143,392	128,074	127,983	15,319	12.0%
Total	179,350	162,883	174,957	16,467	10.1%

Global Water Use by Region and Source



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 has 17 electric vehicle charging stations providing free electricity. Building A uses an innovative smart building analytics software solution co-developed by SAS to optimize building performance and improve energy and water efficiencies. The solution streams live data from equipment and sensors connected to the building management system to provide insights into how the building is performing. The USGBC Sustainable Business Awards recognized SAS Building A as the Most Innovative Project in the Carolinas in 2018.

World headquarters: Building C - LEED Platinum certified office building

- Building C includes an Executive Briefing Center, café and office tower for employees. Building C achieved LEED Platinum certification for water and energy conservation, the first for any building in Wake County and only the fifth in North Carolina in 2011. 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 to support lighting and building

systems; solar thermal panels to provide hot water for the café; thermal slab floor cooling using water cooled in off-peak hours by building chillers to help maximize air conditioning efficiency; 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 220,660-square-foot office building features rooftop solar photovoltaic panels; highly insulated exterior wall and roofing systems; highly efficient heating and air conditioning; mechanical systems; energy recovery units and a water-side heat exchanger; extensive use of LED lighting; and reclaimed water use for cooling towers, irrigation and toilets. The parking lot has 12 spaces designated for plug-in electric vehicles with access to electric vehicle charging stations.

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 even on-site beehives, which provide natural honey for the cafeteria.

Toronto: LEED Platinum certified office building

- Toronto was the first LEED-certified new office building in Canada. With rainwater harvesting and energy conservation measures saving more than 6 million kWh of energy per year, the SAS building has served as an inspiration for many other new buildings in Toronto. In 2020, SAS Toronto was awarded LEED Platinum certification for Existing Buildings: Operations & Maintenance, by the USGBC.

2022 DATA

- Achieved LEED Platinum existing building recertification for SAS Building Q. This is the third SAS building to earn the US Green Building Council's highest performance award.
- The SAS Italy office in Milan installed a geothermal HVAC system expected to achieve energy savings of 35% and reduce emissions by 48%.
- SAS has Energy Star certifications for 11 of 13 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.

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 to the complex task of analyzing over 7 million known species of plants and animals on Earth.

SAS has also publicly committed to supporting the United Nations' Decade on Ecosystem Restoration.

2022 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 2022, SAS was recognized with a [Gold Honor in Environment](#) for using crowdsourced data helped to train deforestation recognition AI models.
- SAS was recognized by [Fast Company](#) for [its commitment to making a difference in its rainforest protection](#) through its work with the nonprofit Amazon Conservation. This work expands the scope and efforts for identifying and tracking illegal deforestation and expediting intervention by monitoring key parts of the Amazon.
- SAS was also recognized by Fast Company for using AI technologies and analytics to [protect koalas](#) by measuring and mitigating the effects of climate change such as bushfires and floods, and developing strategies to sustain Koala populations.
- 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 EcoPassport journey with [EarthShareNC](#). 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 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 clean energy, educational campaigns, speaking engagements, SAS solar farm visits, companywide Earth Day activities, articles on the internal green website, white papers and webcasts. By engaging with customers, employees, 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.

2022 DATA

- On June 5, World Environment Day, SAS was added 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.
- Initiated SBTi validation for SAS' net-zero commitment.
- Participated in NC's Clean Energy stakeholder meetings to help develop clean energy and carbon policy designs as recommended in NC's Clean Energy Plan.
- For Earth Day, employees participated in physical on-site tours of the apiary to learn more about beekeeping and the importance of pollinators in the ecosystem. SAS has 50 beehives including on-site apiaries at its Cary, Australia, Canada, UK, France, Sweden and Netherlands offices.
- 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 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 Emission Day and World Environmental Health Day.
- Advocated for the use of analytics to [improve climate resiliency in an Earth Day blog](#) with SAS domain experts.
- SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year, the team spent an afternoon volunteering at the Kramden Institute inspecting donated equipment and installing software to support a charity esports gaming event which raised money for the American Cancer Society. After the contest, the computers were donated to underserved communities.
- Competed against other NC-based companies in an Earth Day activities challenge. Employees from various companies earned points for their teams using a Joulebug app

that logged daily environmental actions. Who won? Everybody who participated in the earth-friendly challenge!

- Recognized as a clean energy leader at the annual Conservatives for Clean Energy awards ceremony.
- Hosted the [Research Triangle Cleantech Cluster \(RTCC\) 2022 Cleantech Innovation Awards](#) and shared the importance of innovation to help keep the planet healthy.
- Sustainability was front and center at the IoT Slam Conference hosted by SAS. SAS' Chief Environmental Sustainability Officer (CESO) helped kick off the event by talking about the potential of IoT technologies in the fight to combat climate change.
- The CESO participated in an Environmental Social and Governance (ESG) panel at the Raleigh Chamber Annual Leadership Conference in Pinehurst, NC. The panel shared the impacts of emerging global ESG regulations and the growing business necessity for reporting ESG-related performance data with area leaders.
- The CESO also presented the business importance of reporting ESG data at the North American manufacturers conference hosted at SAS.
- In late summer, the SAS CESO was nominated to serve on a Federal Electric Vehicle Working Group Committee and help develop recommendations to improve the adoption and integration of electric vehicles, and related energy systems for the United States.
- SAS country offices participated in several initiatives including:
 - o SAS Australia installed a beehive at its Sydney office, with the intent to monitor the health and behavior of the bee colony, specifically using deep learning with SAS® Viya® and Python to classify images of the hive's frames to monitor for diseases. The office is also using a non-invasive beehive monitoring system and SAS to understand the population trends and behaviors of the bees.
 - o SAS Denmark has several sustainability initiatives including:
 - ◊ EV charging stations.
 - ◊ Company bikes for nearby work meetings.
 - ◊ District cooling produced from seawater intake as well as absorption and compression chillers that

use surplus energy from the district heating in the summer months. This results in a highly efficient cooling production, far more climate-friendly than traditional air conditioning.

- ◊ Recycling efforts including used IT equipment.
- o SAS Germany received a GoGREEN certificate by DHL for lowering its shipping carbon footprint.
- o SAS R&D India participated in several initiatives including:
 - ◊ Tree Planting Drive with Vasundhara Swachata Abhiyan (VSA) to plant and maintain trees in the locality of Pashan. The office contributed 12,500 to buy, plant and take care of trees in Pashan Hills, Pune.
 - ◊ Festive Fair to encourage usage of eco-friendly and sustainable products where eight NGOs hosted stalls during the festive season to sell products from sweets to decorative items, used in festivals like Diwali.
- o SAS Italy had several sustainability initiatives including:
 - ◊ Installed a geothermal heating system that will reduce CO2 emissions by about 67%.
 - ◊ Removed plastic packaged products from its vending machines.
 - ◊ Installed water bottle refill stations on every floor.
 - ◊ Installed three charging stations.
 - ◊ Partnered with Fondazione Sostenibilità Digitale, which to contribute to the achievement of the goals set by the UN 2030 Agenda for sustainable development, seeking to make technology a tool in the service of sustainability, and to develop a structured reflection on how digitization should be implemented on the basis of criteria of sustainability.
- o SAS Netherlands organized a litter pickup event around the SAS office for employees to walk during their lunch break to help clean the local office area.
- o SAS Singapore partnered with Habitat for Humanity Singapore with the Unlitter Red Dot activity in November for environmental cleanliness. With this

community cleanup program, employees cleaned an urban environment at Tanjong Pagar vicinity.

- o SAS Spain collaborated with the Foundation Juan XXIII, where the office worked on the vegetable garden and composting efforts.
- o SAS beehives across the world produced honey, include the Swedish office amount of 60 kg.
- o SAS United Kingdom and Ireland started to develop a Carbon Management Plan (CMP), designed to set out and meet carbon reduction and CSR objectives and targets. The office has set 2018 as a baseline and is working on analyzing data from 2018 to 2021 for

scope 1,2 and 3 emissions. The office has also completed several office waste audits in Marlow this quarter to gain better insight into staff recycling habits and to help identify more recycling opportunities. SAS United Kingdom launched its beehive tours in Marlow HQ, allowing small groups of employees to put on a bee suit and get some hands-on experience of beekeeping. More tours and education will continue in 2023. Jars of SAS honey were also available for employees to contribute to the Talent Foundry, including some specially branded SAS festive honey for Christmas.





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.

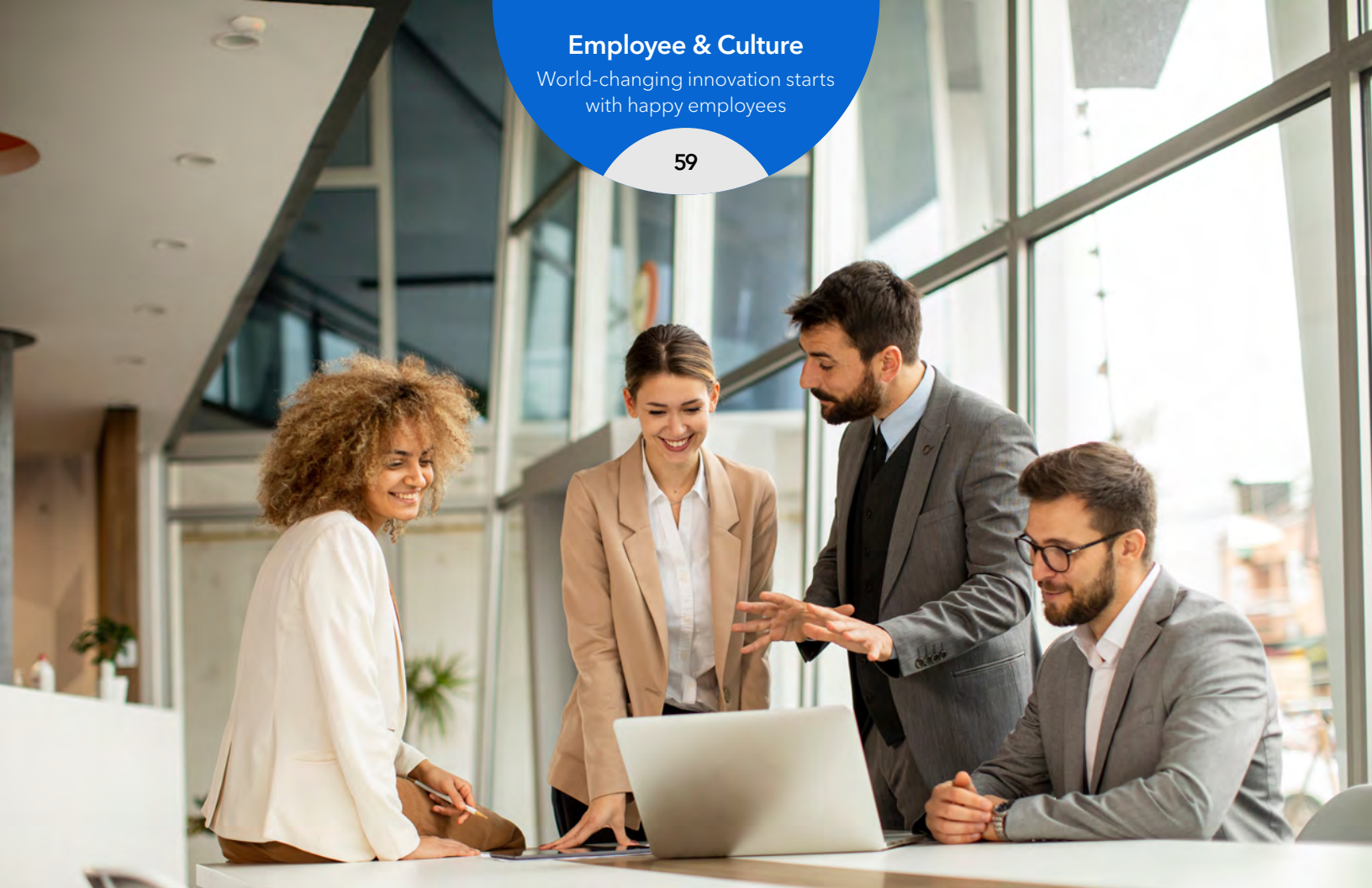
2022 DATA

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.



SAS CORPORATE
SOCIAL RESPONSIBILITY

Governance & Management

Integrity, ethics and compliance



As a good corporate citizen, SAS knows its success depends on upholding high ethical standards in dealings with colleagues, customers, suppliers and competitors. This moral compass also steers SAS' workplace culture, which attracts and retains like-minded employees who perpetuate these high standards.

Guided by its [Code of Ethics](#), SAS is committed to maintaining its reputation as a company that conducts all aspects of the business with the utmost integrity. SAS compliance programs use training, policies, processes and audits to ensure compliance in areas such as anti-corruption, international trade and privacy. SAS expects its business partners to represent SAS with the same commitment to integrity, ethics and compliance and outlines those expectations in its [Business Partner Code of Conduct](#).

These practices have earned SAS its exceptional reputation as an ethical and responsible employer and business partner. As a result, SAS is known as a great place to work, a great company to do business with and a valued community member. SAS' reputation is hard-earned and invaluable, so protecting it with constant diligence remains a top company priority.

Governance Structure

Company Profile

SAS Institute Inc. is a North Carolina corporation that has been privately held since its inception in 1976. Headquartered in Cary, NC, the company operates through functional divisions that include Marketing, Sales, Research and Development, Cloud and Information Services, Finance, Legal, Human Resources and Corporate Services. SAS delivers software and related services to customers throughout the world. Sales activities are conducted primarily through SAS Institute Inc. and its controlled sales subsidiaries in approximately 150 countries. These subsidiaries are grouped into regional sales divisions including the Americas; Europe, Middle East and Africa (EMEA); and Asia Pacific. Additional subsidiaries in the EMEA and Asia Pacific regions are dedicated to research and development activities.

Industries served



Automotive



Health Care



Media



Banking



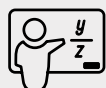
Health Insurance



Energy & Utilities



Capital Markets



Education



Higher Education



Retail



Communications



Hotels



Consumer Goods



Insurance



Defense & Security



Life Sciences



Travel & Transportation



Government



Manufacturing



Sports

CEO Jim Goodnight and co-founder and Executive Vice President John Sall constitute the board of directors of SAS Institute Inc. They also serve as executive officers, overseeing corporate performance and investment decisions across environmental, social and economic interests. Goodnight and Sall are also the company's majority shareholders.

Employee rights, including employment-based compliance issues, are managed through SAS' Human Resources division under the direction of the Executive Vice President and Chief Human Resources Officer. The Ethics and Compliance group in the SAS Legal Division, overseen by the Chief Compliance Officer, manages other compliance responsibilities, including anti-corruption, trade, lobbying, and gifting laws. Additionally, SAS has a Chief Privacy Officer within the SAS Legal Division and a Chief Information Security Officer who oversees an Information Security Office. SAS' organizational resilience efforts are additionally coordinated by a dedicated team within the Legal Division. The SAS Chief Environmental Officer is responsible for ensuring compliance with emerging environmental regulations, collecting data and reporting performance, addressing climate-related risks and opportunities, and providing guidance for incorporating environmental stewardship across operations globally.

Corporate Social Responsibility

SAS maintains a Corporate Social Responsibility (CSR) Task Force comprising employees across business functions including legal, human resources, environmental, facilities, marketing and communications. This group meets bimonthly to advance annual goals and priorities and to address topics related to sustainability throughout the year. The group's function is to ensure the integration of corporate social responsibility efforts across the business. This team works closely with various departments and communicates with SAS executive leadership to ensure that CSR policies and initiatives are considered in all aspects of the business. As a [signatory participant](#), SAS conducts business in accordance with the [Ten Principles of the United Nations](#) (UN) Global Compact and supports the UN Global Compact's [Sustainable Development Goals](#).

Public Policy

SAS understands the importance of proposed laws and regulations and how they could affect our customers, partners, and our company operations. The company works to identify proposed changes in targeted policy areas such as AI, privacy, trade, patents, etc. SAS also may engage in discussions with senior and elected government officials as to how technology can support their efforts to address societal challenges. These challenges may include using analytics to deliver better and safer health care while minimizing fraud, waste and abuse; ensuring that vulnerable children receive appropriate government services; provide quality education; provide better stewardship of taxpayer resources with greater government accountability; and helping governments detect terrorist financing and money laundering. SAS works to educate policymakers on the role and benefits of artificial intelligence, with an end to shaping a workable regulatory framework that encourages its use and development in an ethical manner. Additionally, SAS monitors trade and tax proposals to ensure our operations are in compliance and where appropriate, we will provide comments or feedback to the proposals. The company also works with various associations and nonprofits that engage on policy issues related to clean energy, climate change and societal issues important to SAS' sales and corporate interests. As part of its "Future Ready" initiative, SAS is developing a more robust engagement and review process to ensure the company speaks and engages consistently and appropriately.



Political Contributions and Lobbying

SAS recognizes that an important part of good corporate citizenship is active participation in the political process through various means. While SAS supports its employees in engaging in this process, the decision to do so is entirely voluntary and must be independent of their position at SAS. SAS does not reimburse employees for political donations. Additionally, SAS does not maintain a political action committee (PAC) and does not make corporate political contributions to individual candidates.

SAS engages in the political process through political associations and through lobbying, both of which allow SAS to obtain insight and provide input on relevant public policy developments and to monitor opportunities that allow SAS to bring its products to the public. Political contributions may be made if approved through the Sponsorship, Corporate Membership, Philanthropy & Political Contributions Review Process and in compliance with applicable law and Company policy. SAS records and reports its political contributions in accordance with applicable laws. SAS complies with relevant lobbying laws in its operations and files all accompanying registrations and disclosure reports on a regular and timely basis.

Ethics and Regulatory Compliance

Guided by its [Code of Ethics](#), SAS is committed to maintaining its reputation as a company that conducts all aspects of its business with integrity and reflects ethical practices. SAS compliance programs use training, policies, processes and audits to ensure compliance in areas such as anti-corruption, international trade and privacy.

SAS is committed to demonstrating honesty, fairness and accountability in every decision and action, including each interaction with employees, customers, suppliers and competitors. The SAS Code of Ethics helps the company define and maintain high standards for respect, honesty, fairness and accountability for all without regard to race, color, ethnicity, gender identity or expression, sex, sexual orientation, veteran status, pregnancy, creed, religion, national origin, age, disability, genetic information, marital status, citizenship status, status as a military spouse, or any other legally protected characteristic. SAS recruits, hires, trains, and promotes for all jobs without regard to protected characteristics and ensures that all employment decisions are based only on valid job requirements, and all personnel actions are administered without regard to protected characteristics. The SAS Code of Ethics applies to every employee - at every subsidiary and in every region - as well as employees at all levels of SAS. Failure to comply with the SAS Code of Ethics or other applicable policies can result in disciplinary action, up to and including termination.



The Code of Ethics is publicly available and linked in this report. The Code of Ethics is made available to the public to demonstrate the company's vision and values for the benefit of customers, suppliers and other stakeholders. The Code of Ethics is also available to all employees on the company's intranet, has been translated into eight languages, and is periodically promoted by the company's communications program. The content of the Code of Ethics is the same in both the publicly available and employee versions; however, the internal version also includes live hyperlinks to associated internal SAS policies and procedures, which serve as a guide for employees on specific requirements to ensure and maintain compliance with the Code of Ethics and with SAS' overall mission and core values. SAS expects third parties with whom it does business to represent SAS with the same commitment to integrity, ethics and compliance and outlines those expectations in its [Business Partner Code of Conduct](#).

In 2022, SAS formalized its commitment to [responsible innovation](#), ensuring its platform, processes and services keep the focus on people, with an "ethical by design" approach throughout product development and market strategy. Those efforts are guided by the SAS Data Ethics Practice (DEP), a cross-functional team that guides a globally coordinated effort to help employees and customers deploy data-driven systems that promote human well-being, agency and equity. The DEP collaborates with groups like EqualAI and the Business Roundtable to help shape the responsible use of AI.

Globally, SAS enhanced:

- Risk assessment procedures by continuing to reassess its global corporate criminal law gap analysis.
- Online training by beginning plans to update Code of Ethics, Anti-Corruption and Trade Law Training to prepare for refreshed content in 2023.

In 2022, these SAS offices participated in the below governance and management activities:

- SAS Finland, Italy, Scotland R&D, Spain, Portugal, United Kingdom and Ireland, and United States hold ISO 27001 security certifications.
- SAS Australia, Italy, Scotland R&D, Spain and United Kingdom
- and Ireland hold ISO 9001 quality certifications. SAS Poland is certified to ISO 9001.
- SAS Spain holds ISO 14001 environmental certification.
- SAS United Kingdom and Ireland are certified to Cyber Essential Plus.

2022 DATA

SAS 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.

Training

SAS increasingly utilizes training as a way to convey important information and help our employees remain current on key compliance-related topics. SAS formed a Training Council in 2021 which consists of representatives from various divisions within the company, and the mission of the Training Council is to collaborate on and coordinate best practices, content alignment, and training schedule timelines for required all employee training. The Ethics and Compliance group within the SAS Legal Division, the SAS Human Resources Division, the Chief Privacy Officer and the Information Security Office have developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations. Notable 2022 courses include subjects covering data privacy and information security. In 2022, The Ethics and Compliance group began work on updating its global SAS Code of Ethics, Anti-Corruption and Trade Law training. SAS provides this training to equip all employees to make the right choices when ethical and regulatory challenges arise, and when possible, in multiple languages in addition to English.

How SAS monitors and tracks completion and renewal of training varies, depending on relevant policies, strategies, trainings and codes. Automated reminders are sent to those who have not completed training as the deadline approaches, and managers are contacted as trainings become overdue.

In 2022, SAS employees were required to complete a variety of online courses including:

- Social Engineering and Phishing
- Acceptable Use of SAS Systems and Networks
- Protecting Your Privacy Using Proper Data Classification and Handling
- Security Incident Response Team (SIRT) Training and Awareness

SAS Human Resources offers training focused on diversity, equity and inclusion; has facilitated voluntary conversations on these topics; and has invited internal and external speakers to discuss bias, equity and diversity. The HR division is also working on updating its training on the topic of respect in the workplace.

SAS provides specialized training for personnel as needed. For example, SAS sourcing and procurement requires training on sustainability topics. In addition, SAS conducts targeted training such as lobbying training for government sales and marketing groups and anti-corruption training for employees working in high-risk geographies and activities, a Privacy and Data Classification and Handling Standard Training, targeted trade law training for personnel performing higher-risk activities and services and HIPAA training for employees interacting with data associated with its health care industry solutions.

Employee Feedback

Employees are responsible for appropriately communicating concerns regarding suspected unethical or illegal conduct through various reporting avenues. Specific procedures for reporting concerns are displayed on the Legal Division's internal website and outlined in SAS' global policies. Employees may submit comments to SAS Ethics and Compliance via email, telephone or an anonymous online form. Employees may also submit comments and concerns to their Human Resources Business Partner, anyone in the Human Resources Division, or to any manager at SAS.

SAS does not retaliate against anyone who reports suspected violations in good faith. All reports of misconduct are investigated in a timely fashion pursuant to a review protocol. Unless the complaining individual chooses to remain anonymous, he or she receives feedback on the results of the investigation, to the extent allowed by applicable law.

2022 DATA

100% of concerns reported to SAS Ethics and Compliance were investigated and addressed as needed.

Anti-Corruption

SAS has an anti-corruption program to prevent, detect and correct fraudulent and corrupt behavior. The anti-corruption program includes:

- Risk assessments (including geographic, transactional and program assessments).
- Anti-corruption policies, processes and procedures (including gift, marketing event, "revolving door," conflict of interest, lobbying and donations) and third-party anti-corruption due diligence process and procedures.
- Anti-corruption specific training and communications including live, in-person, targeted training for sales, marketing, finance and other affected groups.

A summary of the anti-corruption program and links to the related policies, processes and procedures are available to all employees on the Legal Ethics and Compliance internal website.

As part of SAS' third-party anti-corruption due diligence process, SAS conducts onboarding and ongoing due diligence on subcontractors, partners and other third parties to verify their reputability and identify and mitigate anti-corruption risks. SAS also contractually requires that its third parties comply with the principles set forth in its Code of Ethics and Business Partner Code of Conduct, including anti-bribery provisions. SAS conducts audits and transaction-specific due diligence measures to support compliance in high-risk transactions.



Export Controls

SAS maintains an export management system complete with product licensing and screening processes that include blocking exports to embargoed/prohibited destinations and checking employees, customers, suppliers and others against US and other applicable lists of prohibited parties and entities. SAS also files regular and timely anti-boycott reports as required by US law.

SAS classifies its products according to US export laws, makes such classifications available to its customers at the SAS Current Export Designation Information page, and exports its products subject to US and other applicable export laws.

Privacy

Privacy has become part of mainstream business culture as companies respond to emerging state, federal and international privacy and data protection legislation; rapid changes in technology and security; and growing consumer and employee concern about the collection, storage, use and sharing of personal information. At SAS, we place great importance on safeguarding the privacy rights that individuals have to their personal information. Personal data controlled and processed by SAS follows applicable data protection laws, SAS policies and customer expectations in all countries where SAS operates. Oversight of corporate-wide privacy compliance, including appropriate placement of controls, processes and procedures on information under SAS' custodial control is governed by the:

- Privacy Office, led by the Chief Privacy Officer and others residing within the Legal Division. This dedicated privacy team owns the Program oversight.
- Extended privacy team focused on supporting privacy program initiatives by assisting with the establishment of procedures and engagement with business function representatives.
- Privacy Champions Network composed of representatives from geographic regions and business functions providing support and greater awareness of the privacy program within their area of responsibility.

These privacy teams are committed to driving a "privacy by design and default" culture in all SAS operations internally and externally. However, the scope for SAS' privacy activities does not end there. SAS considers privacy a shared responsibility for stakeholders throughout the organization, including employees, executive leadership, managers, and external entities such as partners, vendors and customers. As such, employees and certain categories of contractors complete annual training on privacy and information security practices. We're invested in getting the security and privacy message out to all employees and promote continued awareness through internal articles, videos and emails as refresher training.

Additionally, SAS has robust processes and systems for responding to Data Subject Access Requests and conducting Privacy Impact Assessments for its operations, as required by law.

SAS, in its [privacy statement](#) and elsewhere, makes a commitment to respecting privacy and carefully managing the way we collect, handle and use personal data. For more information on SAS' privacy practices, please visit the [Trust Center](#).

Organizational Resilience

At SAS, organizational resilience, including [business continuity management](#) is an important global corporate initiative, addressing threats or hazards that may affect employees or customers or disrupt business operations. Organizational resilience planning supports corporate governance, information security and corporate social responsibility.



Supply Chain

SAS strives to partner with suppliers proven to be socially, environmentally and ethically responsible, particularly those that align their values with the UN Sustainable Development Goals and treat their employees fairly and with dignity. A major emphasis is placed on engaging in long-term partnerships with direct and indirect suppliers capable of meeting our local, regional and global requirements. When it makes sense for the company, a priority is placed on contracting with suppliers with a local presence.

A wide range of best practices, tools and policies are used to ensure that the supply chain remains strong, and the company selects the best fit for all sourcing needs. Direct suppliers are those that provide materials or services used in creating the end products and services that SAS provides to customers. These include hardware, software, CIS infrastructure, and anything “as a service” (XaaS). Indirect suppliers provide support for operating the business in areas such as food services, legal, accounting, real estate, travel and facilities services.

To manage a supplier’s history and performance, SAS uses several mechanisms, such as service level agreements, key performance indicators, benchmarking, and supplier relationship management. Current and prospective suppliers are also subject to ongoing anti-corruption due diligence which, in proportion to the level of business risk, screens the supplier and any relevant or high-risk individuals within their organization. An advanced due diligence process is used for suppliers assisting in sales efforts and potential acquisitions. Depending on the potential risks, the supplier’s background, qualifications, conflicts of interest, financial condition, and history of regulatory violations are subject to investigation. SAS Business Partner Code of Conduct requires business partners to determine if their products contain conflict minerals and, if so, to implement policies to identify sources of these minerals and support efforts to eradicate the use of conflict minerals. Business partners must disclose the presence of any conflict minerals in any products supplied to SAS.

The supply chain compliance program also consists of contractual requirements for anti-corruption and ethics rules for contractors and consultants. In addition, SAS conducts in-person and online training, expense record and expenditure reviews, audits, and global outreach through organizations such as the UN Global Compact. SAS voluntarily provides supply chain information for the CDP supplier survey.

Internally, SAS maintains high levels of performance and procedural requirements for Strategic Sourcing and Procurement staff. When appropriate, competitive bidding is used to maintain objectivity and help promote competition and fairness in the marketplace. To support the sustainability initiatives outlined in the [SAS Sustainable Procurement Charter](#), employee performance evaluations for procurement personnel require that 30% of annual training be directly related to sustainability. SAS' standard Request for Proposal emphasizes the importance of corporate social responsibility, including environmental stewardship and promotion of supplier diversity. These standards not only apply to SAS per se, but to our ongoing expectations of current and prospective suppliers to uphold human rights, labor, social, environmental and ethical practices as well. Should a potential supplier not be a diverse company, SAS may request a statement outlining any active supplier diversity programs, along with opportunities it has undertaken to contract with diverse suppliers. SAS' standard vendor agreements and purchase orders used by its Strategic Sourcing and Procurement organization requires adherence to the [SAS Business Partner Code of Conduct](#) or the principles set forth therein.

Supplier Diversity

SAS' customers represent a wide range of industries, people and locations – and the company seeks this same level of diversity in its supplier community. SAS' Supplier Diversity is committed to seeking, developing, and partnering with diverse suppliers. SAS recognizes that engaging with diverse suppliers is a win-win strategy for all involved. The development of diverse suppliers contributes to the economic success of the communities SAS serves, and partnerships with diverse suppliers provide competitive advantages and innovative business solutions to support SAS' customers.

SAS' membership with nongovernmental organizations, such as the National Minority Supplier Development Council, Disability:IN, and many other organizations furthers our commitment to working with and developing diverse suppliers. These organizations provide direct access to diverse suppliers through matchmaking and networking events. In 2021, Supplier Diversity partnered with an affiliate chapter of the National Gay and Lesbian Chamber of Commerce, and Disability:IN to provide diverse certification business training, capability statement training, and business pitch training to its members. The program grew to add mentoring for our prime suppliers that are growing their own supplier diversity programs, and the team taught several supplier diversity best practice classes with organizations that provide professional certifications to supplier diversity professionals. Additionally, SAS Supplier Diversity maintains active board and volunteer positions in these and other organizations supporting diverse businesses.

SAS recognizes the following underrepresented business categories in its supplier diversity program:

- Minority-Owned Business Enterprises.
- Women-Owned Business Enterprises.
- Disability-Owned Business Enterprises.
- LGBTQ-Owned Business Enterprises.
- Veteran or Service-Disabled Veteran-Owned Businesses.
- Federal HUB Zone-Certified Businesses.

SAS encourages diverse businesses interested in more information about potential working opportunities and relationships to email supplierdiversity@sas.com.

Suppliers and the Environment

The environmental impact of business activities extends beyond the SAS campus and workspaces to the entire value chain, from suppliers to distribution channels to product use. SAS Strategic Sourcing and Procurement:

- Actively works with the Environmental Management Program to reduce the environmental impact of supply chain processes.
- Strongly encourages employees to give consideration and preference to suppliers with environmental practices and programs.
- Promotes the adoption of environmental principles by contractors and suppliers, encouraging or requiring improvements.
- Supports annual submissions for the annual CDP, EcoVadis and other customer-requested supply chain questionnaires.
- Invests in sustainability and environmental training for sourcing and procurement teams.
- Makes extensive use of green products, such as environmentally friendly cleaning supplies and low-emission paints and products for campus buildings. The procurement teams routinely assist with finding the most efficient and earth-friendly options.
- Maximizes investments by eliminating unnecessary purchases, extending the life of assets through repurposing and reselling outdated equipment to employees as well as donating materials to educational institutions. Only then are materials processed for responsible recycling.

To more accurately report scope 3 emissions from its purchased goods and services, SAS has started collecting GHG emission and climate-related data from its suppliers. SAS' short-term strategy is to collect climate data from its tier 1 suppliers and work with its customers to build capacities in its supply chain to ensure compliance with emerging global regulations. SAS is developing a long-term strategy, schedule and targets for this initiative. As a software company, SAS has limited risks and concerns regarding raw materials, hazardous wastes and supplier practices.



2022 DATA

- SAS initiated efforts for improving data collection and reporting for scope 3, category 1 emissions from purchased goods and services.
- SAS continued to research options for reducing environmental impact of supply chain processes.
- Thirty-four percent of all sourcing and procurement training hours were dedicated to sustainability and environmental related topics.
- As in years past, SAS completed the annual CDP supply chain questionnaire related to greenhouse gas emissions inventory and related climate change management. SAS achieved a CDP performance score of A for supplier engagement, ranking the company in the leadership band and top 8% of all respondents. SAS achieved a B rating for climate change and ranks in the top 27% of companies reaching the management level. SAS also achieved a Gold sustainability rating for its participation with the EcoVadis supply chain survey.





SAS CORPORATE
SOCIAL RESPONSIBILITY

About This Report



The SAS 2022 Corporate Social Responsibility (CSR) Report has reported the information cited in the GRI content index for the period Jan. 1 to Dec. 31, 2022 with reference to the GRI Standards. Updated annually, all data and information pertain to SAS Institute Inc., the US-based parent company for SAS, unless otherwise stated. Environmental reports are based on global operations data. The most recent report was the 2021 CSR report, which was published online in June 2021. That data has now been updated for the 2022 report. In 2022, SAS made strides to improve global reporting of its programs and initiatives, and will continue to improve reporting on offices outside of the US. There have been no other significant changes during the reporting period.

SAS' CSR efforts focus on four core areas: education and philanthropy, environment, employees, and governance and ethics. The report can be viewed in a PDF document by separate sections or as a complete report so information is more accessible and customizable. The report format allows for greater explanation and transparency on SAS' practices and policies and provides space for updates to relevant and material topics. Over time, this report will evolve in response to the needs of stakeholders, employees, customers and the community.

SAS® Visual Analytics data visualization software is used to generate charts and graphs to illustrate the data and provide additional analytics capabilities. This provides far greater visibility, transparency and accuracy in reporting SAS' environmental impact. Charts and graphs included in the PDF documents reflect a specific time frame for gathering and analyzing data for this report. Executive leaders and other relevant internal stakeholders have reviewed content in this report.

SAS welcomes your comments and questions regarding this report and its corporate responsibility efforts. For questions about this report or its contents, please email globalreporting@sas.com.

Scope and Boundaries

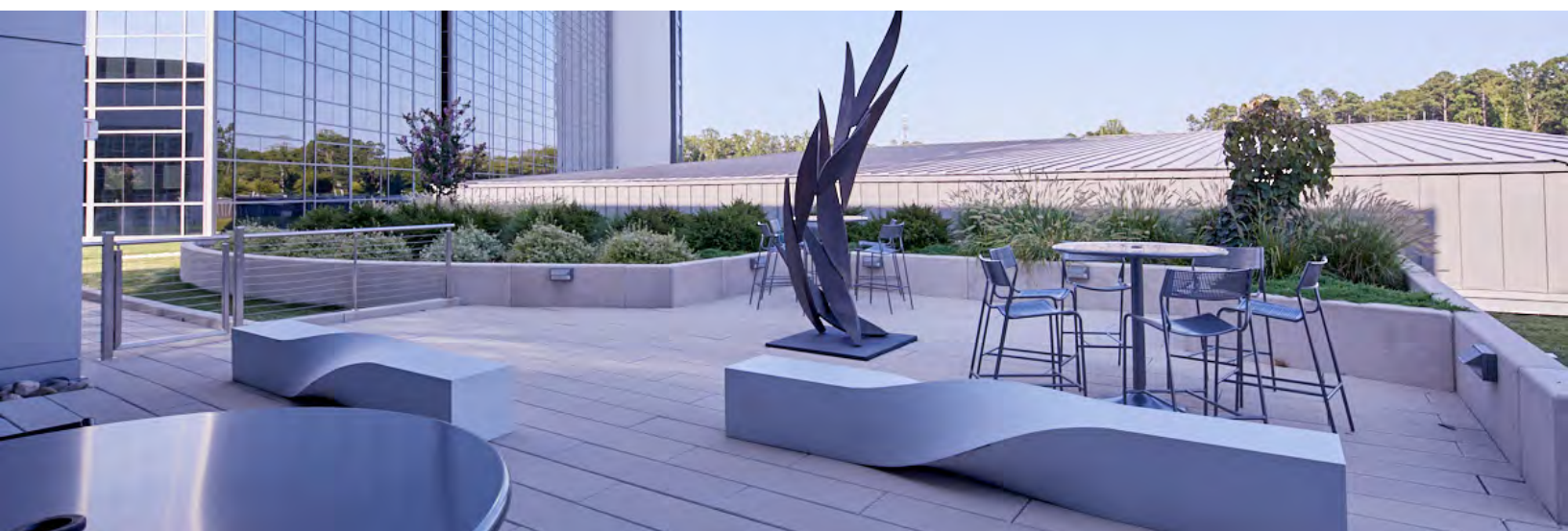
Since SAS headquarters are in Cary, NC, the scope of this CSR report focuses primarily on SAS' United States operations. Where available, global data is provided and appropriately labeled. There have been no significant changes to the scope and boundaries for SAS; however, there have been improvements in the reporting of such boundaries.

Because SAS is a software company, much of the company's impact is related to its own operation rather than the products and services provided to customers. Externally, impacts generally occur related to the business practices of suppliers.

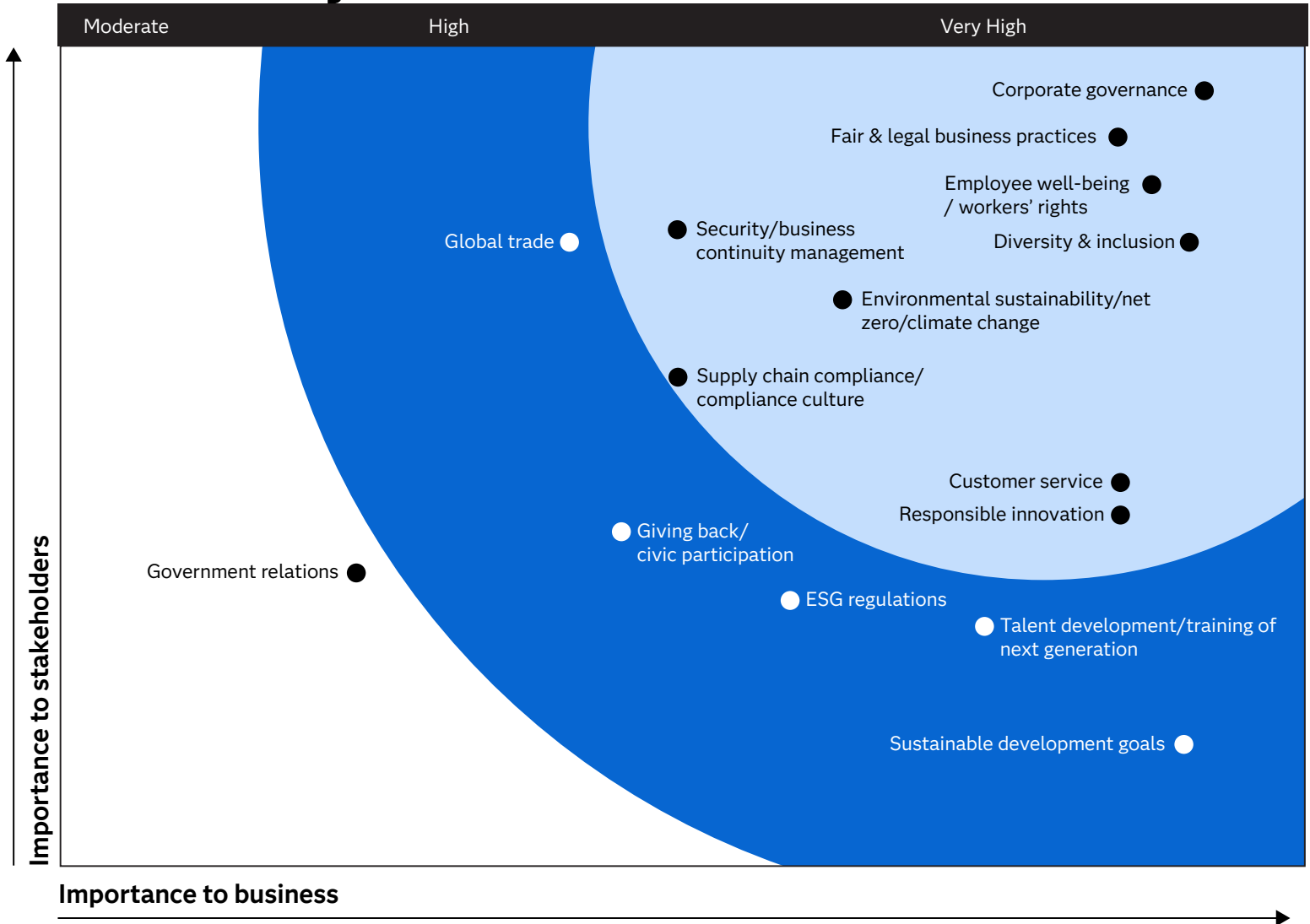
Examples of impacts include:

- **Environmental:** energy use in offices and data centers, waste, and construction of new buildings.
- **Societal:** compliance with local, national and international laws; ethical treatment of employees, customers, suppliers, partners and communities; supporting and fostering a strong workforce.
- **Economic:** creating value in communities where SAS operates; job creation and economic growth; supporting the community through philanthropy.

At this time, SAS does not collect environmental information on suppliers or partners; however, the company seeks to work with organizations that have a similar approach to reducing their environmental impact. SAS' standard procurement agreements require that suppliers must abide by required ethics and compliance rules, which can be found in the Governance & Management section under Supply Chain.



Materiality Matrix



Materiality Matrix

The CSR Task Force, a cross-departmental sustainability team based in the US, underwent a facilitated process to determine the primary issues that affect SAS and its stakeholders. This included issues that affect the industry as a whole, peer businesses, communities, customers, employees and management. Through this process, the team determined areas where SAS has a significant environmental, social or economic impact. These issues were then rated to determine their importance to stakeholders and/or SAS' operations. Using the GRI standards, these issues have been reported as "material topics." Each team member then gathered information specific to these areas of impact for inclusion in this report. The focus areas of this report include:

Stakeholder Engagement

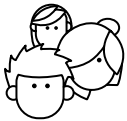
SAS' stakeholders include communities, employees, regulatory and governmental bodies, industry organizations, students and teachers, and business partners and suppliers. Engagement with stakeholders provides SAS with the opportunity to gain a greater understanding of the needs in the community and in the market. It allows the company to build strong partnerships with regulatory bodies and organizations within the industry, and lasting relationships with communities, employees, partners and suppliers.

Stakeholder

Engagement

2022

Communities



Employee volunteers, community grants, in-kind donations and training, fundraising.

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

Employees



Enhance the SAS workplace culture by communicating with and informing employees about company activities and internal and external programs.

Intranet, webcasts, videos, blogs and Yammer, an enterprisewide social networking platform.

Regulatory and Government



Domestic and international policy and legislation development on topics that affect SAS customers and the development of new products.

Data protection and privacy; big data; copyright protections; review of legislation targeting frivolous patent lawsuits; revision of administrative policies to ensure strong, quality patents are issued.

Industry Organizations



Industry associations, think tanks and academia.

Public speaking engagements, development or contribution to industry position papers, and one-to-one meetings.

Business Partners and Suppliers



Meetings, webcasts and representation on boards.

Several board memberships including Business Council, Business Roundtable, CEO Roundtable on Cancer and My Future NC.

Stakeholder

Engagement

2022

Customers



Host ongoing dialogue with customers to answer questions and gather input for product improvement.

SAS interacts with customers through the SAS conferences, customer advisory boards, self-help and assisted-help resources, focus groups, training, books, technical papers, social media, support communities, samples, SAS notes and focus areas, and more.

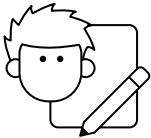
Analysts



Inform and solicit feedback from industry analysts.

SAS' Analyst Relations group is responsible for informing, influencing and soliciting feedback from industry analysts and thought leaders with the purpose of validating technology and corporate direction and to provide SAS with a crucial third-party perspective.

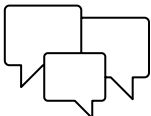
Students and Teachers



Free online and mobile curriculum resources, free SAS software, teacher and professor training, summits and meetings, classroom volunteers.

In 2022, SAS launched SAS Skill Builder for Students, a free online portal that provides access to everything students need to launch their analytics careers. SAS offers free software, training and communities for people to gain valuable analytics skills, and supports analytics degree and certificate programs at colleges and universities around the world. SAS is a regular convener of important education meetings, and focuses volunteer efforts on education.

Communications



Build awareness and shape the SAS brand.

Communications influences what others think and say about the company. SAS uses communications to guide the flow of information to educate and persuade various public stakeholders, including the news media, bloggers, customers, prospects, analysts and partners.

SAS CORPORATE
SOCIAL RESPONSIBILITY

GRI Index



GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
general disclosures	2-1	Organizational details	Governance and Management>Company Profile About This Report
	2-2	Entities included in the organization's sustainability reporting	Governance and Management>Company Profile
	2-3	Reporting period, frequency and contact point	About This Report
	2-4	Restatements of information	About This Report>Scope and Boundaries
	2-5	External assurance	Governance and Management>Supply Chain; Environmental Program>Environmental Governance/Energy and Emissions
	2-6	Activities, value chain and other business relationships	Governance and Management
	2-7	Employees	Employees and Culture>Hiring and Retaining Staff
	2-9	Governance structure and composition	Governance and Management>Company Profile
	2-11	Chair of the highest governance body	Governance and Management>Company Profile
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Management>Company Profile
	2-13	Delegation of responsibility for managing impacts	Governance and Management>Company Profile
	2-14	Role of the highest governance body in sustainability reporting	Governance and Management>Company Profile/Corporate Social Responsibility

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
general disclosures cont.	2-15	Conflicts of interest	Governance and Management> Ethics and Regulatory Compliance
	2-16	Communication of critical concerns	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	2-17	Collective knowledge of the highest governance body	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	2-22	Statement on sustainable development strategy	From the CEO; Environmental Program; Governance and Management
	2-23	Policy commitments	Governance and Management> Ethics and Regulatory Compliance; Supply Chain
	2-24	Embedding policy commitments	Governance and Management> Ethics and Regulatory Compliance; Supply Chain
	2-25	Processes to remediate negative impacts	Governance and Management> Ethics and Regulatory Compliance; Environmental Program> Environmental Governance
	2-26	Mechanisms for seeking advice and raising concerns	Governance and Management> Ethics and Regulatory Compliance
	2-27	Compliance with laws and regulations	Governance and Management> Ethics and Regulatory Compliance
	2-28	Membership associations	Education Philanthropy> Community Engagement
	2-29	Approach to stakeholder engagement	Governance and Management> Governance Structure>Company Profile
	2-30	Collective bargaining agreements	None

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
material topics	3-1	Process to determine material topics	About This Report>Materiality Matrix
	3-2	List of material topics	About This Report>Materiality Matrix
	3-3	Management of material topics	Governance and Management
economic-economic performance	201-1	Direct economic value generated and distributed	CEO Letter; Philanthropy
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental Program>Environmental Governance
economic-procurement practices	204-1	Proportion of spending on local suppliers	Governance and Management>Supply Chain Management - North Carolina only
economic-anti-corruption	205-1	Operations assessed for risks related to corruption	Governance and Management>Ethics and Regulatory Compliance>Anti-Corruption
	205-2	Communication and training on anti-corruption policies and procedures	Governance and Management>Ethics and Regulatory Compliance>Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Governance and Management>Ethics and Regulatory Compliance
economic-anti-competitive behavior	206-1	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Governance and Management>Ethics and Regulatory Compliance
environmental-materials	301-1	Materials used by weight or volume	Environmental Program>Landfill Diversion
	301-2	Recycled input materials used	Environmental Program>Landfill Diversion
environmental-energy	302-1	Energy consumption within the organization	Environmental Program>Energy and Emissions
	302-2	Energy consumption outside of the organization	Environmental Program>Energy and Emissions
	302-3	Energy intensity	Environmental Program>Energy and Emissions
	302-4	Reduction of energy consumption	Environmental Program>Energy and Emissions
	302-5	Reductions in energy requirements of products and services	Environmental Program>Energy and Emissions

GRI Index

80

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental- water and effluents	303-1	Interactions with water as a shared resource	Environmental Program>Water Conservation
	303-2	Management of water discharge-related impacts	Environmental Program>Water Conservation – US only
	303-3	Water withdrawal	Environmental Program>Water Conservation
	303-4	Water discharge	Environmental Program>Water Conservation
	303-5	Water consumption	Environmental Program>Water Conservation
environmental- biodiversity	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environmental Program>Biodiversity
	304-2	Description of significant impacts of activities, products and services on biodiversity	Environmental Program>Biodiversity
	304-3	Habitats protected or restored	Environmental Program>Biodiversity
environmental- emissions	305-1	Direct greenhouse gas emissions (scope 1)	Environmental Program>Energy and Emissions
	305-2	Indirect greenhouse gas emissions (scope 2)	Environmental Program>Energy and Emissions
	305-3	Other indirect (scope 3) GHG emissions	Environmental Program>Energy and Emissions
	305-4	GHG emissions intensity 13	Environmental Program>Energy and Emissions
	305-5	Reduction of GhG emissions	Environmental Program>Energy and Emissions
environmental- waste environmental effluents	306-1	Waste generation and significant waste-related impacts	Environmental Program>Landfill Diversion
	306-2	Management of significant waste-related impacts	Environmental Program>Landfill Diversion
	306-3	Waste generated	Environmental Program>Landfill Diversion
	306-4	Transport of hazardous waste	Environmental Program>Landfill Diversion
	306-5	Waste directed to disposal	Environmental Program>Landfill Diversion

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental- supplier environmental assessment	308-1	New suppliers screened using environmental criteria	Government & Management>Ethics Regulatory Compliance>Supply Chain
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental Program> Environmental Governance
social- employment	401-1	New employee hires and employee turnover	Employees and Culture> Hiring and Retaining Staff
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees and Culture> Hiring and Retaining Staff
	401-3	Parental leave	Employees and Culture> Hiring and Retaining Staff
social- occupational health and safety	403-1	Occupational health and safety management system	Employees and Culture> Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Employees and Culture> Health and Safety
	403-3	Occupational health services	Employees and Culture> Health and Safety
	403-5	Worker training on occupational health and safety	Employees and Culture> Health and Safety
	403-6	Promotion of worker health	Employees & Culture>Hiring and Retaining Employees
	403-8	Workers covered by an occupational health and safety management system	Employees & Culture>Health and Safety
	403-9	Work-related injuries	Employees & Culture>Health and Safety
	403-10	Work-related ill health	Employees & Culture>Health and Safety
social- training and education	404-1	Average hours of training per year per employee	Employees and Culture>Skills Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Culture>Skills Development
social- non- discrimination	406-1	Total number of incidents of discrimination and corrective actions taken	Governance and Management> Ethics and Regulatory Compliance

GRI Index

82

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
social- <i>local communities</i>	413-1	Operations with local community engagement, impact assessments, and development programs	Education Philanthropy; partial reporting
social- <i>supplier social assessment</i>	414-1	New suppliers that were screened using social criteria	Governance and Management>Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	Governance and Management>Ethics and Regulatory Compliance
social- <i>public policy</i>	415-1	Political contributions	Governance and Management>Governance Structure>Public Policy
social- <i>customer privacy</i>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance