2016

Corporate
Social
Responsibility

§sas

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Letter from the CEO

Corporate social responsibility has been a part of SAS' foundation since 1976. For more than 40 years, caring for our people – and our planet – has been paramount to SAS, influencing many decisions we make as a global company.

Focusing on the Earth's resources has long been a priority for us. Multiyear programs advancing energy conservation, solar projects, emission management, pollution mitigation, water conservation, waste reduction and recycling, procurement and green building continue to reduce SAS' environmental footprint. In just the past decade, SAS has improved energy efficiency in our office buildings a full 28 percent; diverted more than 50 percent of waste away from landfills, and generated more than 3.8 million kilowatt-hours annually of clean, renewable energy from our nine solar installations.

SAS also makes a difference through our Data for Good efforts. Armed with information and analytics, we are tackling critical humanitarian needs, whether it's helping fight cancer, preventing child abuse or saving endangered species. We recognize that analytics can make a difference in the world, and since we began, we have worked with our customers and many organizations to turn their data into valuable insights that can help others.

But being able to make an impact begins with our greatest resource – our employees. Our world-class workplace supports our employees by creating an environment that helps them balance career and personal life. This support eliminates many everyday worries and distractions, and ultimately inspires creativity and innovation. With better health and lower stress,

employees are naturally more energized on the job. It's a virtuous circle: Healthy, satisfied employees contribute to customers' success, which in turn feeds SAS' success. This culture helps position SAS and our employees to be good corporate citizens.

Beyond our own workforce, we appreciate the evolving need for technology proficiency in the global community. Because SAS views education as the driver for economic growth, our primary philanthropic initiative is to develop the next generation of innovators. It starts with younger learners: Studies show that those who cannot read proficiently by third grade are more likely to drop out of school. We're reaching them through SAS® Curriculum Pathways®, free P-12 digital learning resources used by more than 2 million teachers and students.

With job demand outpacing available talent, SAS provides older students with relevant tools and resources to tackle today's increasing analytics skills gap. We collaborate with colleges and universities worldwide to promote analytics skills. And we offer several free and low-cost SAS software and training options.

More than four decades of growth speaks for itself: Our analytics make it easier to tackle challenges and use data for the greater good. Since we want our employees, our customers and our planet to be ready for the future, we must provide the resources, tools and insight to make that happen.

Sincerely,
Jim Goodnight
CEO of SAS

§sas

Governance & Management
Ethics, compliance and continuity of business

SAS is committed to high ethical standards in its dealings with colleagues, customers, suppliers and competitors. Robust regulatory compliance practices ensure that SAS conducts business in an honest, respectful, fair and safe manner. Guided by the company's Code of Ethics, SAS' compliance practices have earned the company its exceptional reputation as an ethical and responsible employer and business partner. SAS is also committed to building long-term relationships with both direct and indirect suppliers. There are a wide range of best practices to ensure the supply chain remains strong and the company is identifying the best fit for all procurement needs. Continuity of business is paramount as well, with a focus on corporate governance, information security and corporate social responsibility.

Governance Structure

SAS is the leader in business analytics software and services. SAS is committed to employing high ethical standards in its dealings with colleagues, customers, suppliers and competitors. Maintaining the great workplace at SAS requires a moral commitment and accountability across all departments, positions and countries.

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 Worldwide Marketing, Sales, Research and Development, Finance, Legal 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 nearly 150 countries. The sales subsidiary entities are grouped into three regional sales divisions: the Americas; Europe, Middle East and Africa (EMEA); and Asia Pacific.

SAS' global corporate organization, including our parent company, SAS Institute Inc., and a group of operating subsidiaries, provides software and services to customers in various geographic regions around the world. The Americas, EMEA and Asia Pacific regions comprise approximately 50 standalone operating subsidiaries. Additional subsidiaries in the EMEA and Asia Pacific regions are dedicated to research and development activities. Together with several representative and branch offices of these subsidiaries, SAS maintains a corporate presence in approximately 60 international jurisdictions.

2016 Data

With approximately US$3.2 billion in worldwide revenue, SAS remains an industry leader in advanced analytics and one of the largest independent vendors in the business intelligence market.

Industries served

Automotive	Health Care	Media	Banking	Health Insurance
Oil & Gas	Capital Markets	High-Tech Manufacturing	Education	Higher Education
Retail Analytics	Communications	Hotels	Small & Midsize Business	Consumer Goods
Insurance	Sports	Defense and Security	Life Sciences	Travel and Transportation
Government	Manufacturing	Utilities		

Jim Goodnight (CEO)

| Research & Development |
| Information Technology |
| SAS Solutions OnDemand |
| JMP |
| IDeaS |

SAS Americas
Canada
United States
Latin America
Carribbean

SAS AP
Asia Pacific

SAS EMEA
Europe
Middle East
Africa

Sales Operations

Marketing

| Human Resources |
| Legal |
| Finance |
| Corporate Services |
| Community Relations |

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 the company's principal 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 vice president and general counsel for ethics and compliance, manages other compliance responsibilities, including anti-corruption, privacy, trade, lobbying, gifts and anti-aggression laws. Environmental conservation is managed through the Facilities group in the Corporate Services Division.

Corporate Social Responsibility Governance

SAS maintains a Corporate Social Responsibility (CSR) Task Force comprising employees across business functions, including internal communications, legal, facilities, marketing and external 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.

Public Policy

SAS also actively engages in public policy discussions, particularly related to the role of technologies in solving larger societal issues that challenge local, state, federal and international agencies. These challenges include delivering better and safer health care while minimizing fraud, waste and abuse; ensuring that vulnerable children receive appropriate government services; providing better stewardship of taxpayer resources with greater government accountability; and helping governments make better use of their data assets to fulfill their missions, such as helping detect terrorist financing and money laundering schemes. SAS actively engages in public policy discussions to help protect the valuable intellectual property resources that are the underpinning of its business.

SAS abides by political contribution laws and prohibits the use of corporate funds for political contributions to individual candidates. Corporate contributions may be made to political parties or national or state political party organizations if approved through established procedures. SAS records and reports all corporate political contributions in accordance with applicable local laws.

SAS complies with applicable lobbying laws in its operations. Lobbyist registrations and disclosure reports are filed by SAS on a regular and timely basis.

Download section
1.1 Governance Structure

Ethics and Regulatory Compliance

Robust regulatory compliance and training practices ensure that SAS conducts business in an honest, respectful, fair and safe manner. Guided by the Code of Ethics, SAS' compliance practices have earned the company its valued reputation as an ethical and responsible employer and business partner. SAS is committed to maintaining this reputation and conducting all aspects of the business in a way that promotes 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. This SAS Code of Ethics applies to every employee – at every subsidiary and in every region – as well as all members of the board of directors, officers appointed by the board of directors and agents. Failure to comply with the SAS Code of Ethics or other applicable policies can result in disciplinary action, up to and including termination.

The internal version of SAS' Code of Ethics, which includes links to SAS policies and procedures, serves as a central reference for employees to respond to situations in an ethical manner consistent with SAS standards. The external version of the Code of Ethics is available as part of this report and demonstrates to customers, suppliers and other stakeholders

SAS' commitment to being a great place to work, a great business partner and a valued community member.

The SAS' Code of Ethics is available to all employees on the company's intranet, and is periodically advertised by the company's internal communications program.

2016 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
The Ethics and Compliance group at SAS has developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations. SAS provides this training to equip all employees to make the right choices when ethical and regulatory challenges arise.

Online training was developed under the management and oversight of the vice president and general counsel for ethics and compliance, with input from many departments across SAS, and with ultimate approval by the chief legal officer. All global training courses developed since 2012 are available in English, simplified Chinese, French, German, Italian, Japanese, Portuguese and Spanish.

How SAS monitors completion and renewal of training varies, depending on relevant policies, strategies, trainings and codes. Online training completions are tracked by the third-party vendor that helped to create them and are monitored by the Ethics and Compliance group. Automated reminders are sent to those who have not completed training as the deadline approaches, and managers are contacted as trainings become overdue. New employees and certain contract workers are required to take some or all of the following training:

• Code of Ethics.

• Information Security.

• Export Controls Awareness.

• Respect in the Workplace.

• Global Anti-Corruption.

• Privacy and Data Protection for Global Companies.

In addition, all employees and certain contract workers are required to take annual refresher ethics training.

SAS provides specialized training for personnel as needed. For example, certain California and India employees take additional anti-sexual harassment training as required by law.

In-person, targeted compliance training is conducted periodically. These courses are developed by the Ethics and Compliance group in the Legal Division with input from the relevant functional business units. For example, in 2016, SAS conducted anti-corruption training for government sales and marketing groups, privacy training for IT staff, export training for federal government sales and services, and HIPAA training for employees interacting with data in the company's health care center or associated with its health care industry solutions.

Employee Feedback

Employees are responsible for appropriately communicating concerns regarding suspected unethical or illegal conduct to a supervisor, Human Resources or the Legal Division. Specific procedures for reporting concerns are displayed on the Legal Division's internal website. Employees may submit comments to SAS Ethics and Compliance via email, telephone or an anonymous online form.

SAS does not retaliate against anyone who reports suspected violations in good faith. All reports of misconduct are investigated in a timely fashion. 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.

2016 Data

100 percent of complaints to SAS Ethics and Compliance were investigated and addressed as needed.

Anti-Corruption

SAS has an anti-corruption program to provide training and monitoring across the company. This program includes an online anti-corruption course for all new employees and certain third parties, and in-person, targeted training for sales, marketing, finance and other affected groups. In addition, SAS has implemented gift, marketing event, "revolving door," lobbying, and donation policies – as well as review procedures – to comply with applicable laws and customer requirements. These documents are available to all employees on the Ethics and Compliance internal website.

SAS conducts advance 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 subcontractors comply with the principles set forth in its Code of Ethics, including anti-bribery provisions. SAS also 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 checking employees, customers and suppliers against the Office of Foreign Asset Control (OFAC) Specially Designated Nationals and Blocked Persons list and certain other government lists of prohibited parties. SAS also files regular and timely anti-boycott reports as required by US law.

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

Privacy

The Ethics and Compliance group in the SAS Legal Division works to ensure that SAS' use of personal data complies with applicable laws, SAS policies and customer expectations. SAS Global Information Security establishes processes and deploys technologies to protect the confidentiality, availability and integrity of data in the custody or control of SAS.

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These groups work closely together to manage data privacy issues and security by, among other things, establishing information governance policies, standards, guidelines and processes based on regulations, business needs and industry best practices. Periodic privacy and security-related assessments and compliance reviews include privacy impact assessments for newly developed or modified applications that may affect individual privacy interests.

The Ethics and Compliance group ensures that SAS' externally posted privacy statement accurately reflects its information collection and use practices with respect to external parties. SAS' privacy statement is global, covering SAS US and its foreign subsidiaries and other business units. Translated versions of the privacy statement with country-specific requirements are linked to the English version.

SAS requires all its employees to complete training on privacy and information security. SAS Global Information Security publishes a monthly information security awareness newsletter to inform employees about information security and privacy issues.

Download section
1.2 Ethics and Regulatory Compliance

Supply Chain

SAS strives to build long-term relationships with both direct and indirect suppliers. A wide range of best practices, tools and policies are used to ensure that the supply chain remains strong and the company is identifying the best fit for all procurement needs. Direct suppliers provide products or services used in creating the products and services SAS sells. These include software, SaaS, hardware, consultants and IT infrastructure. Indirect suppliers in areas such as food services, legal and accounting, real estate, facilities services and travel provide support for operating the business. SAS places a priority on contracting with local suppliers when it makes sense for the company.

SAS uses mechanisms such as service level agreements, key performance indicators, benchmarking and supplier relationship management to monitor and manage suppliers' results. Suppliers are subject to ongoing anti-corruption due diligence, which – proportionate to the level of the supplier's business and risks presented – screens prospective suppliers and relevant or high-risk individuals within those organizations.

The company also has an advance due diligence process for suppliers engaged to assist in sales efforts and potential acquisitions. The process involves investigation of the supplier at levels that are proportionate to the risks presented by the supplier, including investigating the supplier's background, qualifications, conflicts of interest, financial condition and history of regulatory violations.

SAS has confirmed via supply chain due diligence that no conflict minerals are necessary to the functionality or production of any product manufactured by or contracted for manufacture by SAS.

The supply chain compliance program also consists of contractual requirements for anti-corruption and ethics rules compliance for all contractors and consultants. SAS also 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 Carbon Disclosure Project (CDP) and Great Places to Work.

SAS uses competitive bidding to help ensure competition and fairness in the marketplace for suppliers. SAS' request for proposal template emphasizes the importance of corporate social responsibility, including environmental stewardship and promotion of supplier diversity. Additionally, if the bidder is not a diverse company, it must provide a statement regarding its active supplier diversity programs or opportunities it has to subcontract to diverse suppliers.

Supplier Diversity
As part of the Corporate Services Division, the Manager of Supplier Diversity is responsible for the supplier diversity process, which includes:

• Reviewing RFPs and contracts and responding to customers with diversity requirements.

• Preparing and providing diversity spending reports to customers.

• Providing information and access to SAS' procurement opportunities by supporting and conducting various diversity activities and events (e.g., sponsorships, education and attendance).

• Providing internal training to buyers and stakeholders regarding the importance and value of providing access to and utilization of diverse suppliers and small businesses.

By developing and maintaining effective relationships with suppliers, the company aims to create value throughout the life of each contract based upon economy, quality, environmental preservation and social values. SAS is a member of the National Minority Supplier Development Council and the Women's Business Center of North Carolina. SAS is also represented on the boards of various minority supplier development councils and economic development initiatives. Two examples of the representation are the North Carolina Governor's Working Group for Veterans, Service Members and Their Families; and the North Carolina Governor's Advisory Council for Small and Historically Underutilized Businesses.

SAS' supplier diversity program has earned several accolades and service awards, such as the North Carolina Veteran's Business Association 2016 Corporate Commitment to Veteran Owned Businesses and Triangle Business Journal 2014 Leaders in Diversity Award

Supplier Diversity Policy Statement
SAS customers represent a wide range of industries, people and locations – and the company seeks this same level of diversity in its supplier community. Unlike a typical manufacturing environment, the creation of SAS products does not require purchasing materials or component parts, but rather relies on a highly skilled staff of technical professionals. SAS complies with federal laws and regulations that prohibit discrimination in employment based on race, color, religion, gender, national origin, age, disability or veteran status.

As a federal contractor, SAS complies with Executive Order 11246, as amended, and the implementing rules and regulations of the Office of Federal Contract Compliance, Vietnam Era Veterans' Readjustment Assistance Act of 1974, and the Rehabilitation Act of 1973.

In the area of professional services offered to its customers, SAS provides small business concerns owned and controlled by socially and economically disadvantaged individuals and woman-owned small businesses the opportunity to participate in the subcontracts it awards to the maximum practicable extent, consistent with efficient performance of the contract.

Regarding the procurement of goods and services to support corporate operations, SAS continually seeks ways to make business opportunities available to small businesses and businesses that are:

• Minority-owned.

• Woman-owned.

• Disabled-owned.

• HUB Zone-certified.

• Veteran- or service-disabled veteran-owned.

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 work spaces to the entire supply chain, from suppliers to distribution channels to product use. The Environmental Management Program researches ways to incorporate corporate social responsibility into procurement and reduce the environmental impact of supply chain processes. To accomplish this, SAS:

• 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.

• Completes the annual CDP supply chain questionnaire.

• Makes extensive use of green products, such as environmentally friendly cleaning supplies and low-emissions 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.

As a software company, SAS has limited risks and concerns in regard to raw materials, hazardous wastes and supplier practices. Because the primary input to SAS products is intellectual property, SAS does not currently collect data on GHG emissions and climate change strategy from suppliers.

2016 Data

SAS continued to research options for incorporating corporate social responsibility elements into procurement processes and reducing environmental impact of supply chain processes. As in years past, SAS completed its annual CDP supply chain questionnaire related to greenhouse gas emissions inventory and related climate change management. SAS achieved an overall CDP performance score of B-. The average performance score for more than 4,300 supplier responses was D.

Download section
1.3 Supply Chain

Continuity of Business

At SAS, continuity of business (COB) is an important global corporate initiative, addressing threats or hazards that may affect employees and customers and disrupt business operations. COB planning supports corporate governance, information security and corporate social responsibility.

SAS is a business partner that customers can entrust with the viability of their operations because of the company's ability to continue critical customer-facing services and core operations.

SAS' COB initiative involves response and business resumption teams from across the organization. These teams work together proactively to develop resilience and mitigation strategies and – in the event of a business disruption – coordinate to return the business to normal operations.

SAS' global business continuity program goals are to:

• Prepare employees to know what to do in a crisis.

• Provide timely communications between local offices and SAS world headquarters.

• Put plans in place to recover SAS' most critical business operations that support customers. This includes annual qualification of key partner and supplier dependencies to support strategies for continued operations.

• Develop backup strategies, such as providing support to customers from another office until the affected office can resume normal operations.

• Avoid and minimize business interruptions through greater awareness and risk management.

Through business continuity planning, SAS exercises operational controls to improve organizational resilience. This supports the company's commitment to meet the expectations of its customers in an increasingly risk-conscious regulatory environment. More information on SAS' COB program can be found in the *Continuity of Business* white paper (PDF).

Download section
1.4 Continuity of Business

Environmental Program
Protecting the environment for a brighter future

SAS reduces its environmental footprint with multiyear programs focused on energy conservation and solar projects, emission management, pollution mitigation, water conservation, waste reduction and recycling, procurement and green building. View environmental performance reports using SAS® Visual Analytics to see how SAS uses its own software to collect, manage, calculate and report its global environmental footprint. Top 2016 achievements:

• Energy consumption decreased by .1 percent despite adding more than 190,000 square feet of office space globally - a 4.4 percent increase.

• Energy use intensity for office buildings decreased 3.6 percent to 15.9 kWh per square foot.

• Energy consumption in SAS data centers decreased 3.9 percent despite adding almost 2,000 additional servers.

• Generated 3.8 million kWh of clean, renewably sourced energy from rooftop and ground-mounted solar systems.

• Improved CDP score to a B performance rating.

• Diverted 62.6 percent of operational and construction waste from landfills globally.

• Initiated LEED® certification for SAS' largest office building and data center.

• Reduced paper use per employee from 1,254 sheets to 1,067 – a 15 percent decrease from 2015 and close to a 60 percent reduction since 2009.

• Water use intensity for office buildings decreased 9 percent to 16.4 gallons per square foot.
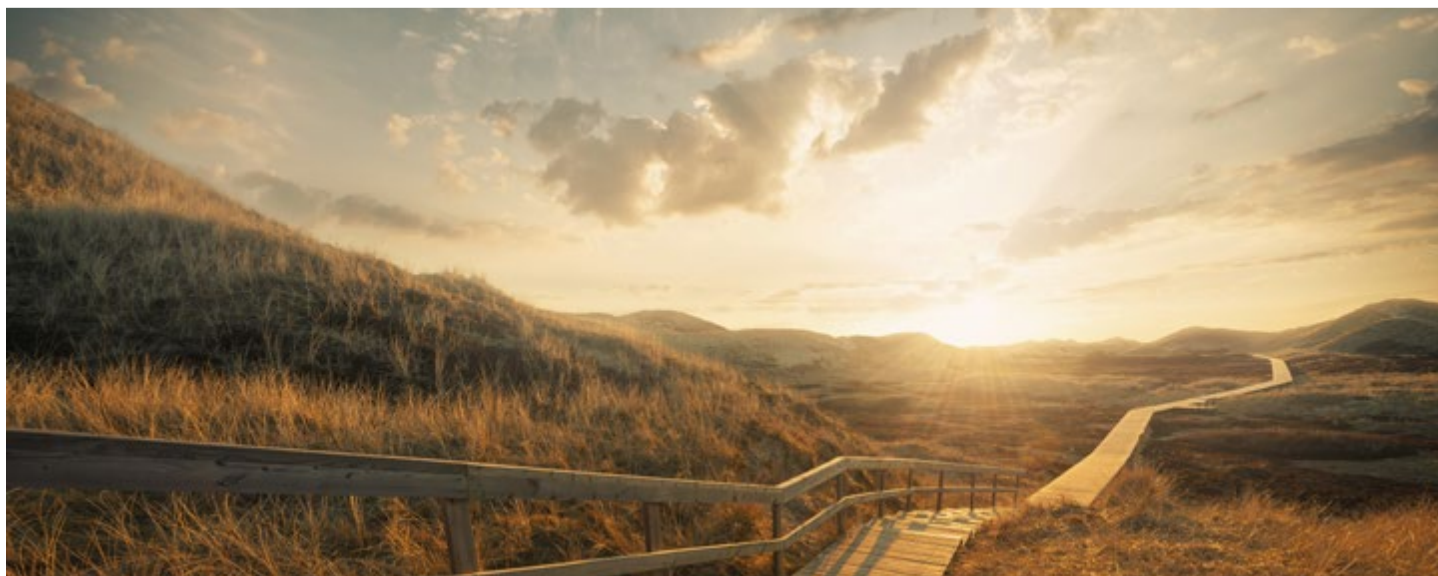
Environmental Governance

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

Implementing environmental strategies is largely the domain of the SAS Corporate Services Division Environmental Management Program. The program facilitates environmental efforts at company headquarters in the US, collects and reports key environmental indicators for global operations, and provides guidance and support to offices worldwide. Offices around the globe have personnel who manage site-specific environmental initiatives.

Members of the Environmental Management Program are part of the CSR Task Force that meets regularly to address environmental and social responsibility initiatives throughout SAS' business operations.

Environmental Policy

SAS is an active and committed partner in communities where employees live, work and conduct business. SAS recognizes that environmental responsibility is a continuous effort that requires prudent use and preservation of natural resources. The company encourages business operations around the world to minimize environmental impacts by exceeding all environmental regulations. To accomplish this, all employees are asked to adhere to the company's environmental mandates, integrate environmentally

responsible practices, and seek innovative solutions to optimize operational efficiencies.

Environmental Mandates

The following corporate mandates provide guidance for adhering to policy and establishing priorities for environmental initiatives.

• Corporate priority. Establish policies, programs and practices for conducting operations in an environmentally sound manner.

• Integrated management. Integrate environmental policies, programs and practices into all functions, business units and global offices.

• Continual improvement. Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.

• Employee education. Educate, train and motivate employees to conduct activities in an environmentally responsible manner.

• Assessment. Conduct impact assessments before starting a new activity or project and before decommissioning a facility or leaving a site.

• Products and services. Provide products or services that have no undue environmental impact throughout the product life cycle – from development to delivery, use and disposal.

• Customer support. Advise and educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS® products.

• Facilities and operations. Develop, design and operate facilities and conduct activities with continual consideration for minimizing resource consumption, adverse environmental impact and waste.

• Research. Conduct or support research on the environmental impacts of SAS activities and how to minimize adverse impacts.

• Contractors and suppliers. Promote these principles to SAS contractors and suppliers, encouraging and (where appropriate) requiring improvements.

Precautionary Approach

SAS supports a precautionary approach to 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 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.

ISO Compliance

The Environmental Management Program applies best practice ISO 14001 Environmental Management System processes and structure to include:

• Using SAS software solutions and other tools to measure and improve environmental performance.

• Ensuring environmental affairs are addressed by executive management.

• Addressing immediate 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.

Naturally, SAS uses its own technology to measure and analyze the performance of its sustainability initiatives. SAS software calculates the company's global carbon footprint and the impacts of business processes and mitigation initiatives. SAS solutions support the application of global standards such as the Greenhouse Gas Protocol and the Global Reporting Initiative. Adherence to global standards provides for measurement and reporting in the countries in which SAS operates.

Download section
2.1 Enviromental Governance

Energy and Emissions

SAS' Environmental Management Program assigns top priority to minimizing energy consumption and related emissions from its operations. The energy and emissions management program includes energy sourcing, conservation and generation, policy compliance, and employee education and engagement.

SAS® software improves processes for collecting, understanding and managing energy and emissions requirements for facilities worldwide, increasing the ability to report and proactively influence consumption trends. The 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.

Key energy and emissions mitigation initiatives include calculating and reporting global carbon footprint, building and maintaining facilities to LEED® guidelines, investing in renewable energy, pursuing new, energy-efficient technologies for operating buildings and data centers, and proactively maintaining facilities to the highest efficiency standards.

SAS also partnered with Envision America/Envision Charlotte to help American cities launch smart-city initiatives by harnessing the explosion of data sourced

from connected devices, social media and the Internet of Things (IoT) to fuel efficiencies, innovation and improve stewardship of natural resources.

Emissions Management and Emissions Mitigation

SAS decreased energy consumption by .1 percent in 2016, despite staff growth of 2 percent, facilities growth of 4.4 percent (190,494 square feet), and rapidly expanding data center operations to satisfy growing customer demand for computing and storage solutions.

In 2016, 76 percent of SAS energy consumption was sourced from electricity suppliers and on-site solar generation. Approximately 28 percent was used for building heating, ventilation and cooling.

2016 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.

• Energy efficiency gains from office buildings (4,409 gigajoules) and data centers (5,163 gigajoules) offset growth from 190,494 square feet of office space added in 2016.

- Global emissions were relatively flat, increasing only .6 percent.

- A primary office building at SAS headquarters deployed more than 100 wireless energy sensors as part of a smart campus initiative to improve access to interval energy data in older SAS buildings.

- SAS initiated LEED certification for its largest office building and data center. Formal certification is expected in 2017. SAS currently has nine LEED certified buildings globally.

- Use of renewable energy remains a priority for SAS as an integral part of a strategy to reduce emissions. In 2016, SAS renewable energy generation totaled more than 3.8 million kWh.

- SAS continued support for plug-in electric vehicles by providing charging stations with free electricity and premium parking for employees and visitors. Through 2016, employees at the world headquarters campus own approximately 3 percent of registered plug-in electric vehicles in the state of North Carolina. SAS is a member of the US Department of Energy (DOE) Workplace Charging Challenge and was awarded the DOE Leading the Charge recognition for a third time.

Energy Efficiency

SAS analyzes operational data to optimize development and delivery of its products and services to customers. The efficiency chart below highlights a sustainable trend of decreasing energy growth against increasing revenues.

In 2016, SAS' revenue increased, while overall energy use remained flat, making services more energy-efficient for customers.

Revenue vs. Energy Growth
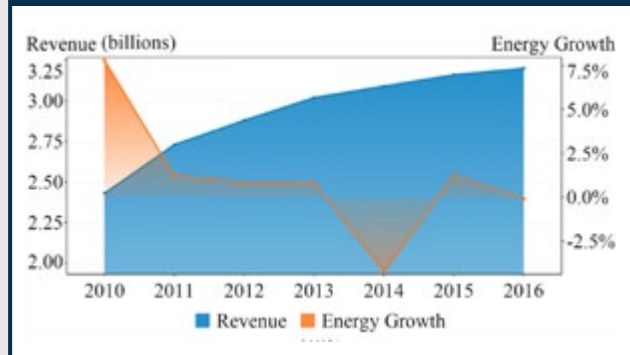
Office Building Energy Use Intensity

Energy use intensity for office buildings decreased 3.6 percent to 15.9 kWh per square foot. Since 2010, the aggregate intensity has decreased 30.3 percent.

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

Energy Trend (Gigajoules)

Regions	2016	2015	2014
Asia Pacific	32,993	30,180	30,029
Canada	11,535	9,476	9,956
EMEA	100,770	97,163	97,864
Latin America	4,869	4,188	4,196
United States	216,007	220,416	219,972
US Data Center	125,751	130,914	124,352
Total	491,925	492,337	486,369

2016 Energy by Type

76.3% · 6.2% · 17.5%

- Electricity
- Natural Gas
- Other
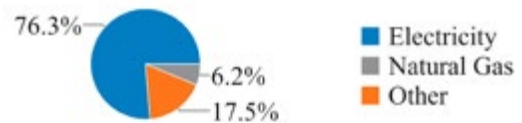
Energy Variance (Gigajoules)

Regions	2016	2015	Variance	Variance %
Asia Pacific	32,993	30,180	2,813	9.3%
Canada	11,535	9,476	2,059	21.7%
EMEA	100,770	97,163	3,607	3.7%
Latin America	4,869	4,188	681	16.3%
United States	216,007	220,416	-4,409	-2.0%
US Data Center	125,751	130,914	-5,163	-3.9%
Total	491,925	492,337	-412	-0.1%

2016 Energy by Source (Gigajoules)

373,887 · 118,037

- Direct Fuels
- Electricity

2016 Energy by Region (Gigajoules)

43.9% · 30.5% · 25.6%

- Global
- United States
- US Data Center
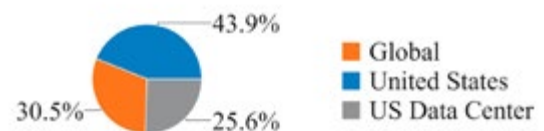
Click here to access dynamic environmental reporting using SAS Visual Analytics.

CDP

SAS annually completes the CDP Supply Chain questionnaire related to greenhouse gas emissions inventory and climate change management. In 2016, SAS continued to research options for incorporating corporate social responsibility elements into procurement processes and reducing environmental impact of supply chain processes.
SAS achieved an overall CDP performance score of B-. The average performance score for more than 4,300 supplier responses was D.

Global Emissions Variance (t CO2e)

Regions	2016	2015	Variance	Variance %
Asia Pacific	7,060	6,537	523	8.0%
Canada	614	500	114	22.7%
EMEA	9,020	8,561	459	5.4%
Latin America	403	331	73	22.0%
United States	24,808	24,858	-50	-0.2%
US Data Center	18,129	18,868	-739	-3.9%
Total	60,034	59,655	380	0.6%

2016 Emissions by Scope

87.6% — Scope 2
12.4% — Scope 1
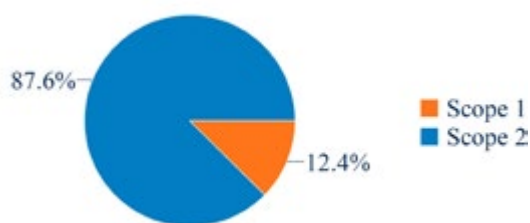
Global Emissions (t CO2e)
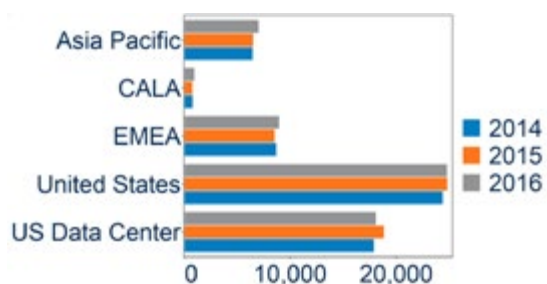
Data Center Operations

Energy for data center operations is the largest contributor to SAS' environmental footprint. Over the past decade, the challenge of delivering timely information to support enterprise analytics has increased exponentially. Additional computing and storage solutions, combined with IT globalization, has increased demand for energy and data center space. To maintain the support expected by customers, SAS invested in high-efficiency technologies and design to construct a new, dedicated computing facility, emphasizing efficiency, flexibility and sustainability.

SAS data center operations regularly achieve an average power usage effectiveness (PUE) of 1.35 or better. A PUE of 2.0 means that for every watt of IT power consumed, an additional watt is consumed to cool and distribute power. Thus a PUE closer to 1.0 indicates greater efficiency.

2016 Data

Despite adding 55 percent more servers in 2016, SAS data centers managed to decrease energy consumption by 3.9 percent.

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 3,016 MW – ranking No. 2 nationally. SAS proved solar was viable, and the community responded.

2016 Data

SAS' nine solar installations generated 13,495 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 98,000 gigajoules of solar energy – approximately 88 percent was sold to North Carolina utilities in support of the state's Renewable Energy Portfolio Standard.

At a combined 2.2 MW in capacity, SAS' solar farms are located on 12 acres at world headquarters in Cary, NC. The photovoltaic (PV) solar arrays generate 3.8 million kilowatt-hours of clean, renewable energy each year, reducing carbon dioxide emissions by more than 2,000 tons annually — the amount of emissions produced by consuming more than 367,000 gallons of gasoline.

- Solar Farm I (December 2008): 1 MW in capacity, five acres and 5,040 panels; generates 1.7 million kWh of clean renewable energy annually.

- Solar Farm II (July 2010): 1.2 MW in capacity, seven acres and 5,236 panels; generates 1.9 million kWh of clean renewable energy annually.

- Building C: 405 roof-mounted panels, 74 KW-capacity solar PV system; generates 100,000 kWh of electricity annually.

- Building R: 702 roof-mounted panels, 169 KW-capacity solar PV system; generates 200,000 kWh of electricity annually.

- Building Q: 176 roof-mounted panels, 45 KW-capacity solar PV system; generates 60,000 kWh of electricity annually.

- SAS Sweden: 80 roof-mounted panels, 20 KW-capacity solar PV system; generates 25,000 kWh of electricity annually.

- Building T: 24 roof-mounted 4-by-10-foot solar thermal panels provide hot water for on-site cafeteria.

- Building G: 42 roof-mounted 4-by-10-foot solar thermal panels provide hot water for showers and laundry for the campus gymnasium.

- Building C: Eight roof-mounted 5-by-6-foot evacuated-tube type solar thermal panels produce hot water for on-site cafeteria. The system works in concert with a building HVAC chilled water system and uses additional heat extracted from water-to-water heat pumps.

Download section
2.2 Energy and Emissions

Solar Energy Trend (Gigajoules)

Solar Arrays	2016	2015	2014	2013
Rooftop PV	1,203	1,194	1,041	942
Rooftop Thermal	457	440	362	465
Solar Farms	11,835	11,699	12,184	11,280
Total	13,495	13,333	13,586	12,688

Solar Energy Variance (Gigajoules)

Solar Arrays	2015	2016	Variance	Variance %
Rooftop PV	1,194	1,203	9	1%
Rooftop Thermal	440	457	16	4%
Solar Farms	11,699	11,835	137	1%
Total	13,333	13,495	162	1%

All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 21 percent of leased office space that does not have access to actual data. SAS applies The Greenhouse Gas (GHG) Protocol recommended standards and IPCC Fifth Assessment Report (AR5) factors to report emissions inventories under our operational control.

Landfill Diversion

The SAS Waste Management Program at world headquarters 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 percent e-waste recycling by repurposing equipment for internal use, recycling with responsible vendors and donating to educational institutions.

• 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 reduce paper consumption globally.

• SAS strongly encourages the use of biodegradable and recyclable materials.

• Building construction projects regularly exceed 85 percent 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 percent to better than 50 percent.

2016 Data
Globally, SAS disposed of 2,050 metric tons of operational waste, including paper, food, cardboard, composting, aluminum and plastic, and other nonconstruction waste material. This amount is 5.3 percent, or 114 metric tons, less than 2015.

Highlights from 2016 include:
• SAS diverted 62.6 percent of operational and construction waste (2,068 metric tons) from landfills through recycling and waste management worldwide.

• Construction projects at world headquarters achieved an astounding 90 percent landfill diversion rate on more than 1,251 metric tons of waste.

• SAS diverted 100 percent of e-waste from landfills by repurposing equipment for internal use, recycling and donating to educational institutions.

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

Operational Waste Disposal by Year (Metric Tons)

Region	2016	2015	2014
US	1,181.7	1,194.9	1,277.0
LA	38.3	49.1	79.7
EMEA	539.4	582.2	770.8
CAN	63.5	60.7	46.1
AP	227.4	277.0	398.1
Total	2,050.3	2,163.9	2,571.7

Operational Waste Variance (Metric Tons)

Region	2016	2015	Variance	Variance %
US	1,181.7	1,194.9	-13.2	-1.1%
LA	38.3	49.1	-10.8	-22.0%
EMEA	539.4	582.2	-42.8	-7.3%
CAN	63.5	60.7	2.8	4.6%
AP	227.4	277.0	-49.6	-17.9%
Total	2,050.3	2,163.9	-113.6	-5.3%

Landfill Diversion Rate Trend
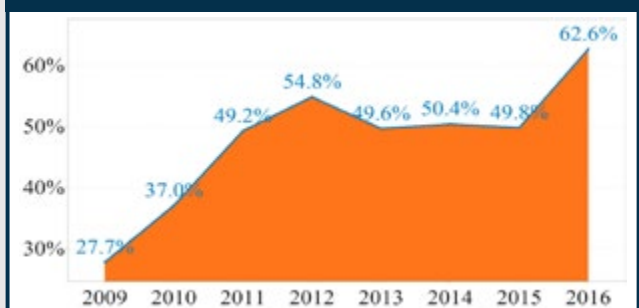
2016 Recycling by Material Type
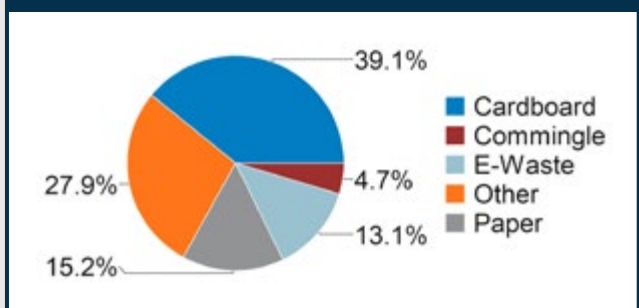
2016 Landfill and Recycling Rate
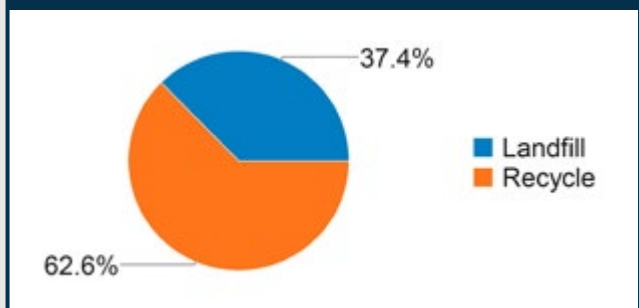
2016 Operational Waste (Metric Tons)

24
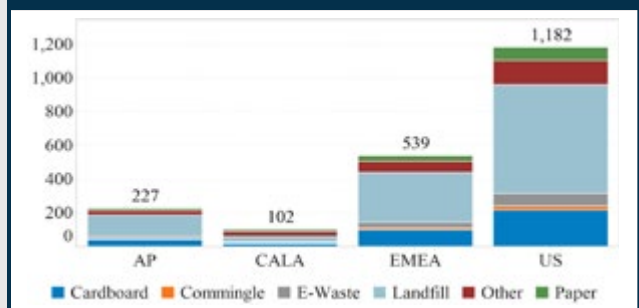
Paper Consumption

Like most businesses, SAS is dependent on paper products to conduct business operations. SAS is making progress in three key ways:

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. Since 2009, the average annual pages of paper used by employees has dropped from 2,631 to 1,067 – a 59.4 percent decrease. Globally, SAS used 67 metric tons of paper for printing in 2016.

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 145 metric tons of paper materials in 2016 – 19.4 percent less than 2015. SAS is not only using less paper, but switched our standard office paper used for copiers and printers from 30 percent to 50 percent post-consumer recycled content. In 2016, the average recycled content for all paper at SAS headquarters is 38 percent.

Paper Use (Metric Ton)

Year	Global	US
2009	65	67
2010	56	59
2011	53	54
2012	51	52
2013	52	49
2014	46	46
2015	39	40
2016	33	34
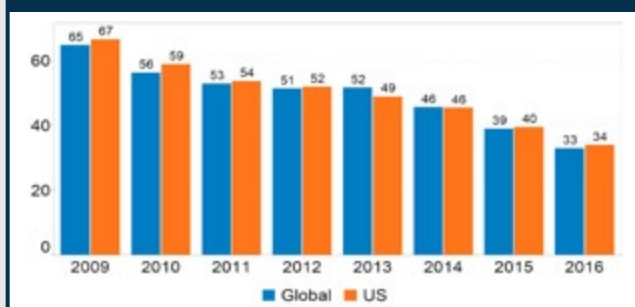
Paper Use Trend (Sheets per Employee)

Year	Sheets
2009	2,631
2010	2,252
2011	1,902
2012	1,737
2013	1,824
2014	1,486
2015	1,251
2016	1,067

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 Spill Prevention, Control, and Countermeasure that meet US Environmental Protection Agency regulations.

2016 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 21 percent of leased office space that does not have access to actual data.

Download section
2.3 Landfill Diversion

Water Conservation

SAS' 900-acre headquarters in Cary, NC, and 13 owned sites globally use water for office and data center cooling, cafés, gymnasiums, landscaping and employee consumption. Water conservation is of paramount importance to SAS, with many facilities operating in communities where water shortfalls and water use restrictions are standard. 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 percent more compared to standard fixtures.

- 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 1.4 million gallons each year.

2016 Data

- SAS water use decreased by 5 percent in 2016. The 14,925 cubic meter decrease was primarily due to a reduction in irrigation scheduling (8,046 cubic meters) and use of higher-efficiency cooling towers (9,028 cubic meters) at headquarters. These savings offset increases from the addition of more than 190,000 square feet of office space globally.

- Overall building efficiency improvements contributed to a lower employee water use intensity rate of 16.4 gallons per square foot – a 9 percent improvement from 18 gallons per square foot reported in 2015.

- Returned 42 percent (104,889 cubic meters) of municipal water for treatment by local utilities.

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

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Water Trend (Cubic Meters)

Region	·	2016	2015	2014
AP		18,435	17,930	19,801
CAN		7,945	5,154	5,481
EMEA		54,859	52,962	54,767
LA		2,488	2,479	2,483
US		199,633	219,761	194,362
Total		283,360	298,286	276,895

Water Variance (Cubic Meters)

Region	·	2016	2015	Variance	Variance %
AP		18,435	17,930	505	2.8%
CAN		7,945	5,154	2,790	54.1%
EMEA		54,859	52,962	1,898	3.6%
LA		2,488	2,479	9	0.4%
US		199,633	219,761	-20,127	-9.2%
Total		283,360	298,286	-14,925	-5.0%

2016 Water Percentage by Source
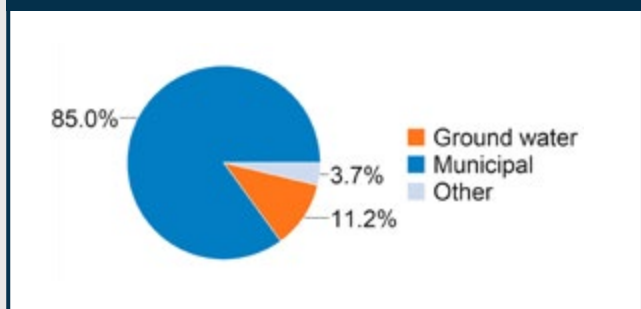
85.0%
- 3.7%
- 11.2%

- Ground water
- Municipal
- Other

All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 21 percent of leased office space that does not have access to actual data.
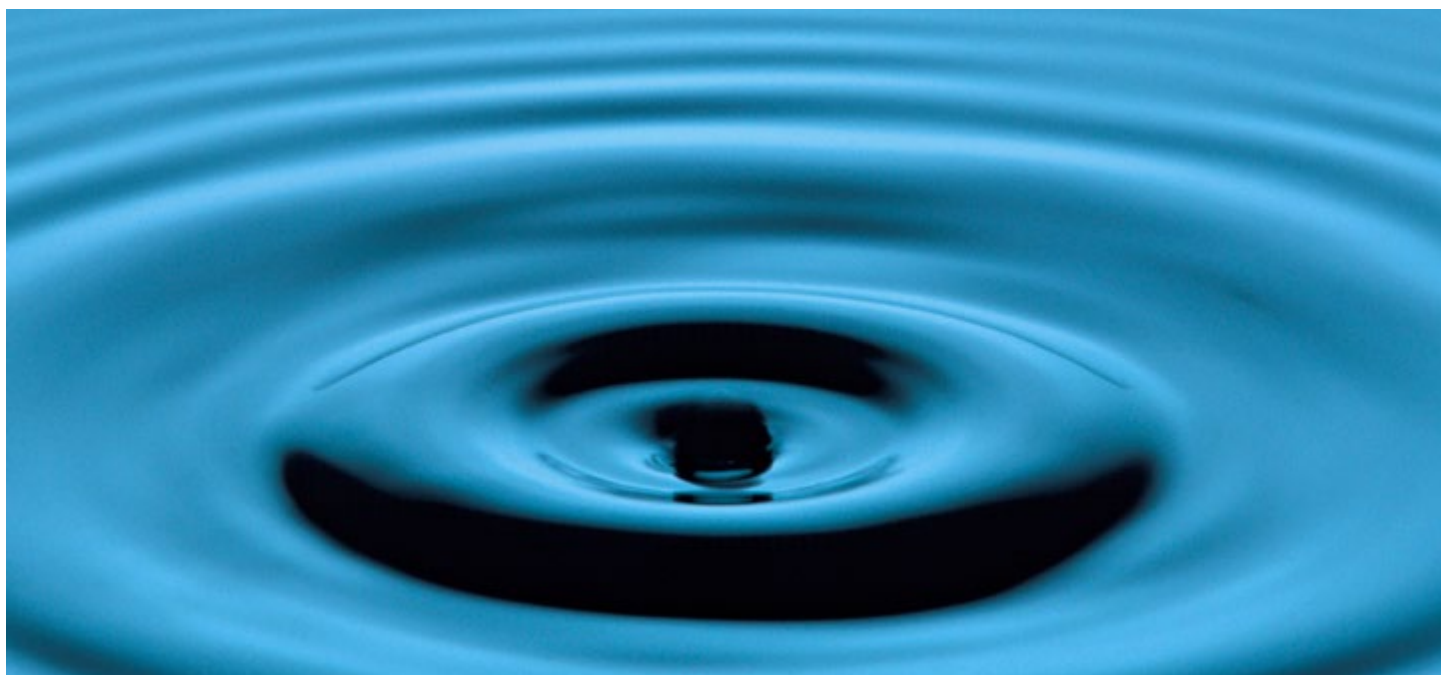
Download section
2.4 Water Conservation

Green Building Practices

SAS strives to be a leader in environmental sustainability. Around the world, SAS is committed to making a difference. To achieve this goal, SAS embraces Leadership in Energy and Environmental Design (LEED®) guidelines for new construction and remodeling and retrofitting existing buildings. Since 2005, all new office buildings and data centers have achieved LEED certification.

SAS' nine LEED-certified buildings include Platinum-level certification for the Executive Briefing Center at world headquarters. Platinum is the highest level awarded by the US Green Building Council (USGBC). SAS holds a Silver level national membership with the USGBC. 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.

Examples of SAS' commitment to green building practices include:

World Headquarters: Building C –
LEED Platinum Certified Office Building

Building C includes the Executive Briefing Center, café and an office tower for employees. The Executive Briefing Center uses cutting-edge technologies to help customers learn about SAS software. 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 percent less energy and 50 percent less water by integrating highly efficient technologies and sustainable features:

- Photovoltaic panels generate 100,000 kWh annually to support lighting and building systems.

- Solar thermal panels provide hot water for the café.

- Thermal slab floor cooling uses water cooled in off-peak hours by building chillers to help maximize air conditioning efficiency.

- Radiant floor heating is used in the atrium for greater occupant comfort and minimizes heat loss through the roof.

- Highly efficient HVAC systems integrate economizers, enthalpy wheels, variable speed drives, and various heat recovery systems to increase energy savings.

- T5 fluorescent and LED lighting fixtures – along with individual lighting controls, motion sensors and automatic timers – save energy.

- A one-acre sedum green roof minimizes stormwater runoff and insulation, significantly reducing the heat-island effect for this microclimate.

• Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63 percent more compared to standard fixtures.

• A rainwater collection system with two 20,000-gallon cisterns captures water for use in bathrooms.

• A 655,000-gallon retention pond collects stormwater runoff for landscape irrigation.

• LEED existing building certification.

World Headquarters: Building D – LEED Gold Certified Data Center

The 38,660-square-foot facility includes two server farms, providing additional data handling for expanded SAS® OnDemand offerings, hosted solutions and continued R&D growth. Environmental technology designed into the building, which earned LEED Gold certification by the USGBC, includes a reclaimed water system and mechanical and electrical systems emphasizing efficiency of operation. Building D has also achieved LEED existing building certification.

World Headquarters: Building Q – LEED Gold 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

World Headquarters: Buildings S, T & U – LEED Certified Existing Office Buildings

In 2013, Building T at world headquarters in Cary, NC, was the first SAS building to be awarded LEED certification for an existing building. Since then, SAS has achieved LEED existing building certifications for buildings S and U. These buildings are Energy Star certified and feature the use of solar panels, energy-efficient lighting and automation controls, and low-flow bathroom fixtures. They have also completed advanced retro-commissioning to ensure optimal performance for all building systems.

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 Silver Certified Office Building SAS

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.

São Paulo, Brazil: LEED Certified Office Building Renovation

SAS' leased office in São Paulo received LEED certification for an office renovation project in 2013.

2016 Data

Green building highlights from 2016 include:

• 51 percent of office building space and 61 percent of data center space at Cary headquarters is LEED certified.

• Energy Star certification for two additional buildings at SAS headquarters.

• Initiated LEED certification for SAS' largest office building and data center.

Download section
2.5 Green Building Practices

Biodiversity

SAS is careful to minimize impact on biodiversity and surrounding habitats as it grows and expands its operational footprint. 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 100 acres feature buildings, roads or other impervious surfaces. The remaining 800 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 on rooftops. Sedum increases insulation, minimizes stormwater runoff and provides habitat for wildlife.

• Collecting rainwater from rooftop systems, retention ponds and cisterns to minimize stormwater runoff and provide water for landscape irrigation.

• Harvesting timber from construction sites so artisans can craft unique pieces of furniture and accent walls for buildings.

• 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 on-site gardens.

2016 Data
SAS initiated LEED certification for our largest office building and data center. Adoption of green building practices includes a substantial effort to minimize environmental impact for both construction and ongoing operation. Building design and construction processes ensure a minimal site footprint, higher than mandated erosion and stormwater controls, reduced heat island impact, maximized green space, use of native and drought-tolerant plants, and more.

Download section
2.6 Biodiversity

Awareness and Engagement

In addition to employing sustainability measures globally, SAS promotes environmental education and awareness. Activities include 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 leaders and world leaders, SAS seeks to extend the reach of its sustainability initiatives.

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.

2016 Data
SAS employees joined in various activities to raise awareness about the benefits of renewable energy, conserving energy, reducing waste, reducing water use, and protecting the environment. SAS held weeklong Earth Week celebrations at its world headquarters campus, while offices around the globe engaged employees with stewardship initiatives. Some US activities included:

• SAS reissued a letter to the North Carolina General Assembly advocating the economic and environmental

benefits of maintaining the state's Renewable Energy and Energy Efficiency Portfolio Standard.

• SAS Eco Advocates, an employee volunteer group who supports environmental activities, spent a day landscaping common areas in a state park near the Cary, NC, campus, participated in the EarthShare North Carolina Corporate Earth Day Challenge, and collected tiger footprint data from Carolina Tiger Rescue to improve techniques for identifying endangered tiger species in the wild.

• SAS Eco Advocates also partnered with the Duke Nicholas School of the Environment to collect data from our office buildings and contribute toward a global initiative to reduce bird collisions with buildings.

• SAS hosted a BMW electric vehicle test drive for employees to learn more about plug-in electric vehicles and charging infrastructure.

Electric Vehicle Support and the Eco-Commuter Program
SAS makes a priority of minimizing energy consumption and related emissions from its operations. 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 includes 100 designated PEV spaces with access to 48 charging stations. SAS provides free charging for all employees and visitors.

Through 2016, employees at SAS headquarters in Cary, NC, own approximately 3 percent of PEVs in North Carolina.

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.

In 2016, SAS was awarded the Department of Energy Leading the Charge recognition for a third time. SAS also participated on a Ceres Department of Energy electric vehicle webinar. View SAS' participation in the Department of Energy's Workplace Charging Challenge.

Download section
2.7 Awareness and Engagement

SAS is not only known as the pioneer in analytics but as the pioneer in workplace culture. SAS' culture is anchored by meaningful work, excellent leadership and a world-class work environment. The company has been ranked on the Fortune 100 Best Companies to Work For list since the list's inception for its corporate culture – which encourages work/life balance.

SAS employees share a common spirit and a passion for their work, their customers and one another. It's truly a workplace like no other, based on the belief that happy, healthy people have a passionate engagement with life – and bring it to work. We understand there's a direct correlation between our culture and business success with 40 years of uninterrupted revenue growth and profitability. If you treat employees well, they will continue to innovate and create amazing software that creates happy customers.

Workplace Culture

SAS' engaging environment enables employees to build lasting relationships with customers and drive the innovation that sustains the company's leadership in advanced analytics. SAS is recognized worldwide for being a great workplace and for working to ensure that employees stay healthy, active and engaged.

2016 Data
SAS earned 26 workplace culture awards, including the No. 8 ranking on the Fortune 100 Best Companies to Work For and No. 2 for World's Best Multinational Workplaces.

Download section
3.1 Workplace Culture

Awards earned for 2016

• 100 Best Workplaces for Women	• Best Workplaces Spain 2016
• 2016 Best Places to Work Australia	• Best Workplaces Switzerland 2016
• Best Businesses to Work For Argentina	• Best Workplaces in Mexico: Gender Equality
• Best Companies to Work for in Asia 2016 Hong Kong	• Best Workplace in Technology
• Best Companies to Work for in Asia 2016 Malaysia	• Canada's Greenest Employers 2016
• Best Multinational Workplaces Europe 2016	• Computerworld's 100 Best Places to Work in IT
• Best Places to Work for Recent Grads	• Forbes America's Best Employers
• Best Workplaces Canada 2016	• Fortune 100 Best Companies to Work For
• Best Workplaces Greece 2016	• India's Best Companies to Work For
• Best Workplaces Ireland 2016	• Top Employers 2016 Brazil
• Best Workplaces Italy 2016	• Top Employers 2016 France
• Best Workplaces Portugal 2016	• World's Best Multinational Workplaces

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.

2016 Data
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 2016, SAS had 14,058 employees worldwide and 7,112 US employees.

Voluntary Employee Turnover
In the US, the average employee tenure is eight years, compared to an industry average of 4.6 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 and less time training new hires on their roles in the company. SAS sees a strong connection between employee loyalty and business success.

2016 Data
SAS' voluntary employee turnover rate was 6 percent. The average industry turnover rate was 18.4 percent.[2]

1 US Bureau of Labor Statistics
2 Ibid.

US Turnover Summary – 2016			
US staff turnover	2014	2015	2016
Type			
Turnover number	349	353	437
Turnover percentage	5.2%	5.1%	6%
By age group			
19-31	45	72	48
32-44	124	110	127
45-63	128	122	228
64 and up	52	49	34
By gender			
Female	156	149	165
Male	193	204	272

Diversity and Equal Opportunity

SAS' work teams thrive on a diverse interplay of experience, backgrounds and perspectives. Employees' collective strength and passion for what they do ignites big ideas and powerful bonds. SAS continues to provide equal employment opportunity for all employees regardless of age, race, color, gender identity, religion, creed, ancestry, national origin, citizenship, marital status, sexual orientation, disability, medical condition, veteran status, pregnancy or any other protected class as defined by federal, state or local law. To promote diversity and equal opportunity, SAS engages in the following:

- Enable America partnership to provide job shadowing and mentoring for transitioning veterans.

- Women's Initiative Network (WIN), a SAS interest group dedicated to inspiring, encouraging and empowering women through networking, career development and community service.

- Treatment and Education of Autistic and Related Communication Handicapped Children (TEACCH) program provides job coaches for long-term autistic employees who work in SAS cafes.

- Food and Service Training (FAST) students from Wake County Public Schools receive credit toward Occupational Course of Study Diplomas by volunteering with corporate mentors to learn basic workplace skills.

- Arc of Wake County to help match people in the community with disabilities who are seeking competitive employment with appropriate jobs and on-site coaching. In some cases, students gain work credit to meet requirements for OCS Diplomas.

- R3 and VETS (Veteran Employment, Training and Support) summer student programs that symbolize SAS' commitment to "Recognize, Recruit and Retain" women, minorities, and military veterans in the field of technology.

Download section
3.2 Hiring and Retaining Staff

Skills Development

SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits for employees, SAS provides many opportunities for employees to develop, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. Employees at all levels are encouraged to pursue training to keep their skills sharp and learn new techniques to improve their professional capabilities.

2016 Data
Approximately 95 percent of employees participated in professional training, totaling 176,000 hours.

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 2016, SAS provided 104 leadership development offerings, including 19 courses, training 1,968 people.

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

Download section
3.3 Skills Development

Employee Type	Average Time in Training
Full-time	25 hours (same as last year)

Training	Breakdown
Classroom	68%
Webcast and video	31%
Reading material	1%

Training programs include			
Leadership development	Interpersonal development	Sales training	Technical training

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.

Many SAS offices around the globe have exercise facilities on-site or have access to regional fitness clubs. All employees have access to health care coverage that is tailored to the cultural norms and local laws of each region. At the world headquarters in Cary, NC, an on-site health care center provides comprehensive services that promote optimal health. The staff includes family nurse practitioners, physicians, registered dietitians/nutritionists, nurses, medical laboratory technologists, a psychologist and physical therapists.

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 injury or damage to individuals.

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 one of two full-time ergonomics specialists.

Absenteeism

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.

2016 Data

SAS recorded an absence rate of four days per full-time employee. This accounts for the following absence types: sick, time away medical, time away non-medical, floating holiday, school leave, jury duty, military and bereavement.

Injuries/Lost Days-US[2]	2014	2015	2016
Total Employees	6,862	7,117	7,112
Compensation Claims	22=0.32%	41=0.58%	48=0.67%
Lost Working Days	129	200.25	227.5

2 Numbers may vary based on a dynamic time frame.

Download section
3.4 Health and Safety

Education & Philanthropy
Meeting the challenges of the new millennium
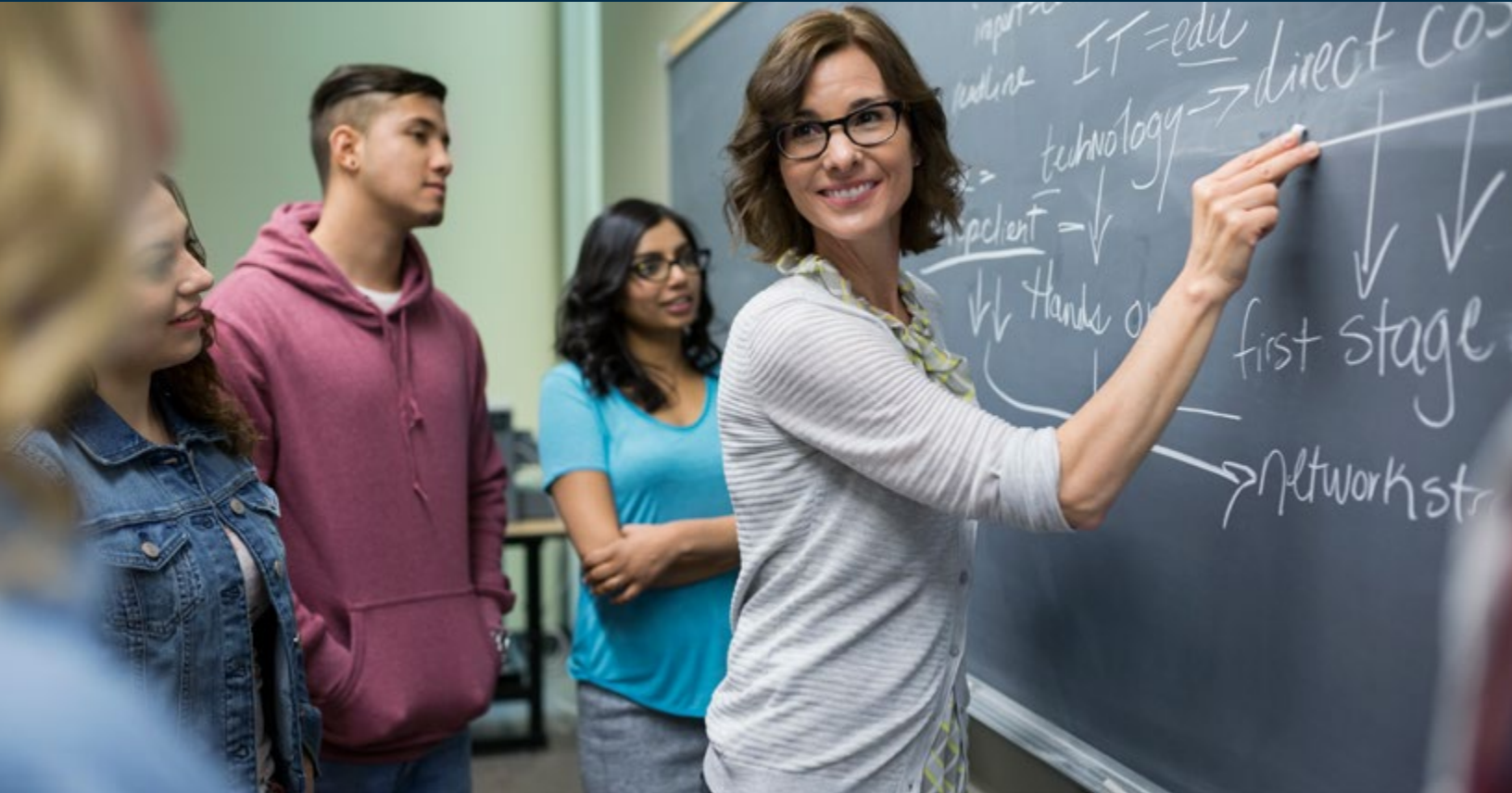
SAS CEO Jim Goodnight refers to education as the engine of economic growth. By supporting efforts that prepare more graduates for college, work and success in the 21st century, SAS continues to play a vital role in the global community.

For the last 25 years, SAS has made education its primary philanthropic focus. As a company, we believe that quality public education is a critical imperative for our children and for the country in this competitive, global economy. We are actively engaged in ensuring that all students have the support necessary to reach their full potential and become productive citizens.

In North Carolina and around the world, SAS targets education initiatives in science, technology, engineering and math (STEM) to ensure the next generation of computer innovators has the knowledge and skills to succeed. SAS also supports thoughtful and evidenced-based approaches to increasing third-grade reading proficiency, which is critical to ensuring students leave high school ready for college and careers.

P-12 Education

The quality of education in the P-12 system directly affects economic growth and prosperity. In fact, reading proficiently at the end of third grade is a key milestone to success in school and beyond. Students who do not achieve this milestone are four times more likely to drop out of school.

In its effort to increase access to skills in the critical areas of STEM, SAS offers several products and services at no cost to schools.

SAS® Curriculum Pathways® and SAS® Mobile Learning Apps

SAS Curriculum Pathways provides interactive, standards-based resources in the core disciplines for middle and high school students in traditional, virtual or home learning environments. From preschool children to lifelong learners, SAS mobile learning apps engage students of all ages. SAS Curriculum Pathways and SAS mobile learning apps are available to every educator in the world at no cost. In 2016, more than 2 million teachers and students used the free digital resources for P-12.

SAS® Programming for High School

SAS provides five days of training, all instructional materials, assessments and teaching guides necessary to teach SAS programming to high school students. Students will leave this course with skills that allow them to sit for the SAS Certification exam, a globally recognized certification. These resources are available to educators at no cost.

STEM Career Showcase for Students With Disabilities

SAS partnered with the North Carolina Museum of Natural Sciences to create an annual event where students with disabilities in grades three through 12 interact with college students and professionals with a variety of disabilities who have forged successful career paths in STEM fields. Students network with role models who are pushing the boundaries of knowledge, building innovative products and creating the technologies of the future. The 2016 event was attended by nearly 300 students and chaperones, with countless more viewing online.

Support for 1-to-1 Learning

SAS was a founding partner of the North Carolina 1:1 Learning Collaborative, a public-private partnership providing laptops, professional development and critical support to schools in rural areas. The results from the project, have become best practices for schools and districts undertaking a 1-to-1 initiative.

Triangle High Five Math Collaborative

This collaborative effort has helped mathematics teachers identify and engage highly effective instructional practices

and address disparities in math achievement related to race and income. Schools in the Triangle High Five partnership, which includes five public school districts, are striving to prepare more students to be successful in math and achieve their highest potential. Nearly 800 elementary and middle school teachers attended the seventh annual Math Summit at SAS, a two-day professional development event.

Support for STEM Careers

SAS again held a SAS STEM Career Day, in conjunction with Hour of Code and Computer Science Education Week, where volunteers ventured into classrooms to generate enthusiasm about careers in STEM. They engaged students with real-world examples, shared insights from their own careers and emphasized how school prepared them for success. In 2016, SAS volunteers conducting Hours of Code reached more than 3,000 students.

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

Download section
4.1 P-12 Education

Higher Education

Preparing the Next Generation

Big data has created an unprecedented demand for analytics talent that outpaces qualified applicants. To address that skills gap, in 2014 the company launched SAS Analytics U, an initiative including free SAS software, focused on helping students gain new skills and provide more opportunities for their education and career.

Free Software for Higher Education and Adult Learners

Through SAS University Edition and SAS OnDemand for Academics, professors, students, researchers and independent learners have free access to SAS software for teaching and learning valuable analytics skills. Students and independent learners can jump-start careers and appeal to talent-hungry employers by building analytics expertise. Downloads and registrations of SAS University Edition and SAS OnDemand for Academics grew 74 percent in 2016 to approximately 907,000, and more than 55,000 people registered for free e-learning courses in statistics and programming.

Support to Universities and Community Colleges

The SAS Education Division provides training and teaching materials to help professors and instructors incorporate SAS into their teaching. Resources include slides, data sets and printable/editable files of the student manual. These materials

are provided free of charge, with copyright permission for professors to use any of the content in their own class notes. SAS also provides numerous guest lecturers to universities and community colleges – at no cost to the institutions. SAS trained more than 3,200 professors and students in the use and instruction of analytics in 2016.

Analytics Degree Programs

SAS partners with traditional and nontraditional graduate and undergraduate programs around the world to create degree and certificate programs that generate the analytical talent organizations need to make the most of big data. SAS has helped launch 65 master's and undergraduate degrees and nearly 140 certificate programs in analytics and related disciplines. New programs in 2016 include ones at Arizona State University, Auckland University of Technology (New Zealand), Stirling University (United Kingdom), University of Texas at San Antonio, University of Orléans (France) and Wake Forest University.

SAS Student Programs and Scholarships

SAS has many programs that recognize, support and propel students toward a career in analytics or other STEM fields. Through opportunities such as the SAS Student Ambassador Program, the SAS Scholar Award Program, the SAS Analytics Shootout, the SAS Global Forum Student Scholarship Program, the SAS Global Forum Student Symposium and others,

students receive valuable assistance, experience, networking and professional exposure at major SAS events. Also, in 2016, Capella University and SAS collaborated to launch the Capella Women in Analytics Scholarships program. Created to encourage more women to enter and rise in the analytics and big data field, the first four scholarships were awarded in August.

SAS Education Policy Priorities

SAS CEO Jim Goodnight led a task force of CEOs from the Business Roundtable to explore the importance of third-grade reading proficiency. That work culminated in a report, *Why*

Reading Matters and What to Do About It. The report was released in February 2017 by a separate task force of North Carolina business leaders who are working with Goodnight and SAS to improve literacy rates across the state.

In further support of strengthening reading proficiency, SAS hosted a convening of 28 national experts to explore various issues with which policymakers are dealing across the country in determining how to strengthen and expand high-quality pre-K programs. A report from these experts was released nationally at the Brookings Institute in April 2017.

Download section
4.2 Higher Education

Philanthropy

SAS' corporate philanthropy supports strategic initiatives and policy advocacy that increase interest and achievement in STEM and increase third-grade reading proficiency, with an emphasis on North Carolina and the region surrounding SAS world headquarters.

Programs must generate a long-term impact and affect significant numbers of people, without discrimination. Examples include:

- #GivingTuesday, a global day of giving.

- Communities in Schools, the nation's largest dropout prevention organization.

- 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.

- In-kind donations for nonprofit organizations that need computer equipment or software. SAS gives hundreds of thousands of dollars in surplus computer hardware, office equipment and other tangible items to community groups that can benefit from the donation.

- Donations of money, software and expertise to numerous colleges, universities and community colleges around the world.

- Mapping the Nation, an online resource that reveals the importance of a globally competent workforce and citizenry.

- North Carolina Science Festival, a statewide showcase of science activities.

- University of North Carolina Data Dashboard, an interactive online database built by SAS that gives students, parents, policymakers and taxpayers expanded access to detailed UNC system data to track system performance.

- University of North Carolina Educator Quality Dashboard, an interactive online tool built with SAS data visualization software that enables citizens to analyze and display data on the UNC system's efforts to prepare more and higher-quality teachers and school leaders for the state's public schools.

- Triangle High Five, a partnership committed to seeing that students graduate from high school ready for higher education and careers of their choice.

- University of North Carolina Public Television, which broadcasts award-winning, educational programs that are watched by more than 4 million viewers each week.

- YMCA of the Triangle, with 17 branches and three overnight camps to meet community needs through programs that promote good health, strong families and solid communities.

- DonorsChoose.org, a national nonprofit that connects donors with classrooms in need. Each year, SAS matches employee contributions to the cause.

2016 Data

SAS donated more than $47 million to nonprofits across the globe. Local offices worldwide managed more than $1.9 million in community grants. In the US, SAS donated more than $45 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

Download section
4.2 Philanthropy

DonorsChoose.org for 2016

316
SAS employees gave in 2016

$50,316.24
donated by SAS employees

$48,688.04
matched by SAS

$99,004.27
total impact

488
unique projects supported in 26 different states (142 of which were from North Carolina)

43,627
students helped

2016 Donations	Type	Global Total
Cash donations	Worldwide cash	$1,919,681
In-kind donations (US only)	Software, hardware and services	$18,152,136
	Additional JMP® software donated	$1,151,150
	Value of in-kind training for students and educators	$26,168,076
	Surplus equipment/ furniture/hardware	$224,650
Total		**$47,615,693**

Community Engagement

As an integral part of SAS culture, the company encourages employees to donate their talent, time and/or finances to projects supporting education, the environment and social welfare. Offices across the globe manage programs tailored to fit the needs of their communities and the interests of SAS employees.

To foster a culture of volunteerism at SAS, the company manages the Employee Volunteer Fund (EVF), which contributes cash to education-based nonprofit organizations after an employee has provided at least 50 hours of volunteer support in three out of four quarters over 12 months.

2016 Data
SAS employees in the US volunteered almost 28,000 hours through the EVF program, resulting in more than $100,750 paid to schools across the country. Globally, SAS employees volunteer their time in the community. Whether it is collecting toys at Christmas in France, adopting a local school in Canada, raising money for the food bank in Pittsburgh, collecting coats for kids in North Carolina, or building Habitat for Humanity homes across the US, SAS employees generously give their time to improve their communities.

Some SAS volunteer projects in 2016 included:

• SAS employees in 16 countries joined more than 30,000 organizations around the world in support of #GivingTuesday,

Nov. 30. #GivingTuesday reports that more than $168 million was raised. There were 2.3 million social media mentions, tripling the number of users reached on Facebook last year. Around the world, here are just a few of the activities:

• In Boston, staff contributed to the Toy Drive for The Home for Little Wanderers organization.

• In Calgary, Canada, employees provided holiday gifts for a family of eight.

• In Chicago, employees donated food for the Greater Chicago Food Depository.

• In China, SAS Beijing R&D employees donated warm clothing and hundreds of books, computers, new school bags and related items for poor children and families from Yunnan Province.

• In France, employees collected toys for needy children.

• In Greece, employees donated food for a child welfare agency.

• In Mexico, employees delivered food and other supplies to Casa Hogar de la Esperanza, a home for girls.

• In Portugal, employees served dinner to poor and homeless people as part of the Serve the City project.

- In Spain, employees collected food donations at a local supermarket.

- In Toronto, employees collected and sorted clothes for New Circles Community Services.

A number of activities took place at SAS world headquarters:

- 400 children received new clothing as part of the Salvation Army Angel Tree collection.

- In 2016, SAS employees donated $50,000 to DonorsChoose.org for classroom projects; SAS matched those donations, resulting in almost $100,000 for 488 unique projects. A total of 43,627 students in 26 states have benefited from the partnership this past year. The DonorsChoose.org challenge raised more than $37,200 in donations to classroom projects via the #GivingTuesday campaign at SAS.

- A team from SAS Curriculum Pathways led about 40 members of the Boys & Girls Clubs of Wake County in a Sphero ball activity, followed by a pizza dinner in Building R.

- 137 pints of blood were donated to the American Red Cross.

- SAS volunteers helped raise nearly $180,000 for UNC-TV, the statewide public television network. Since 2000, SAS has helped raise more than $2 million for public television.

- SAS is a founding partner in SummerSTEM and for the second year, hosted a STEM immersion experience involving six corporations and 50 middle and high school teachers.

- SAS STEM Career Day. SAS STEM volunteers visited schools and described their careers, how they chose their career paths, and how SAS and its customers use math, science and technology. The goals are to increase student interest in STEM careers and courses, to help students connect what they do in school with an exciting STEM career pathway, and to familiarize them with the varied STEM careers at SAS and other organizations.

- The below activities served the Food Bank of Raleigh:

  - Between the child care centers' food drive and the CanOrnament display, employees donated 6,351 pounds of canned goods – enough to provide 5,500 meals.

  - The Executive Cooking Challenge raised awareness and encouraged employees to donate.

- The Virtual Food Drive monetary donations totaled $9,375.

- All in all, enough food/money was collected to provide 52,375 meals – over 30,000 more meals than last year.

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.

2016 Data

SAS employees served on numerous boards, including the following:

- American Statistical Association
- Business Council
- Business Roundtable
- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- Cary Academy Board of Directors
- CSC Strategic Advisory Board at North Carolina State University – Board Emeritus
- Food Bank of Central and Eastern North Carolina
- Friday Institute for Educational Innovation (North Carolina State University)
- Inter-Faith Food Shuttle
- North Carolina Museum of Art
- North Carolina Museum of Natural Sciences – Friends
- North Carolina Public School Forum
- North Carolina Science Festival
- North Carolina State University Board of Trustees
- Smithsonian National Museum of Natural History, Advisory Board
- WildTrack
- World Wildlife Fund US
- YMCA of the Triangle

Download section
4.4 Community Engagement

Donation Process

SAS' corporate philanthropy supports strategic initiatives and policy advocacy that increase interest and achievement in STEM and increase third-grade reading proficiency, with an emphasis on North Carolina and the region surrounding SAS world headquarters.

To be eligible for donations, organizations must meet the following criteria:

• Have nonprofit tax exemption status under Internal Revenue Service code 501(c)(3).

• Have a responsible board of directors serving without compensation.

• Show financial stability as evidenced by audited annual financial statements.

• Employ ethical methods of publicity, promotion and solicitation of funds.

• Raise funds without payment of commissions, street solicitations or mailing of unordered tickets.

• Operate from a detailed annual budget.

• Request funds for programs or operations with a minimal portion applied to overhead.

• Use the in-kind donation to benefit organizational members or constituents.

The SAS Community Relations Program does not consider funding or in-kind donations for the following:

• Sponsorship of professional athletic or amateur sports teams or individuals.

• Single events such as walk-a-thons, fundraisers, workshops, seminars, etc.

• Religious causes.

• Political parties, candidates or issues.

• Organizations that are in any way exclusive.

• Trips or tours.

• Independent film/video productions.

• Requests from individuals.

SAS Community Relations Program: Criteria for Donations Related to Education

If your organization meets the above criteria, follow these steps to apply for a donation:

1. Complete the SAS Donation Application below, making sure to provide all information requested.

2. Prepare a brief description (three pages or less) of the project/program to be funded or for the in-kind request, including answers to the following questions:

- What is the primary mission of your organization? Describe your current programs and significant accomplishments, along with your total annual budget over the last three years.

- What issue or problem does your program/project address?

- How does this issue relate to SAS' educational focus, priorities and criteria?

- What is the scope of your program? Who is your audience and/or the population to be served? (Include any available program or policy statements that reference geographic location, socioeconomic status, or other factors that identify the target audience.)

- What is the program goal or expected outcome of the program for which support is requested?

- What is the track record of the project/program to be funded? (If new, discuss accomplishments of the organization.)

- How will you measure the success of the program/project and report the results to SAS?

3. Provide the following supporting documentation:

- A photocopy of the IRS 501(c)(3) letter.

- Evidence of current accreditation (for educational institutions).

- An audited financial statement or detailed information on finances.

- A list of those currently on the board of directors and their professional affiliations, as well as the executive leadership of the organization.

- A separate project/program budget, if applicable.

4. Return (1) the completed application; (2) description; and (3) all required supporting documentation. Incomplete applications will not be considered. Completed applications are reviewed in the order they are received in February, May, August and November..

Mailing address:
Community Relations
SAS Campus Drive
Cary, NC 27513
Note: Submitted materials will not be returned.

Donation Application

Date:

Name of Organization:

Address of Organization:

Contact Person:

Title/Position:

Address (if different from above):

Telephone: Fax:

Email Address: Website:

How long has this organization operated in this community?

The funds being sought are to be used for:

Capital Campaign Operating Budget Special Project – project start and end dates:

Total budget for current project: $

What percentage is being requested from businesses?

Dollar amount or description of in-kind donation requested from SAS:

How was this amount calculated? (include overall budget if requesting partial funding):

Has your organization received previous support from SAS?   Yes   No

If yes, list year(s) and amount(s):

List three to five other major business contributors to this program and the amounts contributed:

List names and positions of any SAS employees involved with your organization:

Name

Title

Return completed Donation Application, together with all required supporting documentation, to:

Community Relations

SAS Campus Drive

Cary, NC 27513

Download section
4.5 Donation Process

Contributing to the improvement of local and global communities has always been important to SAS. Since 1976, SAS Analytics have been helping organizations gain valuable insights from data. The Data for Good movement is a natural extension of that, and SAS continues to look for opportunities to improve how people live.

SAS uses analytics to address humanitarian issues like poverty, health, human rights, education and the environment. Making a difference in the world is at the heart of what SAS does, and just another example of using our software to serve the greater good.

SAS Changing Lives

International Organization for Migration

When two earthquakes shattered the lives of Nepalese families, the International Organization for Migration used SAS Visual Analytics to help them rebuild faster.

"By modernizing our approach to first response through analytics, we were able to understand what the country's production capacities and inventories are, and work on that very complicated equation of identifying the best way to assist people without creating dependency."
Brian Kelly, Advisor, IOM

GatherIQ™

GatherIQ is an innovative crowdsourcing project from SAS that puts analytics in the public's hands to address world problems with a mobile app. The first GatherIQ project is with the International Organization for Migration (IOM) where SAS and IOM are asking the public to help analyze data to better understand the dangers migrants face.

"The migrant crisis continues unabated. By better understanding the risks facing these people, we can do more to protect them. The more people we have analyzing the data and contributing to solutions, the more likely we are to save lives."
Leonard Doyle, spokesperson, IOM

Peace-Work

Peace-Work and SAS are applying sophisticated analytics to the challenges of combating human trafficking – and are achieving initial success.

"Our next step will be to look at states and metros that are better at finding and reporting trafficking to identify best practices that other states can use."
David J. Corliss, PhD, Founder and Director of Peace-Work

Crescent Care

CrescentCare relies on SAS Visual Analytics to improve community outreach and patient outcomes. Through better data analysis, the provider improved patient HIV suppression rates from 69 percent to 81 percent.

"When we talk about managing and analyzing data, we're talking about human lives – promoting healthy habits, taking preventative measures, and caring for the sick and disadvantaged. They're not just data points – they're people."
Seema Gai, Chief Information Officer, CrescentCare

World Wildlife Fund

World Wildlife Fund (WWF) uses SAS Data Management and SAS Analytics to help maximize donations that build a future where people live in harmony with nature. Through advanced SAS modeling, WWF improved revenue for multiple campaigns by 25 percent, and in one year increased their net income while sending 500,000 fewer pieces of mail.

"We can raise the same amount of money with much less expense. That means WWF and its members are more efficiently helping to protect the planet."
Mac Mirabile, Director of Strategic and Financial Analysis, WWF

New Zealand Ministry of Social Development

With SAS Analytics at the heart of welfare reform, New Zealand's Ministry of Social Development (MSD) invests in the support young people need to build a better future. It has transformed the way MSD targets its service-based investments and has enabled the agency to concentrate efforts on those who need it most. This translates to greater savings of taxpayer money as well as better futures for people and their families.

"We have a golden opportunity in the social sector to use advanced analytics to transform the lives of New Zealanders."
Paula Bennett, Minister of Social Development in 2014

San Bernardino County

San Bernardino County (CA) uses SAS Data Management and SAS advanced analytics to analyze consumer engagement with the behavioral health system to identify barriers to care, revealing a less stigmatizing picture than many people in the field have thought.

"SAS has given us more credibility, because now the data we're sharing is easily digestible, valuable and relatable. The opportunity to use data in decision making for public mental health is endless, and analytics get you there."
Sarah Eberhardt-Rios, Deputy Director for Program Support Services, San Bernardino County Department of Behavioral Health

Des Moines Area Community College

Des Moines Area Community College uses SAS Visual Analytics and SAS Data Management to help students prosper. Administrators and educators can easily and securely access data and reports, which frees staff to mine data in more detail and proactively help students succeed.

"We have a ton of data that gets captured on students, their progress, when they come in and when they go out. SAS provides an overall snapshot of the health of our institution, and insight into how our programs, processes and systems impact students."
Joe DeHart, Executive Director of Institutional Effectiveness, Des Moines Area Community College

The Royal Society for the Protection of Birds

The Royal Society for the Protection of Birds (RSPB) uses SAS to help safeguard wildlife. Through analytics, RSPB can better understand the data it collects in an effort to test and develop conservation solutions that protect endangered birds. The society also uses its big data to manage 200 nature reserves.
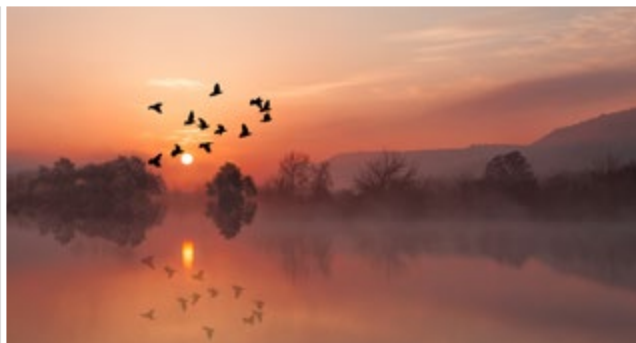
"Conservation informed by evidence is always more likely to succeed than that based on guesswork or anecdote. SAS enables us to produce the firm scientific evidence needed to confidently implement our initiatives."
Will Peach, Head of Research Delivery, RSPB

Download section
5 Data for Good

The SAS 2016 Corporate Social Responsibility (CSR) Report is based on the calendar year Jan. 1 to Dec. 31, 2016, and 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 2015 CSR report, which was published online in July 2016. That data has now been updated for the 2016 report. In 2016, 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.

The report was developed using Global Reporting Initiative (GRI) G4 sustainability reporting guidelines and was prepared in accordance with Core GRI requirements. SAS' CSR efforts focus on four core areas: governance and ethics, employees, environment, and education and philanthropy. The report can be viewed in a PDF document by separate sections or as a

§sas

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.

- Financial: 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. All suppliers must abide by required ethics and compliance rules, which can be found in the Supply Chain section under Governance & Management of the Corporate Responsibility website.

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 G4 guidelines, these issues have been reported as "material aspects." Each team member then gathered information specific to these areas of impact for inclusion in this report. The focus areas of this report include:

Internal: Issues Relevant to Employees and Management

Great workplace
Training for next generation of employees
Health and safety **Talent development**
Environment Workers' rights
Volunteerism and community engagement
Energy and emissions Waste
Water Green building

External: Issues Relevant to Other Stakeholders, Including Customers, Communities, Governments, Partners, Subcontractors, Suppliers, etc.

Quality of support
Philanthropy **Ethics** Privacy
Continuity of business
Export law **Environment** Anti-corruption
Diversity Bribery
Gift law Lobbying
Campaign contributions

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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.

SAS continues to engage with stakeholders both internally and externally, including:

Stakeholder	Engagement	2016
Communities	Employee volunteers, community grants, in-kind donations and training, fundraising.	Employee donations and corporate matching for DonorsChoose.org totaled more than $99,000, funding 488 classroom projects and benefiting 43,627 students in 26 states. SAS employees volunteered 28,000 hours, resulting in $100,750 donated to education from the Employee Volunteer Fund.
Employees	Enhance the SAS workplace culture by communicating with and informing employees about company activities and internal and external programs.	Intranet, webcasts, videos, webzines, blogs and The Hub, 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.	Board memberships include American Chamber of Commerce to the European Union (AmCham EU) Executive Council, Atlantic Council Board of Directors and American Statistical Association.

Stakeholder	Engagement	2016
Customers	Host ongoing dialogue with customers to answer questions and gather input for product improvement.	SAS interacts with customers through the SAS Global Forum conference, 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.	SAS® Curriculum Pathways® provides free online resources and mobile apps for early learners to grade 12. 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.
External communications	Build awareness and shape the SAS brand through external communications.	External communications helps build awareness and shape the SAS brand by influencing what others think and say about the company. SAS uses external communications to guide the flow of information to educate and persuade various public stakeholders, including the news media, bloggers, customers, prospects, analysts and partners.

Download
About This Report

GRI Index

Indicator	Description	Reference
Strategy and Analysis		
G4-1	Statement from the most senior decision maker of the organization	From the CEO
Organizational Profile		
G4-3	Name of the organization	Governance and Management>Governance Structure> Company Profile
G4-4	Primary brands, products and services	Governance and Management>Governance Structure> Company Profile
G4-5	Location of headquarters	Governance and Management>Governance Structure> Company Profile
G4-6	Number of countries where organization operates	Governance and Management>Governance Structure> Company Profile
G4-7	Nature of ownership and legal form	Governance and Management>Governance Structure> Company Profile
G4-8	Markets served	Governance and Management>Governance Structure> Company Profile
G4-9	Scale of organization	Governance and Management>Governance Structure> Company Profile
G4-10	Size and composition of workforce	Governance and Management>Governance Structure> Company Profile
G4-11	Percentage of employees covered by collective bargaining	None
G4-12	Organization's supply chain	Governance and Management>Supply Chain
G4-13	Significant organizational changes during the reporting period	None
G4-14	Precautionary approach or principle is addressed by the organization	Environmental Program>Environmental Governance> Precautionary Approach
G4-15	Externally developed economic, environmental and social charters the organization endorses	Governance and Management>Supply Chain Management
G4-16	Memberships and Associations	Education Philanthropy>Community Engagement

Indicator	Description	Reference
Identified Material Aspects and Boundaries		
G4-17	List all entities and explain omissions	Governance and Management>Company Profile; About This Report
G4-18	How report content was defined	About This Report>Scope and Boundaries
G4-19	List of material aspects	About This Report>Materiality Matrix
G4-20	Aspect boundary within the organization	About This Report
G4-21	Aspect boundary outside the organization	About This Report
G4-22	Restatements	About This Report>Scope and Boundaries
G4-23	Significant changes in scope or boundary	About This Report>Scope and Boundaries
Stakeholder Engagement		
G4-24	List of stakeholders	About This Report>Stakeholder Engagement
G4-25	Basis for identification and selection of stakeholders with whom to engage	About This Report>Stakeholder Engagement
G4-26	Approach to stakeholder engagement	About This Report>Stakeholder Engagement
G4-27	Key topics and concerns raised by stakeholders	About This Report>Materiality Matrix
Report Profile		
G4-28	Reporting Period	About This Report
G4-29	Date of most recent previous report	About This Report
G4-30	Reporting cycle	About This Report
G4-31	Contact point	About This Report
G4-32	GRI "in accordance" option	About This Report
G4-33	Contact point	About This Report
Governance		
G4-34	Governance structure of the organization	Governance and Management>Governance Structure> Company Profile
Ethics and Integrity		
G4-56	Organization's values, codes of conduct and codes of ethics	Governance and Management>Ethics and Regulatory Compliance
Economic Impact		
G4-EC1	Direct economic value generated and distributed	CEO Letter; Philanthropy
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not applicable

Indicator	Description	Reference
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Governance and Management>Supply Chain Management - North Carolina only
Environmental - Energy		
G4-EN1	Materials used by weight or volume	Environmental Program>Energy and Emissions
G4-EN2	Manufacturing-based input materials	Environmental Program>Energy and Emissions
G4-EN3	Energy consumption within the organization	Environmental Program>Energy and Emissions
G4-EN5	Energy intensity	Environmental Program>Energy and Emissions
G4-EN6	Reduction of energy consumption	Environmental Program>Energy and Emissions
G4-EN7	Reductions in energy requirements of products and services	Environmental Program>Energy and Emissions
Environmental - Water		
G4-EN8	Total water withdrawal by source	Environmental Program>Water Conservation
G4-EN10	Percentage and total volume of water recycled and reused	Environmental Program>Water Conservation
Environmental - Biodiversity		
G4-EN11	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environmental Program>Biodiversity
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	CEO Letter; Philanthropy
G4-EN13	Habitats protected or restored	Environmental Program>Biodiversity
Environmental - Emissions		
G4-EN15	Direct greenhouse gas emissions (scope 1)	Environmental Program>Energy and Emissions
G4-EN16	Indirect greenhouse gas emissions (scope 2)	Environmental Program>Energy and Emissions
G4-EN19	Reduction of GhG emissions	Environmental Program>Energy and Emissions
Environmental - Effluents and Waste		
G4-EN22	Total water discharge by quality and destination	Environmental Program>Landfill Diversion
G4-EN23	Total weigh of waste by type and disposal method	Environmental Program>Landfill Diversion
G4-EN24	Total number and volume of significant spills	Environmental Program>Landfill Diversion

Indicator	Description	Reference
Environmental - Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Governance and Management>Ethics and Regulatory Compliance
Environmental - Supplier Environmental Assessment		
G4-EN32	Percentage of new suppliers screened using environmental criteria	About This Report
Environmental - Supplier Environmental Assessment		
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanism	Governance and Management>Ethics and Regulatory Compliance
Social - Employment		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group gender, and region	Employees and Culture>Hiring and Retaining Staff
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees and Culture>Hiring and Retaining Staff
G4-LA4	Type of injury and rates of injury, occupational diseases, lost days and absenteeism	Employees and Culture>Health and Safety
Social - Training and Education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Employees and Culture>Skills Development
G4-LA10	Programs for skills management and lifelong learning that support he continued employability of employees and assist them in managing career endings	Employees and Culture>Skills Development
Social - Labor Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanism	Governance and Management>Ethics and Regulatory Compliance
Social - Non-Discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Governance and Management>Ethics and Regulatory Compliance
Social - Local Community		
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Education Philanthropy; partial reporting

Indicator	Description	Reference
Social - Anti-Corruption		
G4-SO4	Communication and training on anti-corruption policies and procedures	Governance and Management>Ethics and Regulatory Compliance>Anti-Corruption
G4-SO5	Confirmed incidents of corruption and actions taken	Governance and Management>Ethics and Regulatory Compliance
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Governance and Management>Governance Structure>Public Policy
Social - Anti-Competitive Behavior		
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Governance and Management>Ethics and Regulatory Compliance
Social - Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Governance and Management>Ethics and Regulatory Compliance
Social - Supplier Assessment for Impacts on Society		
G4-SO9	Percentage of new suppliers screened using criteria for impacts on society	Governance and Management>Supply Chain
Social - Grievance Mechanisms for Impacts on Society		
G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Governance and Management>Ethics and Regulatory Compliance
Social - Customer Privacy		
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance
Social - Compliance		
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Governance and Management>Ethics and Regulatory Compliance
Philanthropy and Community Engagement		
PH 1	Areas of focus for philanthropy activities	Education Philanthropy
PH 2	Monetary value of charitable contributions	Education Philanthropy>Philanthropy
PH 3	Employee engagement in philanthropic activities	Education Philanthropy>Community Engagement
PH 4	Board memberships by employees	Education Philanthropy>Community Engagement
PH 5	Process for engaging philanthropy in communities	Education Philanthropy>Donation Process