



2019
Corporate Social
Responsibility



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As the world pulled together to combat the immediacy of the COVID-19 pandemic, we were reminded of our interconnection and the global ripple effect we all have with one another. This realization should inspire humanity to see how critical it is to look long-term and rise together to protect our planet and our communities. At SAS, we believe when there's strength in numbers, we can do great things. Technology is key to make changes that can have a real impact in our data-rich world - something we have seen through our decades-long work of connecting analytics and advocacy.

For decades, SAS has combined corporate social responsibility and innovation with our software to address economic, social and environmental issues. Our support for the [United Nations' Sustainable Development Goals](#) is visible in our efforts to ensure quality education for students worldwide, to improve overall health and well-being, and to promote climate action. Each of these initiatives are highlighted in this year's report, which spotlights our continued efforts to advocate for education, sustainability and work/life integration. Even in the midst of the pandemic, SAS quickly stepped up to provide a [data analytics resource hub](#) to help businesses and individuals combat the virus through free tools and resources as well as no-cost online learning offerings.

SAS' dedication to social innovation initiatives and focus on education began early: Our company started as a university project in 1967 contributing to improving farming practices. So it's no surprise that our greatest philanthropic spotlight targets [education](#). SAS is committed to integrating technology into all levels of education to bridge the skills gap, starting with K-12 students. We have developed relevant resources for data literacy, computational thinking and coding to educate the future data scientists of the world. In fact, education was a key pillar of our \$1 billion artificial intelligence investment, announced in 2019. With technology rapidly changing, we are focused on helping a new generation gain the skills needed to adapt in the competitive landscape and succeed.

Making a difference in the world is the cornerstone of our long-running [Data for Good](#) effort, where we are committed to helping solve critical global issues using data and analytics. This includes SAS' free [GatherIQ™](#) app, where users can learn about the 17 global Sustainable Development Goals and what organizations are doing to address them. As part of our social innova-

tion initiative, SAS works to find creative ways to accelerate global progress and move the world toward a more sustainable future, from helping children who've lost their parents and eliminating water poverty to protecting biodiversity and saving the Amazon rainforest.

This dedication to serving the greater good and our community begins with [taking care](#) of our employees. Our diverse workforce brings unique talents and inspires teams to create software that can change the world. In times where racial inequity has risen to the forefront, we strengthen our commitment to diversity and inclusion by looking for ways to take action such as providing Racism and Unconscious Bias training, expanding employee listening sessions, implementing a Diversity & Inclusion Action Board, and re-evaluating our employee programs and practices, to name a few. Challenging situations afford us the opportunity for learning, growing and making positive change. To create and innovate, employees must feel free to be their authentic selves. We rely on our diversity of thought, background and perspectives to deliver great software that can solve our customers' biggest challenges. This belief has garnered recognition for SAS' culture for both its [innovative environment](#) and as a [best employer for diversity](#).

In addition to helping customers with their sustainability efforts, we also use our analytics to help drive SAS' sustainability at our campus headquarters and global offices. From energy conservation and solar projects connected by our smart campus technology to green buildings, recycling and boosting bee populations, we continue to foster a [sustainable workplace](#) while reducing our environmental footprint. As an update to our company's climate strategy, SAS has committed to achieving net-zero carbon emissions by 2050.

While we all are trying to adapt to our new normal amidst COVID-19, SAS' values still hold true - we treat people like they matter and work together with each other and our customers to make a better, safer world. I am proud to share the highlights of our environmental, social and economic efforts in this year's Corporate Social Responsibility report.



Education & Philanthropy

- Education was a key pillar of the company's \$1 billion AI investment, announced in 2019.
- For preschool-12, SAS offers free digital tools, resources and apps through Curriculum Pathways.[®] More than 2.5 million educators and students used the resources in 2019.
- In 2019, SAS volunteers conducted Hours of Code that introduced more than 2,000 students to careers in STEM during national Computer Science Education Week.
- Downloads and registrations of the no-cost registrations of free SAS[®] software for academics topped 2 million in 2019.

Also, more than 130,000 people registered for free e-learning courses in statistics and programming.

- The SAS Education division provides training and teaching materials to help professors and instructors incorporate SAS into their teaching. In 2019, 8,575 no-cost teaching kits were downloaded and used by educators across the globe.
- SAS donated more than \$222 million in total to nonprofits across the globe in 2019, including \$221 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

Data for Good

- With GatherIQ,[™] SAS is bringing global issues into the classroom. The free app details 17 Global Goals set by the United Nations for a better world and can inspire the next generation of changemakers to help solve sustainability issues.
- Operationalized analytics to track, treat and inhibit the spread of COVID-19.
- Helped NatureServe protect biodiversity with artificial intelligence.

- Improved fundraising efforts for vital cancer research.
- Built a legacy of inclusion at the Special Olympics World Games with data-driven technology.
- Advanced mental health care with predictive analytics.
- Used technology to protect vulnerable children.
- Increased speed and accuracy of tumor evaluations.

Environment

- Achieved 2020 goal of adding 50% more charging stations at SAS headquarters, from 42 to 65 – a 55% increase.
- SAS earned LEED certifications for its Toronto location (Platinum) and for its largest office building, which opened in 2019 at world headquarters (Gold) and was also recognized with a [Sustainable Business Award](#) by the US Green Business Council.
- At the end of 2019, SAS emissions dropped 3.9%–23.5% lower than its 2011 baseline year.
- Energy use intensity for office buildings decreased 5.1% and 14.5 kWh per square foot – a 37.4% improvement over the 2010 intensities base year.

- Carbon use intensity for office buildings decreased 10.1% to 10.4 CO2 pounds per square foot. The 58% improvement exceeds SAS' 2025 goal of 50% over the 2010 intensities base year.
- Diverted 49% of operational and construction waste from landfills globally.
- Generated 3.8 million kWh of clean, renewably sourced energy from rooftop and ground-mounted solar systems.

Employees & Culture

- Commitment to diversity and inclusion through CEO Action for Diversity and Inclusion pledge, Employee Inclusion Groups, diversity and inclusion programs and partnerships.
- Forbes ranked SAS as one of [America's Best Employers for Diversity](#).
- SAS won many [workplace awards](#) including ranking in the top 10 of the [World's Best Workplace](#) by Great Place to Work[®] and [Fast Company's Best Workplace for Innovators](#).

- In the US, the average SAS employee tenure is 12.4 years, compared to an industry average of 4.2 years.
- At the end of 2019, SAS had 14,026 employees worldwide and hired 1,423 employees during the year.
- Approximately 96% of employees participated in professional training, totaling 183,500 hours.



Meeting the challenges of tomorrow

The rise of new technologies demands a new generation of skills. For decades, SAS has supported education at all levels to shrink the analytics skills gap and prepare more students for college, work and success in the analytics economy. Education was a key pillar of the company's \$1 billion AI investment, announced in 2019.

SAS has deep roots in academia. Its founders were part of a consortium of eight universities to analyze vast amounts of agricultural data. These bold minds were pioneers in using data for the greater good. Decades later, education is still its primary philanthropic focus. From preschoolers to graduate students, SAS supports countless educational programs to help students from all backgrounds reach their full potential as future leaders and innovators.

As an essential part of its commitment to education and philanthropy, SAS contributes to charitable initiatives in the US and abroad to build stronger foundations for brighter futures. By driving efforts to improve education and society, SAS embraces its role in the greater global community.

Preschool - 12 Education

Data is everywhere and is the driving force behind much of today's innovation, but rarely do students have the opportunity to work with data in authentic, meaningful experiences beyond the math classroom. Thus, many students are not achieving data literacy.

As the global analytics leader, SAS is uniquely positioned to be a pioneer in educating students on data literacy and computer science. SAS is committed to developing relevant resources for data literacy, computational thinking and coding to educate future data scientists.

Examples include the free app CodeSnaps, which teaches fundamentals of coding using robots and is perfect for classroom lessons. Another is Math Stretch, which provides a suite of activities that develops elementary math skills and number sense. For preschool-12, SAS offers free digital tools, resources and apps through Curriculum Pathways.[®] More than 2.5 million educators and students used the resources in 2019.

SAS is also bringing global issues into the classroom with GatherIQ.[™] The free app is based on the 17 global Sustainable Development Goals set by the United Nations for a better world. Users can download the app to learn more about the goals while exploring global issues through interactive data visualizations, quizzes and other multimedia activities.

In 2019, SAS participated in a book drive at a Raleigh, NC, elementary school, benefiting Wake Up and Read, to show how the power of data literacy can drive meaningful results and pique the curiosity of young learners. Leading up to the book drive, SAS posed data-driven questions to students about what types and genres of books kids preferred. By understanding the value of data in the problem-solving process, students were able to consider the types of books donated rather than the number of books collected. At the end of the book drive, not only did the students beat last year's donations, but they were able to collect nearly 3,000 books of interest to students.

It should come as no surprise that teaching children to read at an early age sets them up for greater success in school. In fact, students who can't read proficiently by the end of third grade are four times more likely to leave school before graduating. SAS is a strong advocate for better reading proficiency among young children and for providing more 4-year-olds access to high-quality pre-kindergarten classrooms.

"Providing kids from lower-income families with a good education is a path out of poverty."

Jim Goodnight, SAS CEO

Global and National Efforts

Support for STEM Careers

SAS STEM Career Day -in conjunction with Hour of Code, STEM Career Showcase for Students with Disabilities, and Computer Science Education Week - saw SAS volunteers venturing into classrooms to generate enthusiasm about careers in STEM. Employees engaged students with real-world examples, shared insights from their own careers and emphasized how school prepared them for success.

In 2019, SAS volunteers conducting Hours of Code introduced more than 2,000 students to this national effort. SAS also supports other organizations devoted to improving the quality of education, including the Institute for Emerging Issues, BEST NC, NC Public School Forum, Business Roundtable and other nonprofit organizations.

Discover. Lead. Solve.

SAS has always been passionate about enabling curious and capable people to transform the world. To stir the kind of curiosity that leads to transformation, people need to be reached early on - long before students ever enter the workforce. In 2019, 120 high school students traveled to SAS world headquarters to attend Discover. Lead. Solve., an annual event designed for students taking SAS® programming courses to see beyond code and connect to the broader impact of SAS technology. With the help of SAS employees, students walked away with a better understanding of why SAS skills are so important - not just as a resume builder but to help them change the world.



Global Education Initiatives

Employees at offices around the world participated in several preschool-12 projects that supported education initiatives. Here are a few examples:

- SAS has tapped into its global employee population to help kids around the world learn the fundamentals of computer programming. SAS offices in 21 countries and five US states have received CodeSnaps kits so that employees can conduct coding lessons with local schools and nonprofits. CodeSnaps is a free app that teaches coding basics by enticing students to actively work

together to control Sphero, an app-enabled robotic ball that students command using code and an iPad®.

- SAS Canada participated in helping students through programs such as the Market Lane Reading Buddies Program and the Junior Achievers Governors Gala.
- SAS China donated books to elementary school students.
- SAS India built a new science lab for a local organization that provides quality education to several villages by Rohida Fort. SAS R&D India also has many educational programs including:
 - A partnership with Sumati Balwan, a school for underprivileged and/or orphaned students, is supporting construction of a new building and outdoor classroom to be completed in 2020. Employees also introduced the students to coding using robots and CodeSnaps.
 - A program to help intellectually disabled students to become more confident and independent. Projects included donations to help create a vocational training center and day care facility and to address transportation needs. Employees also purchased goods made by the students.
- SAS Middle East launched its first diversity and inclusion initiative in the Middle East to promote Women In Tech. They organized an event for high school girls to encourage their interest in STEM careers. The event was met with great feedback and the office plans to conduct more in the future with additional schools.
- SAS Poland donated 21 computers to a local school in need.
- SAS Spain participated in an initiative to promote interest in STEM careers to at-risk children.
- SAS United Kingdom/Ireland donated IT equipment to local schools.

Local Efforts

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 six 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 2019 event was attended by approximately 500 students and chaperones.

Triangle High Five Math Collaborative

This collaborative effort has helped mathematics teachers identify and engage in 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. In 2019, the Triangle Math Alliance Summit, held annually since 2010, attracted more than 600 elementary and middle school teachers for a two-day professional development event. Held at SAS for the first seven years, it is now hosted by fellow partner NC State University. SAS remained a sponsor of the 2019 summit.

SAS Education Policy Priorities

To increase third-grade reading proficiency in North Carolina, SAS is leading a group of North Carolina business leaders who are advocating for policy changes to increase early literacy. This effort resulted in significant increases in state funding for NC Pre-K, a high-quality program for four-year-olds. NC Pre-K has proven, lasting results such as increased reading and math proficiency and reductions in special education placements and the likelihood of being held back a grade.

In addition, SAS is focused on helping pre-service and in-service educators understand the importance of early reading and math skills, identifying ways for educators to be more effective in their instruction. SAS is participating in an Education Preparation Program Advisory Group, spearheaded by the University of North Carolina System, to work with the system's 15 colleges of education to improve the way in which pre-service teachers are taught to teach reading to young students.

SAS is supporting the Early Learning and Literacy Impact Coalition, facilitated by Deans for Impact. This group of five invited North Carolina colleges of education to explore ways to strengthen preparation of pre-service early learning teachers for children ages 0-8. This ensured these teachers are ready for the classroom on day one.

SAS has an appointed member on the state entity - the B-3 Interagency Council - charged with developing a comprehensive system for children (from birth through third grade) to ensure they are on the path to grade level reading proficiency. SAS is also advising the council on how to develop a statewide birth-through-third-grade data system, tied to other statewide systems, to capture data relevant to child development and proficiency in both reading and math, providing early indicators for success in school and beyond.

SAS is chairing the Workforce Readiness Committee of the North Carolina Chamber of Commerce, whose priorities for strengthening education in North Carolina are:

- Increasing third-grade reading proficiency, including more access to the state's high-quality NC Pre-K program for four-year-olds, where the foundations for reading proficiency are laid.
- Increasing educational attainment by bringing more career relevance into North Carolina classrooms, such as dual enrollment and early college high schools, to get students more interested in post-secondary education and training, especially in the STEM fields.

As a member of the board of myFutureNC, a 501(c)(3) nonprofit organization, SAS seeks to work with business, education and philanthropic leaders across North Carolina to achieve a new statewide educational attainment goal to meet the skills needs of North Carolina businesses.



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, SAS Academic Programs offers free software, university partnerships and compelling user communities focused on helping students gain new skills and fostering more education and career opportunities. SAS has helped launch more than 300 joint programs in analytics and related disciplines.

Free Software for Higher Education and Adult Learners

Educators, students, researchers and independent learners have free access to SAS software for teaching and learning valuable analytics skills. Downloads and registrations of free SAS software for academics topped 2 million in 2019. Also, more than 130,000 people registered for free e-learning courses in statistics and programming.

In 2019, the company launched SAS® Viya® for Learners, which offers free access to AI and machine learning software for higher education educators and students. By learning with SAS Viya - the company's most advanced, open software offering - learners will gain experience with the latest in data management, visual analytics, predictive analytics and text mining.

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. In 2019, 8,575 teaching kits were downloaded and used by educators across the globe. SAS also provides numerous guest lecturers to universities and community colleges - at no cost to the institutions.

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. New programs in 2019 include ones at Appalachian State University, Macquarie University (Australia), Sacred Heart University, University of Maryland and York University (UK).

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, SAS Global Forum Student Symposium and others, students receive valuable assistance, experience, networking and professional exposure.

Global Education Initiatives

Employees at SAS offices around the world participated in numerous projects that supported education initiatives. Here are a few examples:

- SAS China provided free SAS programming and modeling training to nearly 3,000 college students. In addition, SAS Beijing R&D set up a statistical analysis course at Tsinghua University and Peking University that included SAS employees as teachers.
- SAS Denmark provides free access to SAS for scientists and free access to SAS certification for students. Employees volunteer to teach at universities and help support students with internships and assistance in writing thesis papers.
- SAS Germany participated in a Girls Day 2019 event where female students learned more about technical professions, including participating in a hands-on robotic project.
- In India, a SAS lab at the Pune Institute of Computer Technology (PICT) conducts a faculty development program for PICT professors. The SAS R&D India office also provides guest lecturers to universities and community colleges at no cost. In addition, the office works with an organization that focuses on the higher education and learning needs of the visually challenged. Through this partnership, the office created an app to help these students be more independent, which has benefited more than 600 students so far. Employees have also purchased laptops for the students, and sponsored room and board expenses for 40 students.
- SAS Italy set up an education initiative for employees' children that hosted 20 teenagers at the SAS offices for one week in June, with classes ranging from artificial intelligence and business operations to communications management and public speaking.
- SAS Portugal participated in many initiatives to help higher education, ranging from job fairs to reschooling programs to meet-up events and interview preparation sessions. Employees also volunteered to teach analytics and business intelligence courses at universities. A reschooling project in collaboration with IPS (Instituto Politécnico de Setúbal) and IEFP (Portuguese unemployment agency) employed SAS Viya for Learners in classes about data visualization and analysis. Two participants in the program will be selected to complete a three-month trainee period beginning in September, where they will work on projects for SAS.
- Employees from SAS Russia mentored 30 students to become SAS specialists. The students found positions with customers as trainees/young professionals. The office also continued its support of the SAS Department at Moscow's Higher School of Economics.
- SAS South Africa donated free software and established SAS certification programs at several universities. The office also sponsored events and prizes for students and teachers in partnership with the South African Statistics Association.
- SAS Spain participated in an event to promote job opportunities and build interview skills for at-risk women.



Philanthropy

The cornerstone of SAS' philanthropic efforts is education. SAS believes education can change what's possible by empowering each new generation. SAS supports global education initiatives that promote early learning and literacy for all, foster STEM skills and build diversity in a technology-driven workforce.

As part of its' philanthropic efforts, SAS provides in-kind donations of computer hardware, software, office equipment and other tangible items to nonprofit organizations in the community. SAS offers free digital tools, resources and apps to students of all ages - and the company partners with colleges and universities around the world to prepare more graduates to succeed in analytics and data science careers.

Programs must generate a long-term impact and affect significant numbers of people, and not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age, or disability. Examples include:

- #GivingTuesday, a global day of giving. Since its inception in 2012, the movement has raised over \$1 billion in the US alone.
- 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.

- Deans for Impact, preparing educators to measurably improve student learning.
- DonorsChoose.org, a national nonprofit that connects donors with classrooms in need. Each year, SAS matches employee contributions to the cause. In 2019, the total impact was more than \$122,400, which funded 535 classroom projects and benefitted 18,725 students in 42 states.
- EdNC.
- EDGE 5 Raleigh Chamber of Commerce, spearheading economic development and growth for Raleigh, Wake County and the local community.
- Leadership NC, supporting improvements in government, education, health and human services, economic development and the environment.
- Louisiana State University Foundation.
- Mapping the Nation, an online resource that reveals the importance of a globally competent workforce and citizenry.
- Morehead Planetarium and Science Center.
- NC Science Fair Foundation.
- NC Science Olympiad.
- NC State College of Education Math Summit, promoting equity and excellence in math education and providing teachers with an opportunity to network, develop leadership skills and share ideas.
- NC State Student Aid Association.

- NC State University Foundation.
- North Carolina K-12 State Chess Championships, which encourages young people to take up chess, a known gateway to STEM careers.
- North Carolina Science Festival, a statewide showcase of science activities.
- Public School Forum of NC.
- Student U, empowering students in the Durham Public Schools to succeed in college and beyond.
- 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.
- Wake Ed Partnership.
- Wake Technical Community College Foundation.
- YMCA of the Triangle, strengthening communities through nurturing youth development, improving health and well-being and fostering a sense of social responsibility.

2019 DATA

As shown below, SAS donated more than \$222 million in total to nonprofits across the globe in 2019, including \$221 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

2019 DONATIONS	TYPE	GLOBAL TOTAL
Cash donations	Worldwide cash	\$1,105,086
In-kind	Software, hardware, etc.	\$18,750,691
	Additional JMP® software	\$485,000
	Value of in-kind global training	\$202,009,040
	Surplus equipment, etc.	\$116,750
Total		\$222,466,467

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 provides regular full-time and part-time employees with paid hours to volunteer with the organization(s) of their choice. SAS also managed the Employee Volunteer Fund, a program that contributes cash to education-based nonprofit organizations after an employee has provided at least 50 hours of volunteer support in a 12-month period. From August 2018 - December 2019, employees in the US volunteered more than 27,000 hours, resulting in \$114,750 paid to schools across the country.

Some examples include:

- SAS Canada participated in several initiatives and fund-raising such as the Toronto Humane Society, St. Michael's Hospital, Movember and annual food drives and tournaments.
- SAS India participated in blood drives and organ donation events. Employees also support an organization that helps individuals who are physically challenged.
- SAS Italy prepared more than 25,000 meals through the Rise Against Hunger organization.
- SAS Portugal employees volunteered with organizations such as Help Portrait and also donated book and clothes to children and families in need.
- SAS Spain employees donated food to those in need and also participate in a garden that assists the mentally disabled community.
- SAS South Africa participated in Mandela Day where employees spent time volunteering at a home for disabled children and pledging donations.
- SAS Taiwan collaborated with the Legal Aid Foundation to help those lacking financial means to receive proper legal protection.
- SAS United Kingdom and Ireland employees supported Mental Health UK as their charity of choice for 2019 and also sponsored a number of local community events.

2019 DATA

On #GivingTuesday, SAS employees in every corner of the globe rallied to help the less fortunate in their communities. In addition to SAS world headquarters, offices around the world and across the US embraced giving efforts that not only helped those in need but brought employees together for a common good. At SAS world headquarters, employees participated in the below activities:

- Collected 2,600 children's books to donate to four NC childhood literacy organizations.
- Provided clothes and toys for 484 Salvation Army Angels.
- Donated 117 units of blood at the American Red Cross blood drive.



SAS Greece employees donated 100 kilograms of food to a local charity.



In China, employees donated 576 kilograms of food and milk to orphans and impoverished students.



To celebrate GivingTuesday, SAS R&D India set up a charity fair to raise funds where stalls included food, games, and arts and crafts.

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.

2019 DATA

- SAS executives served on numerous boards, including the following:
- Business Council
- Business Roundtable
- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- Cary Academy Board of Directors
- CEO Roundtable on Cancer
- CSC Strategic Advisory Board at North Carolina State University - Board Emeritus
- Dix Conservancy
- Friday Institute for Educational Innovation (North Carolina State University)
- Inter-Faith Food Shuttle
- Lipscomb University Computing and Technology Board
- Meredith College Board of Trustees
- myFutureNC
- North Carolina State University Industrial and Systems Engineering Advisory Board
- North Carolina State University School of Business HR Advisory Board
- North Carolina Museum of Art
- North Carolina Museum of Natural Sciences - Friends
- North Carolina Science Festival
- North Carolina State University Board of Trustees
- Oklahoma State University Corporate Advisory Board
- Smithsonian National Museum of Natural History, Advisory Board
- WildTrack
- World Wildlife Fund US
- YMCA of the Triangle
- Youth Thrive



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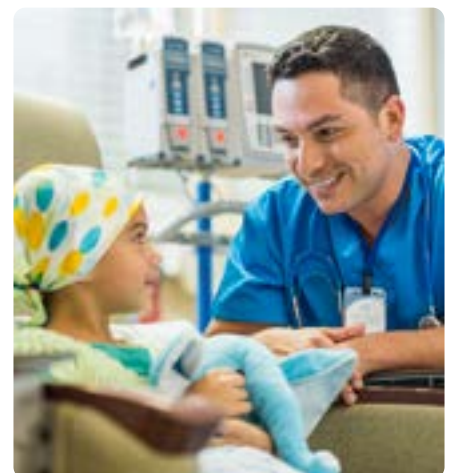


Using data to serve the greater good

There is widespread evidence that big data analytics helps achieve short- and long-term development goals around the world. As the global leader in analytics, SAS seeks out opportunities where it can help create a brighter future for all.

SAS has always been an organization motivated by challenges to use its technology to build a better world. As the UN Sustainable Development Goals work to reduce inequalities and ensure healthy living, SAS' social innovation initiative works to find creative ways to accelerate global progress and move the world toward a more sustainable future. One of the ways that SAS supports this goal is through the [Data for Good](#) movement, which encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. From helping equip orphans to overcome life-threatening poverty to using analytics to help keep Special Olympics athletes safe during competitions, SAS is contributing to building a better world for the people and the planet.

SAS' social impact programs would be impossible without the passion and willingness of SAS employees. With their analytical expertise and desire to contribute to the greater good, SAS' technology is able to help solve the world's most pressing needs.





Operationalizing analytics to track, treat and inhibit the spread of COVID-19

Though the COVID-19 pandemic poses unprecedented challenges, analytics provides vital insights based on reliable, timely data. Forecasting medical demand and optimizing response resources are essential to combat COVID-19 and mitigate its devastation.

[Cleveland Clinic](#), renowned global health care provider, is on the front lines of the pandemic, determined to optimize hospital preparedness before, during and after regional peaks. Cleveland Clinic partnered with SAS to create innovative models that help forecast patient volume, bed capacity, medical equipment availability and more. Armed with this information, Cleveland Clinic is better positioned to support its decision making, addressing the COVID-19 challenges it's facing today as well as planning for future demands. As the pandemic evolves, the models can adjust in real time - like taking social distancing into account to "flatten the curve."

The models, which are freely available via GitHub, create worst-case, best-case and most-likely scenarios, informing resource planners to adequately prepare for what's next. For example, Cleveland Clinic activated a plan that prepared it for the worst-case scenario - it built a 1,000-bed surge hospital on its education campus in Cleveland for COVID-19 patients who don't need ICU care.

"These predictive models were developed jointly by two organizations that understand patient populations, data and modeling. We are sharing the models publicly so health systems and government agencies globally can use them in their own communities. Our hope is that others contribute their ideas and improvements to the models as well."

Chris Donovan

Executive Director of Enterprise Information Management and Analytics, Cleveland Clinic



Helping to protect biodiversity with artificial intelligence

With the world currently facing an unprecedented rate of extinction, [NatureServe](#) needed to make its assessments more automated and reliable since they have the best biodiversity data in North America. With SAS, NatureServe can accomplish this while gaining significant efficiencies and cost savings in the complex task of analyzing over 7 million known species of plants and animals on Earth.

To explore new ways to use SAS technology to help, SAS held its inaugural Social Innovation Summit, where employees gathered to brainstorm and participate in design thinking around NatureServe's biodiversity conservation effort. Through AI and advanced analytics, an R&D team is working on accelerating NatureServe's manual review process from up to 100 hours per species to possibly just a few. Not only are results achieved faster, but assessments that were previously repeated every five to 10 years can be done more frequently - to better document the extinction crisis and direct conservation action. NatureServe can now interact with analytic results from all the different sources of analysis such as text, forecasting, geospatial and other systems.

Working with SAS, the organization efficiently gathers and aggregates spatial data from numerous sources and can now partially automate the process of filtering records and calculating rare species information, such as the location and concentration of populations. In addition to helping visualize collections over a time scale, SAS also checks and flags consistency errors, missing data and uncertainty metrics.

"With this highly organized, centralized source of insights, our experts can greatly simplify the complex task of assessing the endangered plant and animal species on the Earth. With SAS, we have the potential to set a new global standard on how the world evaluates the condition of biodiversity."

Sean O'Brien

President and CEO, NatureServe

GatherIQ™

With [GatherIQ](#), SAS is bringing global issues into the hands of students through a free app that details 17 global Sustainable Development Goals set by the United Nations for a better world. By introducing young learners to data through the lens of the world's biggest problems, GatherIQ aims to educate and inspire students to turn those insights into action within their own communities. The app includes interactive data visualizations, quizzes and other multimedia activities to help groups like Girls Who Code, Rise Against Hunger, Water for Good and Zoe Empowers.

"Zoe Empowers equips orphans with tools and training to overcome life-threatening poverty. When Zoe needed to showcase the effectiveness of its solutions, SAS helped to develop and conduct a systematic program analysis. We also promote our work and methodology through GatherIQ to bring awareness to the issues of, and solutions to, extreme poverty. Now, Zoe can show specific outcomes in each intervention area that can be used to improve the program and demonstrate measurable results with partners."

Gaston Warner
CEO, Zoe Empowers



Improving fundraising efforts for vital cancer research

Cancer research is a costly endeavor. Identifying better treatments, building capabilities and developing support programs are all resource-intensive and time-consuming. To truly make an impact with its financial contributions, [The Kids' Cancer Project](#) needed a better way to grow its donation pool and operate more effectively. By using a powerful analytics solution from SAS, the organization has improved the efficiency of its donor management process.

With SAS, The Kids' Cancer Project had a cleaner database to make better decisions and automate financial reports. Reporting time dropped from eight days to just two hours - significant operational savings the charity could funnel into helping sick children. By optimizing each donor's journey, the charity was able to grow its regular giving totals to AUD\$1.2 million in FY2019 - a 34% increase over the previous year and the first time the regular giving program raised over \$1 million in a 12-month period.

"Analytics gives us the insight to know whether we need to go wider or tighter in our donor communication. Every dollar we raise means more money channeled to fighting childhood cancers, finding less intensive treatments and finding a cure."

Owen Finegan
CEO, The Kids' Cancer Project





Building a legacy of inclusion with data-driven technology

In 2019, over 7,500 athletes from 190 countries competed in the [Special Olympics World Games](#) in Abu Dhabi. For the organizers, there were challenges to providing an extraordinary experience, such as scheduling transport and accommodation, maintaining spectator satisfaction and ensuring athlete health and safety.

The Special Olympics partnered with SAS to address these challenges with an artificial intelligence, advanced analytics and data management platform. During the games, athletes wore a smart watch that streamed IoT-level data to a central dashboard that medical professionals observed. Organizers applied SAS AI solutions to streamline the data to predict when health issues might arise, allowing them to strategically position health personnel near certain athletes. When serious incidents like seizures and asthma attacks occurred, quick response times aided by analytics were crucial.

Organizers used real-time data streaming from ticketing, travel and guest management systems to send the 500,000 spectators personalized tips and recommendations. Organizers analyzed fan sentiment with text analytics software that combed through 68 billion social media impressions, allowing for improved communications during the event and data-driven policies after the event.

“Using the latest data-gathering methods to monitor our athletes and other constituents enables us not only to deliver excellence at the World Games, but it creates a legacy of valuable data that will help us redefine the future of the Special Olympics movement.”

Peter Wheeler

CEO, Special Olympics World Games Abu Dhabi 2019

Advancing mental health care with predictive analytics

The [Centre for Addiction and Mental Health \(CAMH\)](#), Canada's largest mental health teaching hospital, is working to remove the stigma from mental illness and addiction while providing world-class care to those in need.

With the goal of improving clinical outcomes and streamlining operations, CAMH started using SAS Analytics to manage, model and visualize its data across various projects. CAMH analyzed emergency department activity and discovered visits had jumped 82% in the last six years. Then, it began modeling Ministry of Health population data to predict future activity, allowing officials to devise the right care models and process optimization projects to accommodate future needs.

The team also used SAS to optimize care for alternate level of care (ALC) patients - people who occupy acute care hospital beds but no longer require hospital care. The predictive model they built was 80% accurate, streamlining treatment for ALC patients and optimizing bed space.

The organization forecasted the expected number of patients and operational needs for a new bridging clinic. The analysis helped secure 100% government funding.



"Our partnership with SAS has really helped us give people a very strong impression of the 'art of the possible' when it comes to data."

Rebecca Comrie

Executive Director of Performance Improvement, CAMH

Using technology to protect vulnerable children

The largest city in New Hanover County, Wilmington, NC, has the highest opioid abuse rate in America. And children are paying the price. The number of children taken into permanent custody because of opioids has doubled in the county since 2013. Opioids now account for nearly 30% of interventions by the [New Hanover County's Department of Social Services \(DSS\)](#).

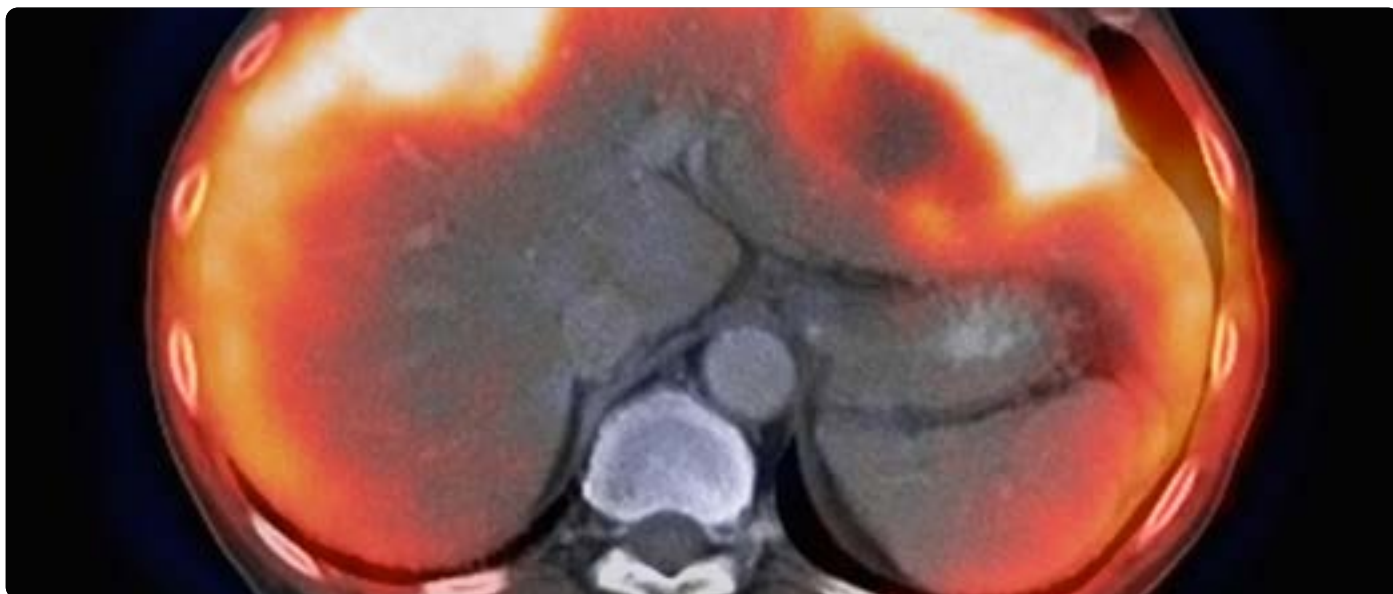
The New Hanover DSS connected with SAS to address child abuse with predictive analytics. The cloud-based platform is anchored by SAS Visual Investigator, a solution commonly used by fraud departments to detect anomalies and streamline investigations. The solution is similarly effective in New Hanover County, where case-workers are alerted to relevant changes to risks affecting children in their care. Now, by combining data across local sources and applying analytics-based risk scoring, caseworkers have a centralized system to reassess risk on a daily basis and uncover hidden connections between people, events and places within seconds - critical time savings when lives are at stake.



"When I see a happy and healthy child as a result of this program, there's no better feeling in life."

Wanda Marino

Assistant Director, New Hanover County Department of Social Services



Increasing speed and accuracy of tumor evaluations

With one of Europe's largest academic oncology centers, [Amsterdam UMC](#) strives for every patient to contribute to the care of the next patient. This is done by collecting enormous amounts of data on each patient, including biomarkers, DNA and genomic data. Amsterdam UMC speeds this analysis by using AI to evaluate liver tumors pre- and post-systemic therapy. The organization also gives thousands of cancer researchers access to SAS' cutting-edge analytics to improve research and collaboration.

Together with SAS, Amsterdam UMC is transforming tumor evaluations with AI. It uses computer vision technology and deep learning models to increase the speed and accuracy of chemotherapy response assessments. Data scientists also take advantage of the opportunity to create deep learning models. Capabilities like automatic segmentation help doctors quickly identify changes in the shape and size of tumors and note their color.

Outside the clinic, the SAS Platform is also available to more than 1,100 Amsterdam UMC cancer researchers to enhance their research efforts. With SAS, they can quickly spot hidden trends and perform advanced analytics and predictive modeling. Researchers have an open analytics platform to collaborate and obtain innovative results faster. Now, biologists, doctors, medical students and even business analysts working to improve the patient journey can benefit from analytics regardless of their data skills or coding language preference.

"Our opportunity is to use AI to help us with our ever-growing data volumes. We're now capable of fully automating the response evaluation, and that's really big news. The process is not only faster but more accurate than when it's conducted by humans."

Dr. Geert Kazemier

Professor of Surgery and Director of Surgical Oncology, Amsterdam UMC



Download
Data for Good

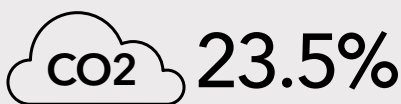


Innovation through workplace sustainability

While SAS helps more than 80,000 customers innovate for the future, the company itself is a sustainability innovator, from streaming data to improve operations through its smart campus project to powering office buildings with clean energy from its solar farms. SAS works closely with employees, suppliers and customers to reduce its environmental footprint with programs focused on energy conservation, emissions management, pollution mitigation, water conservation, green building and others. See how SAS uses its own software to collect, manage, calculate and report its global environmental footprint through these [environmental performance reports](#) that use SAS® Visual Analytics.

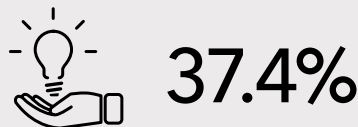
In addition to its own sustainable initiatives, customers use SAS' analytic expertise and powerful software solutions to support the UN Sustainable Development Goals. SAS is proud of its top 2019 achievements listed below and is committed to accomplishing the following environmental goals.

Greenhouse Gas



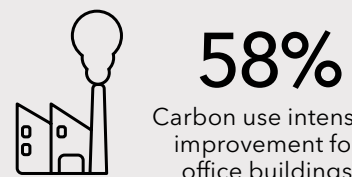
Absolute greenhouse gas reduction from 2011 base year

Energy Efficiency



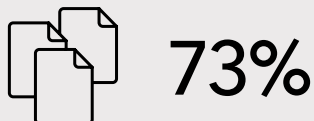
Energy use intensity improvement for office buildings

Carbon Efficiency



Carbon use intensity improvement for office buildings

Paper Conservation







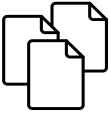

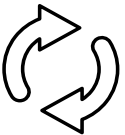

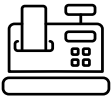
Reduction in paper use per employee

LEED Certification



LEED-certified office space at headquarters

CATEGORY	TARGET	TARGET YEAR	BASE YEAR	2019 PROGRESS	STATUS
 EMISSIONS	Carbon neutrality for Scope 1 and 2 emissions	2050	2011	Emissions dropped 4% in 2019 - 23.5% lower than 2011	On Target
	25% greenhouse gas emissions reduction	2025	2011	2025 milestone to carbon neutrality	On Target
	50% greenhouse gas emissions reduction	2030	2011	2030 milestone to carbon neutrality	On Target
	75% greenhouse gas emissions reduction	2040	2011	2040 milestone to carbon neutrality	On Target
	50% office building carbon use intensity (CUI) improvement	2025	2010	Achieved US office only goal and restated to include global offices. Global CUI has improved 43% from 2010 base year - down 9.2% the past year to 11.5 CO2 pounds per square foot	Achieved & restated
	Establish SBTi science-based targets	2021	N/A	Submitted SBTi commitment letter and working to establish targets	On Target
 ENERGY	40% office building energy use intensity (EUI) improvement	2025	2010	Restated goal to include global offices. Global EUI has improved 30% from 2010 base year - down 6.1% the past year to 14.5 kWh per square foot	On Target & restated
	Achieve 1.35 power usage effectiveness rate for data centers	ANNUAL	N/A	Achieved for 9th consecutive year	Achieved
	Generate 3.5 million kWh from solar installations	ANNUAL	N/A	Renewable energy generation from solar installations totaled almost 3.9 million kWh	Achieved
 GOVERNMENT & POLICY	Support the Paris Climate Agreement	Ongoing	2016	SAS is committed to supporting the aim of the Paris Agreement, to limit global temperature rise to 1.5°C above preindustrial levels and reach net-zero by 2050	On Target
	Support the NC Clean Energy Plan development	Ongoing	2017	Participated in stakeholder meetings to help develop Plan recommended clean energy and carbon policy designs	On Target
 GREEN BUILDINGS	LEED Gold minimum for all new construction projects	Ongoing	N/A	SAS Toronto earned LEED Platinum certification - the highest USGBC award level. SAS also achieved LEED Gold certification for its newest and largest building	Achieved
	Energy Star certification for all primary office buildings (HQ Only)	2025	2018	Initiated certifications for 12 primary office buildings in 2019	On Target

Category	TARGET	TARGET YEAR	BASE YEAR	2019 PROGRESS	STATUS
 <p>PAPER</p>	75% employee paper use rate reduction	2025	2009	Pages used per employee has dropped from 2,631 to 702 pages - a 73% base year decrease and unchanged for 2019	On Target
	30% average post-consumer recycled content for all purchased paper	ANNUAL	N/A	Average recycled content for all purchased paper was 25% for 2019	Needs attention
	70% paper consumption reduction	2025	2009	Print on demand and digital document delivery technologies has helped reduce paper use by 68% since 2011 - status unchanged for 2019	On Target
 <p>TRANSPORTATION</p>	50% increase in electric vehicle charging stations	2020	2017	Installed 23 charging stations in 2019 - a 55% increase	Achieved
	50% landfill diversion rate	ANNUAL	N/A	Diverted 49% of operational and construction waste (868 metric tons) from landfills	Needs attention
 <p>WASTE & RECYCLE</p>	100% e-waste diversion rate from landfills	ANNUAL	N/A	Diverted 100% of e-waste from landfills by repurposing equipment, recycling through certified vendors and donations to educational institutions	Achieved
	50% reduction of operational waste processed for disposal	2025	2012	Waste volumes have decreased 48% since 2012, from 3,512 to 1,831 metric tons - a 1% improvement in 2019	On Target
	75% paper & commingled volume reduction	2025	2012	Paper and single-use plastics volumes have decreased 74% since 2012, from 442 to 114 metric tons - a 28% improvement in 2019	On Target
	70% of construction waste diverted from landfills	ANNUAL	N/A	Construction projects at world headquarters achieved a 74% landfill diversion rate on more than 34 metric tons	Achieved
	0% hazardous waste spills	ANNUAL	N/A	SAS did not have any hazardous material spills or environmental compliance fines in 2019	Achieved
 <p>WATER</p>	20% Water Use Efficiency (WUI) improvement	2030	2011	Office building WUI has improved to 9.56 gallons per square foot - 2% prior year and 14% base year improvements	On Target
 <p>PROCUREMENT</p>	At least 30% of Strategic Sourcing and Procurement training will address sustainable procurement	ANNUAL	N/A	Initiated 2020 sustainability training plan for Strategic Sourcing & Procurement employees	Initiated

Environmental Achievements

Building on its corporate sustainability leadership and IoT technology prowess, SAS continued progress on its smart campus project at its Cary, NC, headquarters. Through SAS' advanced, real-time analytics, the smart campus project is improving energy usage while proactively monitoring equipment performance to boost operational longevity. Starting with a handful of buildings and two on-site solar farms, the project will eventually span across most of the 25 buildings on campus. By using analytics to help SAS operate more efficiently and identify ways to make improvements on campus, the company can pass on the firsthand insight of products and best practices to customers for their smart city related initiatives.

SAS' top 2019 environmental program achievements include:

- SAS and CEO Jim Goodnight were featured in the [Business Roundtable CEO Embracing Sustainability Challenge](#), which included a sustainability video and highlights of the company's CSR initiatives and environmental goals.
- Achieved 2020 goal of adding 50% more charging stations at SAS headquarters, from 42 to 65 – a 55% increase.
- SAS earned LEED certifications for its Toronto location (Platinum) and for its largest office building, which opened in 2019 at world headquarters (Gold) and was also recognized with a [Sustainable Business Award](#) by the US Green Business Council.
- SAS installed weight, temperature, audio and motion sensors on its beehives at campus headquarters where a dedicated team collects the IoT data and [uses SAS analytics](#) to learn more about bee behaviors.
- At the end of 2019, SAS emissions dropped 3.9%–23.5% lower than the 2011 baseline year.
- Energy use intensity for office buildings decreased 6.1% and 14.5 kWh per square foot – a 30% improvement over the 2010 intensities base year.
- Carbon use intensity for office buildings decreased 9.2% to 11.5 CO2 pounds per square foot. SAS exceeded the 50% goal for US offices and restated goal to include all offices globally.
- Diverted 49% of operational and construction waste from landfills globally.

Environmental Governance

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

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

Environmental Policy

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

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

Environmental Mandates

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

- Corporate priority: Establish policies, goals, programs and practices for conducting operations in an environmentally sound manner.
- Integrated management: Integrate environmental policies, programs and practices into all functions, business units and global office locations.
- Continual improvement: Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.

- **Assessment:** Conduct impact assessments of existing and planned operations to understand environmental impact.
- **Facilities and operations:** Conduct business operations with ongoing consideration for minimizing resource consumption, environmental pollution and other adverse environmental impacts, and ensuring waste is handled responsibly.
- **Products and services:** Provide products and services that have no undue environmental impact throughout the product life cycle – from material sourcing, product development and delivery, to ensuring responsible use and disposal.
- **Employee education:** Educate, train and motivate employees to conduct activities in an environmentally responsible manner.
- **Customer support:** Advise and educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS products.
- **Suppliers and contractors:** Promote the SAS [principles of sustainable procurement](#) to all suppliers and contractors—encouraging and (where appropriate) requiring improvements.

ISO Compliance

The Environmental Management Program applies best practice ISO 14001 Environmental Management System processes and structure to drive continual improvement across business operations, and in the development of solutions and services to address its environmental impacts. These include:

- Using SAS software solutions and other tools to measure, report and improve environmental performance.
- Ensuring environmental affairs are addressed by executive management.
- Addressing short-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.

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.

Precautionary Approach

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

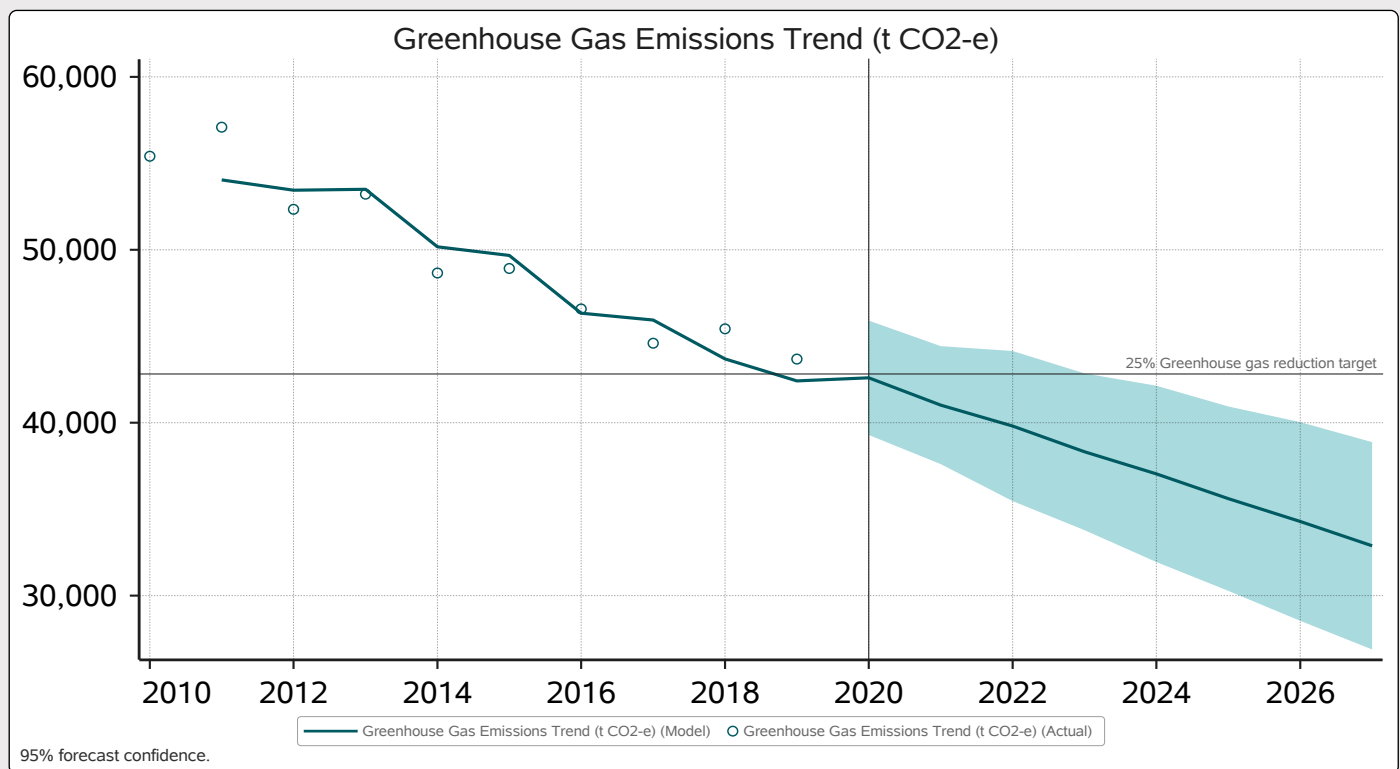
1. To ensure business operations do not expose the public and environment to harm.
2. To comply with all environmental regulations.
3. To encourage the development and diffusion of environmentally friendly technologies.
4. To promote environmental awareness via increased transparency and access to meaningful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

Energy and Emissions

SAS' Environmental Management Program assigns top priority to minimizing energy consumption and related emissions from its operations. Key energy and emissions mitigation initiatives include establishing energy and emission reduction goals, building and maintaining facilities to LEED® guidelines, installing electric vehicle charging stations, investing in renewable energy, pursuing smart energy-efficient technologies for operating buildings and data centers, encouraging teleconferencing to limit travel, and proactively maintaining SAS-owned facilities to the highest efficiency standards.

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 environmental reporting program uses SAS software to identify reduction strategies; develop and monitor performance indicators; understand relationships between measures; determine initiatives with the greatest effect; and communicate strategy, goals and objectives to facilitate execution. [Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

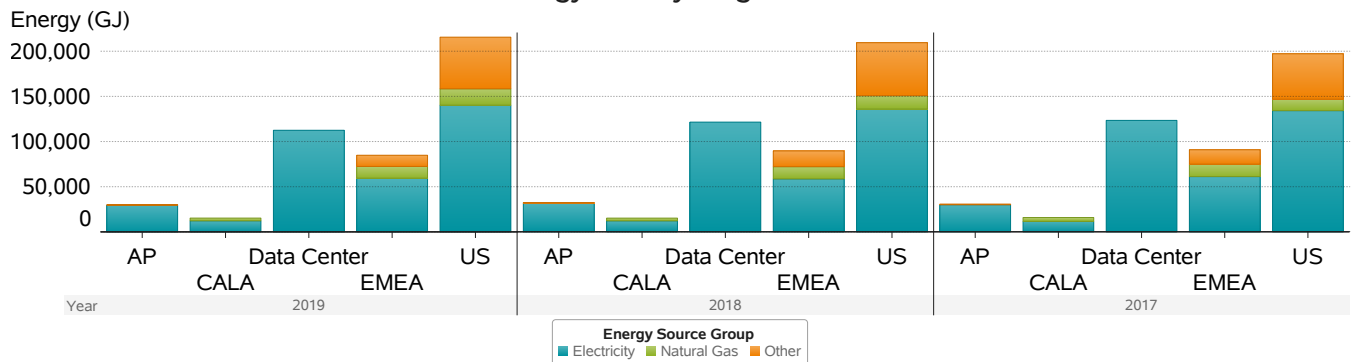
In support of UN Sustainable Development Goal 7: Affordable and Clean Energy and Goal 13: Climate Action, SAS actively advocates for the deployment of renewable energy and the economic and environmental benefits of clean energy. After the SAS solar farm was selected as the site for North Carolina Governor Roy Cooper to sign an Executive Order for a clean energy economy and support for the Paris Agreement, SAS has continued to participate in stakeholder meetings to help develop clean energy and carbon policy designs as recommended in [NC's Clean Energy Plan](#). Aligning with UN Sustainable Development Goal 11: Sustainable Cities and Communities, SAS also partners with organizations such as The Smart Cities Council, Envision America and the Research Triangle Region Cleantech Cluster (RTCC) to help municipalities become smarter by harnessing the explosion of data sourced from connected devices, social media and the Internet of Things (IoT). Increasing the understanding of interdependent technologies such as artificial intelligence (AI), broadband wireless, cloud computing and IoT networks will help improve efficiencies, reduce costs, identify opportunities and mitigate the impacts of climate change.



Global Energy Use and Variance by Region

Regions Group	2019 (GJ)	2018 (GJ)	2017 (GJ)	2019-18 Variance	2019-18 Var. %
Data Center	112,482	121,502	123,406	-9,020	-7.4%
EMEA	84,820	89,624	90,864	-4,803	-5.4%
AP	29,566	31,722	30,022	-2,156	-6.8%
CALA	15,261	15,228	15,885	33	0.2%
US	215,563	209,431	197,134	6,132	2.9%
Total	457,694	467,507	457,311	-9,813	-2.1%

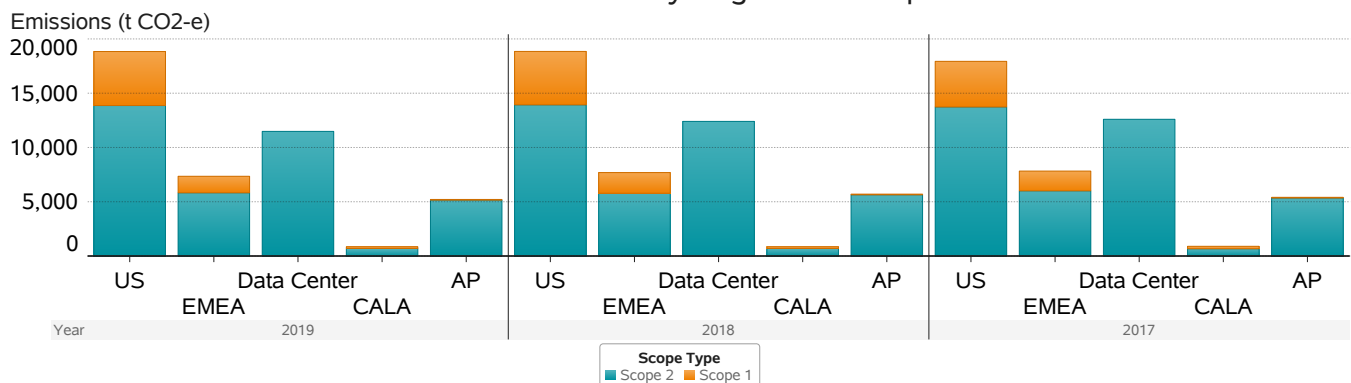
Global Energy Use by Region and Source



Global Greenhouse Gas Emissions by Region

Regions Group	2019 (t CO2-e)	2018 (t CO2-e)	2017 (t CO2-e)	2019-18 Em. Var.	2019-18 Em.Var. %
AP	5,159	5,640	5,345	-481	-8.5%
CALA	851	850	894	1	0.1%
Data Center	11,482	12,402	12,597	-921	-7.4%
EMEA	7,348	7,687	7,826	-340	-4.4%
US	18,841	18,849	17,935	-9	-0.0%
Total	43,680	45,429	44,597	-1,749	-3.8%

Global Emissions by Region and Scope



Emissions Management and Emissions Mitigation

SAS' smart campus project and use of advanced, real-time analytics helps to improve energy usage while proactively identifying ways to make improvements on campus. SAS decreased energy consumption by 2.2% and emissions 3.9% in 2019, despite adding almost 450,000 square feet of office space - a 10% growth in facilities. SAS is on a trajectory for achieving its 25% 2025 emission reduction goal by 2021. Since 2011, emissions are down 23.5%.

Energy Efficiency

SAS analyzes operational data to optimize development and delivery of its products and services to customers. The efficiency charts below highlight a sustainable trend of decreasing energy growth against increasing revenues. In 2019, SAS' revenue was approximately the same as 2018, but overall energy consumption decreased 2.2%. SAS' long-term progress is resulting in a reduced environmental impact for the solutions it provides to customers. SAS' office energy use intensity has improved by 30% from its 2010 baseline year - a reduction of 6.1% this past year to 14.5 kilowatt hours per square foot. Emissions per square foot have decreased 43% from the base year - down to 11.5 CO2 pounds per square foot. These trends support SAS' 2025 goals of improving energy efficiency per square foot of office space by 40% and emissions efficiency by 50%.

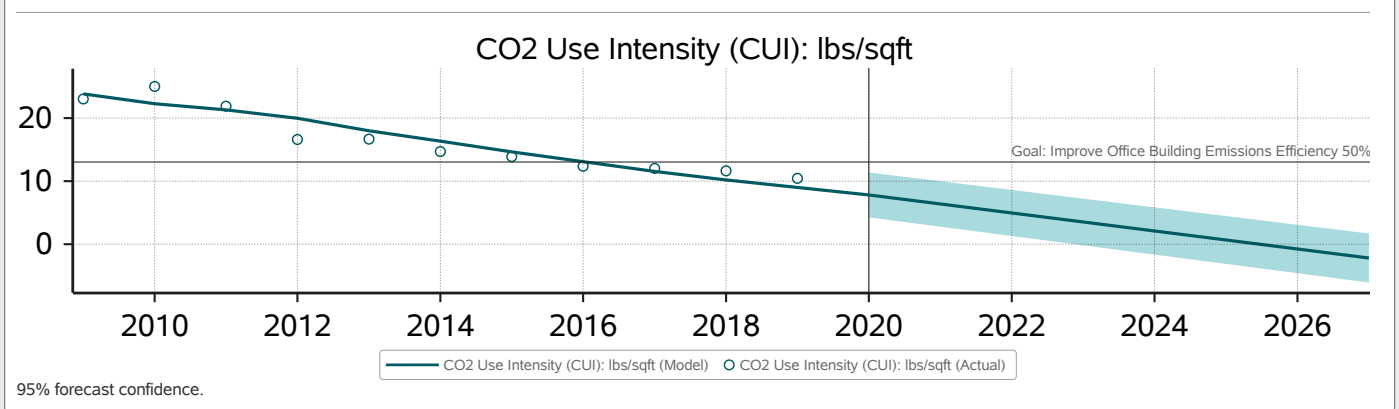
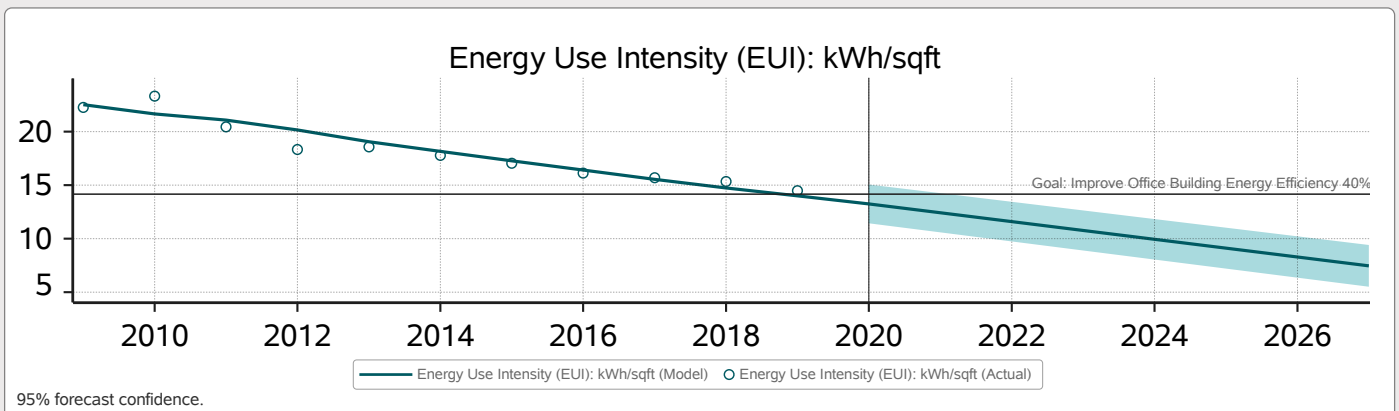
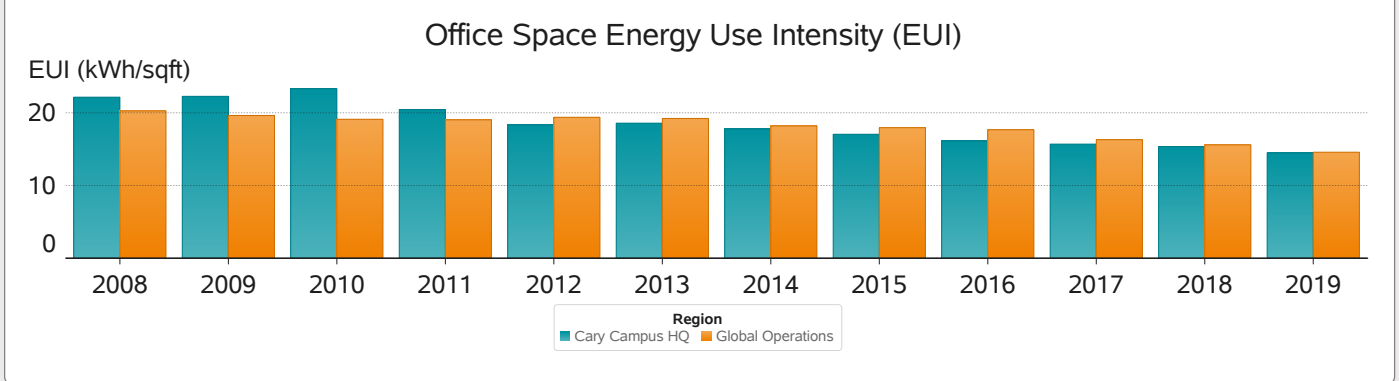
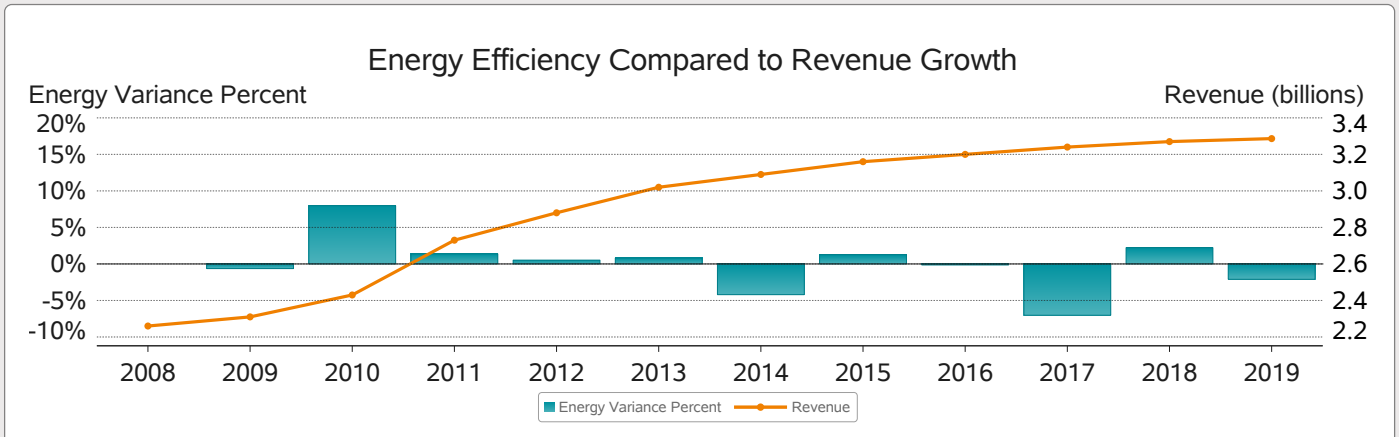
Environmental Surveys

SAS annually completes the CDP and EcoVadis Supply Chain surveys to show its customers how environmental and social responsibility is incorporated across operations. In 2019, SAS achieved CDP climate change and water security performance scores of B-. SAS achieved Silver recognition and is ranked in the top 12% of all suppliers on the EcoVadis supplier assessment.

Data Center Operations

Energy for data center operations is the largest contributor to SAS' environmental footprint. A core growth area for SAS is its cloud and managed hosting business. SAS is deploying software for its customers in a variety of cloud-friendly configurations. This entails hosting data and solutions for those customers on infrastructure in its data centers, as well as on public cloud infrastructure. SAS invests in the highest-efficiency technologies in its dedicated computing facility at its world headquarters - emphasizing efficiency, flexibility and sustainability. SAS data center operations regularly achieve an average power usage effectiveness (PUE) of 1.35 or better. A PUE closer to 1.0 indicates greater efficiency - as every watt above 1.0 is consumed in support of the IT equipment - for cooling and power distribution.





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 6,152 MW – ranking the state No. 2 nationally. The Clean Energy Industry in North Carolina now boasts participation by approximately 1,700 companies, provides more than 43,000 jobs, and generates over \$14 billion in annual revenue. SAS proved solar was viable, and the community responded.

SAS' nine global solar installations generated 13,910 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 136,000 gigajoules of solar energy – approximately 85% was sold to North Carolina utilities in support of the state's Renewable Energy Portfolio Standard.

At a combined 2.3 MW in capacity, SAS' solar farms are located on 12 acres at world headquarters in Cary, NC. The photovoltaic (PV) solar arrays generate 3.8 million kilowatt-hours of clean, renewable energy each year.

Electric Vehicle Support and the Eco-Commuter Program

The SAS Eco-Commuter Parking Program encourages employees to mitigate the environmental impacts of their daily commute by providing specially marked preferred parking spaces for plug-in electric vehicles (PEVs), low-emission vehicles and active carpool participants. Eco-Commuter parking includes designated PEV spaces with access to 115 charging stations. SAS provides free charging for all employees and visitors at most of its buildings at the Cary, NC headquarters and many global office locations.

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

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

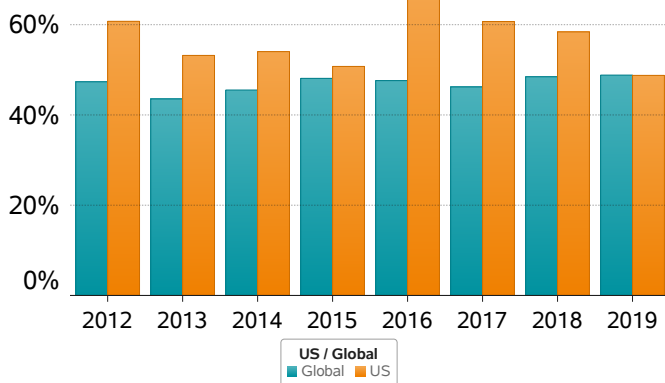
2019 DATA

- 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.
- Global scope 1 and scope 2 emissions decreased 3.9%, from 45,429 to 43,679 CO₂e T.
- Global scope 3 emissions from commercial air travel decreased 7%, from 19,901 to 18,492 CO₂e T.
- Achieved 2020 goal of adding 50% more charging stations at SAS headquarters, from 42 to 65 - a 55% increase.
- Carbon use intensity for office buildings decreased 10.1% to 10.4 CO₂ pounds per square foot. The 58% improvement exceeds its 2025 goal of 50% over the 2010 intensities base year.
- SAS data centers decreased energy consumption by 7.4%.
- SAS Toronto was awarded LEED Platinum certification – the highest award level from the USGBC.
- SAS achieved LEED Gold certification for its newest and largest office building at world headquarters.
- SAS renewable energy generation from solar installations totaled almost 3.9 million kWh.
- SAS continued support for plug-in electric vehicles by installing 23 charging stations. SAS now has 115 electric vehicle charging stations with plans for more.
- In 2019, 77.4% of SAS energy consumption was sourced from electricity suppliers and on-site solar generation. Approximately 28% was used for building heating, ventilation and cooling.

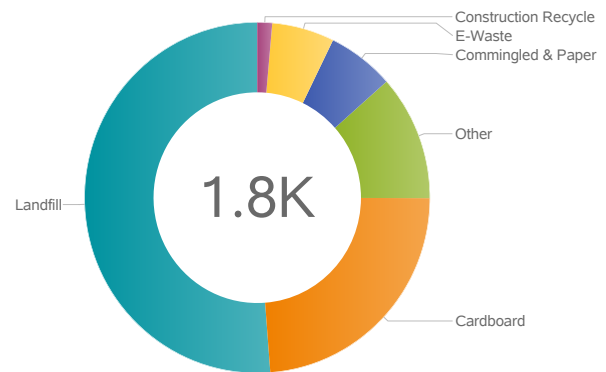
Operational Waste by Region

Region	2019 (Metric Tons)	2018 (Metric Tons)	2017 (Metric Tons)	2019-18 Var.	2019-18 Var. %
LA	42	40	46	1	3%
CAN	51	58	66	-7	-12%
AP	228	209	243	19	9%
EMEA	457	457	524	0	0%
US	1,053	1,663	2,207	-611	-37%
Total	1,831	2,428	3,086	-597	-25%

US/Global Recycle Rates



2019 Waste Type (Metric Tons)



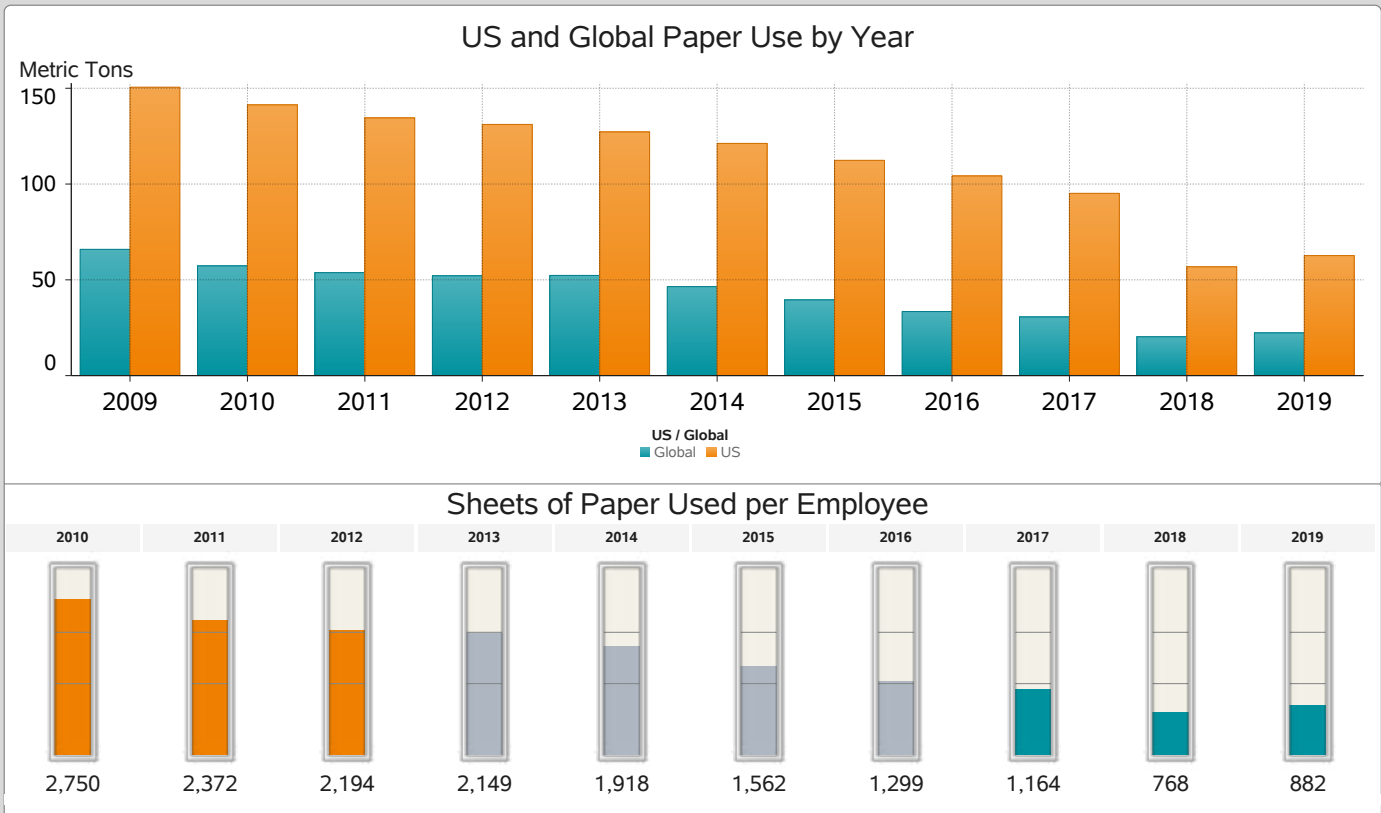
Charts created by SAS Visual Analytics

Landfill Diversion

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

- SAS provides on-site recycling for aluminum, batteries, cardboard, electronics, magazines, glass, newspaper, pallets, paper, plastic bottles, printer cartridges, scrap metal and more.
- Strives for 100% e-waste recycling from landfills.
- While SAS software is primarily delivered online, physical product deliveries are packaged with recyclable materials.
- Polystyrene-based disposables have been replaced with compostable options.
- Cafeteria food waste is composted and used by SAS landscapers; waste vegetable oil is recycled and converted into biodiesel fuel.
- Online resources significantly reduce paper consumption globally.
- SAS strongly encourages the use of biodegradable, compostable and recyclable materials, and minimizing single-use plastics.
- Building construction projects regularly exceed 85% waste diversion from landfills.
- Grassroots programs for employees reduce waste and encourage recycling efforts.
- Since 2009, operational waste diverted from landfills has increased from 26% to approximately 50%.
- Innovative examples from SAS country offices include:
 - SAS offices in the south Europe, Middle East and Africa (EMEA) region rolled out a plastic-free initiative which aims to eliminate plastic bottles and glasses in all 20 south EMEA countries. The program distributed a SAS-branded glass water bottle to all employees. The offices pledge to use only ecological glasses and cups.
 - SAS Chile participates in the Recycling to Clean Point program where it hosts recycling centers for paper, Tetra Pak containers, plastic bottles and glass containers.
 - SAS Denmark donates old IT equipment for recycling purposes and purchases sustainable office supplies.

- SAS Russia joined a project to collect and recycle plastic bottle caps, gathering 12 boxes of plastic caps or about 100 kilos.
- SAS United Kingdom headquarters in Marlow recycled 60% of office waste. They also installed a zero-waste box in the kitchen for single-use plastics and snacks packaging. The office continues to host a clothes and shoe recycling bank on-site for employees and operate a zero waste to landfill service.



Charts created by SAS Visual Analytics

Paper Consumption

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

Reduce. SAS has significantly reduced print volumes by delivering less physical media to customers. This includes reducing inventories and increasing efficiencies by using a print-on-demand model, convenient access to online documentation, education and awareness campaigns, and personal choices. Since 2009, the average annual pages of paper used per employee has dropped from 2,631 to 702 – a 73% decrease. Globally, SAS used 84.9 metric tons of paper for printing in 2019. This is 61% less than SAS’ base year of 2009.



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 68 metric tons of paper materials in 2019 - the 30% reduction from 2018 is due to employees using less paper. In 2019, the average recycled content for all paper at SAS headquarters is 25%.

2019 DATA

- Globally, SAS disposed of 1,796 metric tons of operational waste, including paper, food, cardboard, composting, aluminum and plastic, and other non-construction waste material. This amount is 1%, or 21 metric tons, less than 2018.

Highlights from 2019 include:

- SAS diverted 49% of operational and construction waste (868 metric tons) from landfills through recycling and waste management worldwide.
- Construction projects at world headquarters achieved a 74% landfill diversion rate on more than 34 metric tons of waste. SAS had 94% (576 metric tons) less construction waste in 2019 due to the completion of its largest building at campus headquarters in 2018.
- SAS diverted 100% of e-waste from landfills by repurposing equipment for internal use, recycling and donating to educational institutions.
- When the sphagnum moss used by Facilities as a chemical-free cooling tower water treatment needs replacement, it is then repurposed by landscaping as a soil amendment and grass seed topdressing.

[Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

Water Conservation

Water conservation is of paramount importance to SAS, with many facilities operating in communities where water shortages and water use restrictions are standard. SAS strives to operate its business in alignment with UN Sustainable Development Goal 6: Ensure access to water and sanitation for all. At SAS headquarters, coupling water-saving technologies and practice with increased employee awareness has resulted in significant savings. For example:

- Low-flow and electronically activated plumbing fixtures greatly reduce employee water consumption, saving 63% more compared to standard fixtures.
- Sphagnum moss, a naturally replenishable water treatment option for building cooling towers, increases equipment efficiency and reduces potable water consumption.
- Rooftop rainwater collection systems capture water for use in bathrooms.
- Cooling towers are replaced with high-efficiency models that use reclaimed water.
- Wastewater options, such as reclaimed and gray water, lower potable water consumption.
- Reducing and customizing irrigation schedules avoids overwatering plants.
- Collecting rainwater in retention ponds and cisterns minimizes stormwater runoff and provides water for landscape irrigation.
- Native and drought-resistant plants and warm-season grasses require less frequent irrigation.
- Timely repair of leaking pipes and the installation of low-flow toilets, shower heads and faucet aerators save at least 1 million gallons each year.

2019 DATA

- SAS water use increased by 6.5% globally in 2019 primarily due to adding almost 450,000 square feet of office space – a 10% growth in facilities. The 18,479 cubic meter increase was also due to higher than normal 2018 rainfall totals, which greatly reduced demand at SAS' campus headquarters.
- Overall building efficiency improvements contributed to a lower employee water use intensity rate of 15.4 gallons per square foot – a 1.9% decrease from 2018.
- Returned 52% (130,629 cubic meters) of municipal water for treatment by local utilities.
- Adopted the use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. Data from its pilot project indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption, and minimized the need for chemical treatments.

[Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

Hazardous Materials

Water Discharge Management

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

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

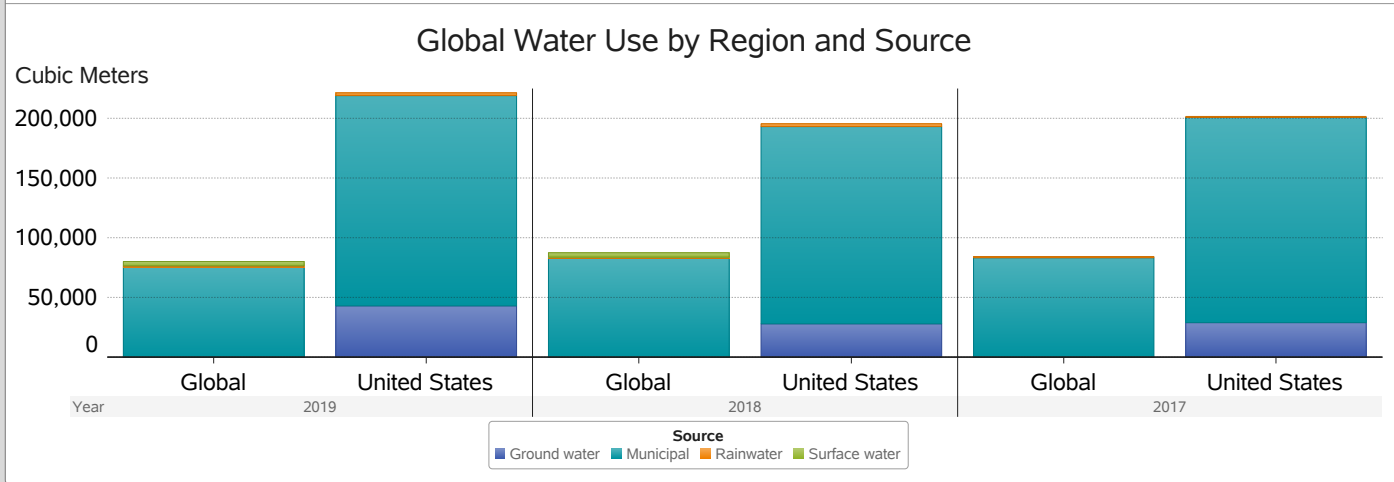
- Compliance with all Occupational Safety and Health Administration regulations for handling hazardous materials.
- Plans for the Spill Prevention, Control and Countermeasure rule that meet US Environmental Protection Agency regulations.



2019 DATA

- SAS did not have any spills of hazardous materials, oil, fuel, waste or chemicals, and did not have any fines for noncompliance with environmental legislation. SAS is very careful to minimize environmental impact as the company continues to grow. The company strictly adheres to environmental regulations.
- All reports are based on actual resource data collected from owned and leased offices, and intensity metrics applied to approximately 25% of leased office space that does not have access to actual data

Regions	2019 (Cubic Meters)	2018 (Cubic Meters)	2017 (Cubic Meters)	2019-18 Variance	2019-18 Var. %
US	221,253	195,362	201,547	25,891	13.3%
LA	3,134	3,081	2,812	53	1.7%
EMEA	48,900	58,362	56,952	-9,462	-16.2%
CAN	5,280	5,813	5,599	-533	-9.2%
AP	22,732	20,093	18,838	2,639	13.1%
Total	301,299	282,711	285,747	18,588	6.6%



Charts created by SAS Visual Analytics

Green Building Practices

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

SAS has 11 LEED certified buildings, including:

World Headquarters: Building A – LEED Gold Certified Office Building

At 419,924 square feet, Building A is SAS' largest building. It has 999 offices, a Global Education Center and a 700-seat capacity café with a bakery. Approximately 50% of its electricity needs are supplied by a 1-megawatt capacity on-site solar farm. It has 17 electric vehicle charging stations providing free electricity. Building A uses an innovative smart building analytics software solution co-developed by SAS to optimize building performance and improve energy and water efficiencies. The solution streams live data from equipment and sensors connected to the building management system to provide insights into how the building is performing. The USGBC [Sustainable Business Awards](#) recognized SAS Building A as the Most Innovative Project under the Building Design and Construction category for 2019.

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 certifica-

tion for water and energy conservation, the first for any building in Wake County and only the fifth in North Carolina in 2011. The building consumes 40% less energy and 50% less water by integrating highly efficient technologies and sustainable features such as: photovoltaic panels that generate 100,000 kWh annually to support lighting and building systems; solar thermal panels 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; and a rainwater collection system with two 20,000-gallon cisterns captures water for use in bathrooms.

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.

Solna, Sweden: LEED Gold Certified Office Building

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

Toronto: LEED Platinum Certified Office Building

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

2019 DATA

- Achieved LEED Gold certification for its newest and largest office building. Occupied in early 2019, SAS Building A receives approximately 50% of its electricity from one of the SAS solar farms. Building A uses reclaimed water for irrigation and toilets, and all lighting is LED. It also features a smart building analytics platform, electric vehicle charging stations and a rooftop garden. During construction, 78% of on-site waste was diverted from landfills.
- SAS Toronto was awarded LEED Platinum certification for Existing Buildings: Operations & Maintenance, by the USGBC.
- Approximately 1.9 million square feet (82%) of office and data center space at campus headquarters is now LEED certified.
- SAS received a LEED Innovation Sustainability award from the USGBC Sustainable Business Awards, which showcased LEED projects from both North and South Carolina.

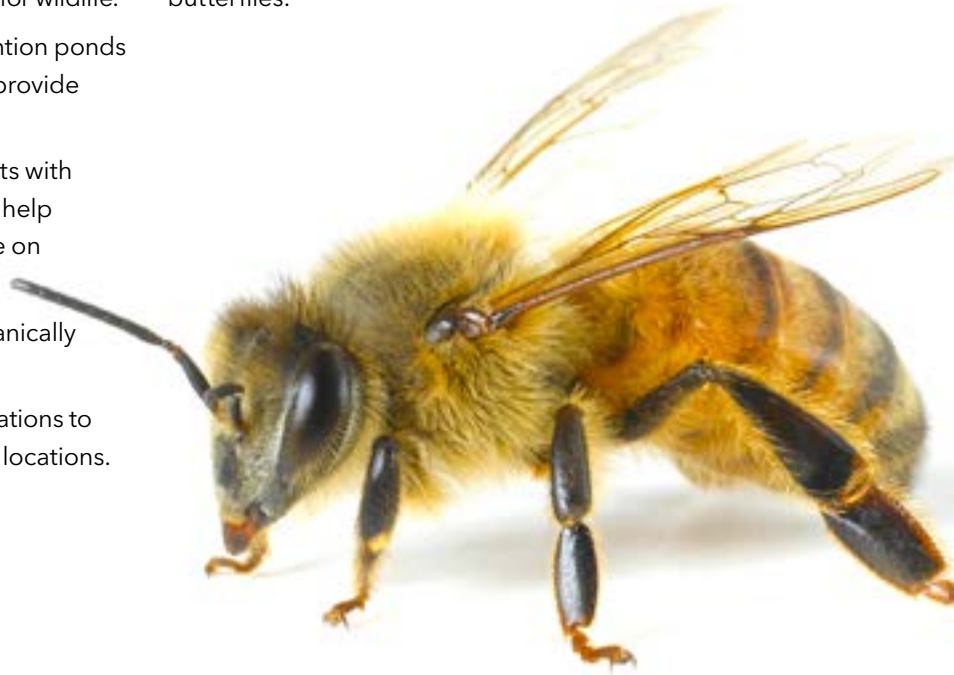


Biodiversity

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

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

- Preserving large areas of open space in construction projects to minimize disruption to local ecosystems.
- Reducing the heat island effect by installing white reflective materials and planting sedum, grasses and various plant types on rooftops. Roof plantings increase insulation, minimize stormwater runoff and provide habitats for wildlife.
- Collecting rainwater from rooftop systems, retention ponds and cisterns to minimize stormwater runoff and provide water for restrooms and landscape irrigation.
- Restoring land disturbed by construction projects with native and adaptive drought-tolerant plants that help local ecosystems thrive and reduce dependence on water and chemicals.
- Growing local produce for SAS cafeterias in organically maintained on-site gardens.
- Hosting on-site apiaries at several SAS office locations to help promote the repopulation of bees in urban locations.
- Using sheep to naturally control vegetation growth under the company's solar panels.
- Planting pollinator-friendly plants as a source of food for local honeybees and other insects and preserving local milkweed and nectar plants to help migrating Monarch butterflies.



2019 DATA

- SAS earned LEED Gold certification for its newest and largest office building at world headquarters. Adoption of green building practices included a substantial effort to minimize environmental impact for both construction and ongoing operation. Building design and construction processes ensured a minimal site footprint, higher than mandated erosion and stormwater controls and maximized green space.
- SAS United Kingdom completed a biodiversity survey for the Marlow-based headquarters, identifying the many varieties of wildlife and plant species inhabiting the grounds.

Awareness and Engagement

In addition to employing sustainability measures globally, SAS promotes environmental education and awareness. Activities include advocacy for clean energy, educational campaigns, speaking engagements, SAS solar farm visits, companywide Earth Day activities, articles on the internal green website, white papers and webcasts. By engaging with customers, employees, industry and world leaders, SAS seeks to extend the reach of its sustainability initiatives. Forbes even featured SAS sustainability initiatives among efforts that attract and retain top millennial talent.

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.



2019 DATA

- Published an internal SAS Environmental Sustainability Handbook to provide employees around the world with guidance for increasing environmental stewardship across SAS operations.
- The SAS [Data for Good](#) movement encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. Using GatherIQ, a free app, everyone from students to social advocates can learn about the United Nations' 17 Global Goals and take action to make the world a better place.
- AS believes ongoing advocacy for sound climate policies resulting from unbiased data, research and collaboration will help establish a course of action that benefits sustainable, long-term health. Examples include:
 - Participated in NC's Clean Energy stakeholder plan development workshops. This was the first step in a process to develop [NC's Clean Energy Plan](#) after the signing of a clean energy economy executive order hosted at the SAS Solar Farms.
 - Participated in stakeholder meetings to help develop clean energy and carbon policy designs as recommended in NC's Clean Energy Plan.
 - Endorsed and celebrated the release of [North Carolina's first Clean Energy Plan](#), also mentioned on [Twitter](#)
- Learning from bees:
 - SAS installed weight, temperature, audio and motion sensors on its beehives at campus headquarters. A dedicated IoT of Bees team is collecting data and using SAS analytics to learn more about bee behaviors. The team is also collaborating with local beekeepers.
 - SAS Canada, France and UK offices installed 12 beehives to promote the repopulation of bees in urban locations. SAS now has 48 beehives including on-site apiaries at its Cary, France, Sweden and Netherlands offices.
 - Throughout the year, employees donned bee suits and experienced hands-on tours of the apiary to learn more about beekeeping and the importance of pollinators in the ecosystem.
 - SAS employees helped harvest 120 pounds of honey from the SAS apiary. A 71% increase from 2018.
 - In addition to tours and harvesting, SAS hosted a three-part, deep-learning Bee Biology series for employees to learn about the fascinating world of honeybees.

2019 DATA

- At headquarters in Cary, NC, SAS Eco Advocates, an employee volunteer group that supports environmental activities, participated in numerous events:
 - SAS hosted NatureServe, a biodiversity nonprofit, at a [Social Innovation Summit](#), where employees gathered for a day to brainstorm and participate in design thinking around NatureServe's biodiversity conservation efforts.
 - The National Audubon Society President and CEO led a group of SAS employees on a Great Backyard Bird Count celebration walk.
 - SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year a group of SAS Eco Advocates painted a barn and mulched gardens at the Durham Public Schools Hub Farm.
 - Eco Advocates also collected tiger footprint data from Carolina Tiger Rescue to improve techniques for identifying endangered tiger species in the wild.
 - Hosted a LEED graduate school class and tour to help students learn about the importance of environmentally friendly buildings.
 - For [Earth Day](#), employees learned about electric vehicles at an on-site technology showcase event.
- SAS' country offices also participated in a variety of events:
 - SAS Canada participated in a shoreline cleanup where employees cleaned a local Toronto beach to pick up 24 kilograms of trash and recycled what they could.
 - SAS Denmark provides company bikes for employee use, encourages sustainable travel including electric vehicle taxi service and participates in the national "Bike to Work" event.
 - SAS India participates in an annual tree planting event - with around 1,200 trees being planted since 2010. The offices invest in sustainable office supplies and water reduction technologies and encourage employees to participate in activities like reducing food waste, turning off lights when not in use and printing double-sided.
 - SAS Poland switched all office lighting to LED. In addition to being plastic-free, they also participated in recycling ink cartridges, toners and mobile phones, resulting in monetary donations. Coffee capsules are also recycled to fertilize fields that contribute to Food Bank donations.
 - SAS Sweden held an annual Earth Week event, where they raised awareness on how to live a more sustainable life and shared insights on ecological footprints made at home and in the office. The office also arranged an external event called "AI and the Environment," where select customers and partners were invited to discuss and learn more about how AI can help solve many sustainability challenges.
 - SAS United Kingdom refurbished its Marlow headquarters with rooftop solar panels and an intelligent lighting system, which automatically reviews the lighting levels and adjusts to achieve optimal levels. All fixtures are LED and outfitted with motion detectors for maximum efficiency. This lighting plan is being adopted in the regional offices where possible.



[Download Environmental Program](#)



World-changing innovation starts with happy employees

SAS' culture has always been an integral part of who it is as a company, connecting the curious nature that started SAS and the spirit of innovation that moves it forward. Originating at its North Carolina headquarters and spreading to more than 150 global offices, SAS cultivates an award-winning culture anchored by meaningful work, empowering leadership and a world-class work environment.

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

Diversity and Inclusion

At SAS, it's not about fitting into the culture, it's about adding to it. Diversity and inclusion at SAS is multidimensional. SAS' culture blends the different backgrounds, experiences, perspectives and abilities from employees in nearly 60 countries around the world. As innovators, the company relies on employees' unique creativity and differences to create great software that can change the world. From the technology SAS designs to the conversations shared, SAS' diversity is a creative asset. Forbes even ranked SAS as one of [America's Best Employers for Diversity in 2020](#).



SAS Employee Inclusion Groups



Women's Initiative Network (WIN) is dedicated to inspiring, encouraging and empowering women through networking, career development and community service.



Young Professionals Network (YPN) provides ongoing opportunities for professional development, engaging with the community through volunteerism, and social networking for the younger employee population - and "the young at heart."



Black Initiatives Group (BIG) is an inclusive group of employees who identify as Black, African, African-American, West Indian, Copper Skinned, Indigenous, American Indian, Afro-Latinx or of African descent, and those interested in the mission to advance SAS' global diversity initiatives and support the interests and professional development of SAS employees, the STEM field and our communities.



SAS Military Network (VETS) engages SAS employee service members, veterans, family members and supporters of the US military by providing an inclusive community that focuses on employee professional development and networking, customer engagement, and community involvement while supporting SAS' strategic goals.



SAS LGBTQ+ and Allies (PRIDE) fosters an LGBTQ+ inclusive culture that creates an environment where everyone is comfortable bringing their authentic self to work every day.



SAS International Connection (SASIC) has been dedicated to fostering, supporting and promoting international inclusiveness at SAS for more than 25 years.



Diversity and Inclusion Programs

- The “Tribe” – started by the Accessibility and Applied Assistive Technology Team and comprised of employees from all divisions in the organization – believes everyone should be able to work with and benefit from data. They are fundamentally changing the way people interact with data by developing innovative technology that makes data visualizations like charts, graphs and maps accessible to all, regardless of technical savvy or physical abilities. This online community shares resources and best practices, and serves as a forum to ask questions.
- The SAS intern program, ranked No. 11 Best Tech & Engineering Internship by Vault, is a mechanism for the company to cultivate diverse talent throughout its organization and build a SAS programming pipeline for its customers. SAS cultivates a diverse talent pool through university outreach and engagement with the student organizations at colleges and universities throughout the United States.

Two signature programs that foster diversity through SAS’ internship program include:

- The Autism Spectrum Internship Program helps to bridge the gap between academic and on-the-job learning for autistic students by providing an inclusive interviewing process and training program that addresses the challenges and barriers often encountered in obtaining meaningful employment.
- The Veteran Employment, Training and Support (VETS) Internship Program provides an internship experience for uniformed service members, veterans and military spouses who are pursuing an accredited degree, in various roles throughout SAS.
- SAS HBCU STEM Connect with North Carolina historically black colleges and universities (HBCUs).
- STEM Career Showcase for students with disabilities.
- Executive Women’s Day during the SAS Championship golf tournament.
- Diversity recruitment events.
 - Grace Hopper Celebration.
 - HBCU Career Development Marketplace.
 - Student Veterans of America.
 - Service Academy Career Conference.
 - Women in Data Science and Statistics.
 - WomenHACK.





Diversity and Inclusion Partnerships

- Triangle Women in STEM is a partnership among companies in the Research Triangle Park area between Durham and Raleigh that is focused on increasing representation of women in the workforce with distinctive programs promoting inclusion and pathways to success by recruiting, retaining and advancing women in STEM fields. SAS participates every year by hosting an annual event for summer interns and by engaging in their yearly programming.
- SAS is proud to participate in Pride in the Triangle, a collaboration of Triangle area LGBTQ+ employees and allies from various organizations that come together to share best practices, work together on LGBTQ+ issues in their corporations and in North Carolina, and network with other out employees and allies. Through networking and community events as well as thought leadership opportunities, the goal is to create a more inclusive LGBTQ+ friendly work environment together.
- For more than 20 years, SAS has partnered with the UNC TEACCH Autism program through the supported employment initiative, which provides job coaches for long-term autistic employees who work in SAS' cafes. In addition, SAS has partnered with TEACCH to provide manager and mentor training for employees participating in the Autism Spectrum Internship Program.
- Students from Wake County Public Schools receive credit toward their Occupational Course of Study diploma by volunteering with corporate mentors from SAS to learn basic workplace skills.
- SAS has been involved with the programming and sponsorship of Statfest and the Diversity Mentoring program run by the American Statistical Association's Committee on minorities in statistics to increase representation in the field. In addition, SAS partners with the International Biometric Society's Eastern North American Region conference to help foster diversity in biostatistics through conferences and workshops.
- SAS partners with many nonprofit organizations to provide mentorship and career development resources for veterans transitioning to civilian life. In addition to the VETS internship program that provides valuable work experience for military personnel pursuing an IT degree, SAS joined forces with the Institute for Veterans and Military Families in 2017 to offer free SAS programming courses to transitioning service members and their families.

Equal Employment Opportunity

At world headquarters and across all of its country offices, SAS is committed to providing an equal employment opportunity that treats all employees and applicants equally based on merit and experience - without regard to 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. SAS recruits, hires, trains and promotes without regard to protected characteristics and ensure that all its employment decisions are based only on valid job requirements.

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. For example, SAS offers up to 12 weeks of paid parental leave for birth mothers, fathers, domestic partners and adoptive parents to provide employees with paid time off to bond with and care for newborns or a newly adopted child.

2019 DATA

SAS won many [workplace awards](#) including ranking in the top 10 of the World’s Best Workplace by Great Place to Work® and Fast Company’s Best Workplace for Innovators.

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 2019, SAS had 14,026 employees worldwide and 6,952 US employees. In the US, the average SAS employee tenure is 12.4 years, compared to an industry average of 4.2 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. SAS sees a strong connection between employee loyalty and business success.

SAS’ voluntary employee turnover rate was 6.5%. The average industry voluntary turnover rate was 14.5%.²

¹ US Bureau of Labor Statistics
² Radford/Aon Hewitt

Global Employee Hires by Region		2019
Asia Pacific		409
Canada and Latin America		126
Europe, Middle East and Africa		421
United States		467
Total Global Hires (Reg. FT & PT)		1423

US Hire Demographics		2019
By age group (US Only)	19-31	176
	32-44	157
	45-63	130
	64 and up	4
By gender	Female	183
	Male	284

Voluntary US Employee Turnover		2019
Type	Turnover number	450
	Turnover percentage	6.5%
By age group	19-31	85
	32-44	153
	45-63	181
	64 and up	31
By gender	Female	187
	Male	263

Skills Development

SAS supports the idea that all employees have a natural desire to learn and grow. As part of its culture and benefits, SAS provides many development opportunities for employees, whether for specific job skills, business acumen or interpersonal competence. Training includes instructor-led classes, e-learning and live web training. SAS encourages employees at all levels to pursue training to hone their skills. Employees with sharp, updated and relevant skills offer more value to SAS customers in the dynamic, evolving world of data and analytics.



2019 DATA

Approximately 96% of employees participated in professional training, totaling 183,500 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 2019, SAS provided over 30 courses on leadership development, training 2,475 people.

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

Average Hours	28	Professional Training	96%	Classroom	68%	Webcast/ Video	31%	Reading	1%
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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.

The Security & Safety and Risk Management departments investigate any incidents that pose a danger to company employees or third parties and take measures to reduce or eliminate these hazards. These departments provide additional training and resources to help identify and prevent similar incidents from causing damage or injury to individuals.

Absenteeism

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

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

2019 DATA

SAS recorded an absence rate of 4.79 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. SAS United Kingdom/Ireland had one minor work accident reported in 2019.



Download
Employees &
Culture



Integrity, ethics and compliance

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

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

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

Governance Structure

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.

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 approximately 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 its 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.

Industries served



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. SAS' business continuity management efforts are additionally coordinated by a dedicated team within the Legal Division. Environmental conservation is managed through the Facilities group in the Corporate Services Division.

Corporate Social Responsibility

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

Public Policy

SAS 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, including quality pre-K through third-grade education; providing better stewardship of taxpayer resources with greater government accountability; and helping governments make better use of their data to fulfill their missions, such as helping detect terrorist financing and money laundering schemes. SAS also engages in public policy discussions to help protect the valuable intellectual property resources that are the underpinning of its business. SAS also engages in discussions with legislators and regula-

tors worldwide to help shape laws and policies that affect the handling of data, including discussions related to data protection and data security. For example, SAS works to educate policymakers as to the role and benefits of artificial intelligence, with an end to shaping a workable regulatory framework that encourages its use. Additionally, SAS engages with policymakers to enable reasonable rules to promote digital trade, and to ensure fair tax rules for organizations of all types.

Political Contributions and Lobbying

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 if approved through established procedures. SAS records and reports all corporate political contributions in accordance with applicable local laws.

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

Ethics and Regulatory Compliance

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

SAS is committed to demonstrating honesty, fairness and accountability in every decision and action, including each interaction with employees, customers, suppliers and competitors. The SAS Code of Ethics helps the company define and maintain high standards for respect, honesty, fairness and accountability for all without regard to race, ethnicity, color, sex, national origin, age, creed, religion, ancestry, citizenship status, marital status, sexual orientation, gender, gender identity and/or expression, disability, veteran status, or any legally identifiable status. 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 Code of Ethics is publicly available and linked to in this report. The Code of Ethics is made available to the public to demonstrate the company's vision and values for the benefit of customers, suppliers and other stakeholders. The Code of Ethics is also available to all employees on the company's intranet and is periodically promoted by the company's communications program. The content of the Code of Ethics is the same in both the publicly available and employee version; however, the internal version also includes live

hyperlinks to associated internal SAS policies and procedures, which serve as a guide for employees on specific requirements to ensure and maintain compliance with the Code of Ethics and with SAS' overall mission and core values.

In 2019, these SAS offices participated in the below governance and management activities:

- SAS Canada incorporated policies directed toward various compliance initiatives such as third party due diligence, vendor screening, CASL processes and pay equity evaluation.
- SAS Finland participated in a surveillance audit (Kiwa Inspecta - ISO/IEC 27001).
- SAS Portugal obtained a certification for privacy and information security (Norma ISO 27001).
- SAS United Kingdom and Ireland continues to hold ISO 27001 security and ISO 9001 quality certifications.

2019 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, Russian 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. All new employees and certain contract workers are required to take some or all of the following training:

- Code of Ethics
- Information Security
- Effective Trade Compliance
- Workplace Respect
- Global Anti-Corruption
- Data Privacy

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. Also, SAS United Kingdom and Ireland had a required training for fire awareness and information security awareness. SAS Denmark does a work environment assessment and SAS Norway performs an internal management review of health, safety and environment at the workplace. SAS Finland and SAS Nordic offices also performed an information security course. 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 2018, 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.

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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.

2019 DATA

100% 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," conflict of interest, 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

SAS strives to ensure its use of personal data complies with applicable laws, SAS policies and customer expectations in all countries globally where SAS operates. SAS also places great importance on data security with the view to protect the confidentiality, availability and integrity of data in the control of SAS.

Dedicated teams across various functions are committed to driving a "privacy by design" culture in all SAS operations internally and externally. SAS requires all its employees and certain categories of contractors to complete training on privacy and information security. SAS publishes a monthly information security awareness newsletter to inform employees about information security and privacy issues.

Business Continuity Management

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



Supply Chain

SAS strives to build long-term partnerships with both direct and indirect suppliers that can meet local, regional and global requirements. 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 sourcing needs. Direct suppliers provide products or services used in creating the products and services SAS provides to customers. These include software, software as a service, 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 who 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 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 Place to Work.

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

The Strategic Sourcing and Procurement Organization requires adherence to the [SAS Business Partner Code of Conduct](#) and [SAS Sustainable Procurement Charter](#) in SAS' standard vendor agreements and purchase orders.

Supplier Diversity

SAS' Supplier Diversity Department was formed in 2005 out of a need to satisfy customer requirements during the sales contracting process. Over the years, responsibilities have evolved to reflect SAS' corporate conscience and competitive advantage as a global leader in analytics software and solutions.

As part of the Corporate Services Division, the manager of supplier diversity is responsible for the supplier diversity process and mission, 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.

By developing and maintaining effective relationships with suppliers, SAS 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, the Women's Business Center of North Carolina, the North Carolina Veterans Business Association, the local LGBTQ Chamber of Commerce and the local chapter of Disability:IN. SAS is also represented on the boards of various diverse supplier development councils and economic development initiatives. Three examples of active board chair positions include the Carolinas Virginia Minority Supplier Development Council, Piedmont Chapter; the Carolina/Virginia Chapter of the Institute for Supply Chain Management and the North Carolina Chapter of Disability:IN. SAS believes that active participation and collaboration with these organizations fosters a strong climate for diverse business development.

SAS Supplier Diversity is a member of the North Carolina MWBE Coordinators' Network, a professional development organization for supplier diversity professionals. Membership ensures SAS' program stays relevant on legislation and industry changes. SAS partners with the Small Business and Technology Development Center to provide procurement related educational services to small and diverse-owned businesses.

SAS values extend into the community in which it lives and works. In 2019, SAS partnered with the Raleigh LGBT Chamber of Commerce to secure grant funding for much-needed development and training programs for local diverse-owned businesses. These training programs provide free and inclusive opportunities for business owners to strengthen their entrepreneurial skills and connect with corporate and government purchasing professionals. Giving back strengthens local communities and in turn strengthens the suppliers with which SAS does business.



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 well as sexual orientation and gender identity.

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.

Regarding the procurement of goods and services to support corporate operations, SAS continually seeks ways to make business opportunities available to all certified, diverse business categories: These categories include:

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

In the area of professional services offered to its customers, SAS provides small and diverse-owned businesses the opportunity to participate in the subcontracts it awards. As with all SAS suppliers, there must be a demonstrated "value-added" benefit. SAS seeks out suppliers that show a commitment to its values, innovative business solutions, cost savings and competitive pricing.

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 efforts 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.

2019 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, and water management and stewardship. SAS achieved an overall CDP performance score of B for both surveys. SAS also received a rating of B- for supplier engagement.



[Download Governance & Management](#)



The SAS 2019 Corporate Social Responsibility (CSR) Report is based on the calendar year Jan. 1 to Dec. 31, 2019, 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 2018 CSR report, which was published online in June 2018. That data has now been updated for the 2019 report. In 2019, 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 the Global Reporting Initiative (GRI) Sustainability Reporting Standards and was prepared in accordance with Core GRI requirements. SAS' CSR efforts focus on four core areas: education and philanthropy, environment, employees, and governance and ethics. The report can be viewed in a PDF document by separate sections or as a complete report so information is more accessible and customizable. The report format allows for greater explanation and transparency on SAS' practices and policies and provides space for updates to relevant and material topics. Over time, this report will evolve in response to the needs of stakeholders, employees, customers and the community.

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

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

Scope and Boundaries

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

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

Examples of impacts include:

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

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

Materiality Matrix

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

Internal: Issues Relevant to Employees and Management

Great workplace
 Training for next generation of employees
 Health and safety
Ethics Talent development
 Environment
 Diversity and Inclusion Workers' rights
 Volunteerism and community engagement
 Clean energy Recycling
 Water Smart Campus
 IoT

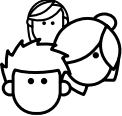


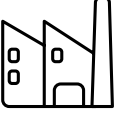

External: Issues Relevant to Other Stakeholders, Including Customers, Communities, Governments, Partners, Subcontractors, Suppliers, etc.

Quality of support
Giving Back Ethics Privacy
Continuity of business
Global trade **Environment**
Diversity Anti-corruption
Civic participation Gift law Fair business practices
Government relations
Sustainable development goals



Stakeholder Engagement

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

Stakeholder	Engagement	2019
 <p>Communities</p>	<p>Employee volunteers, community grants, in-kind donations and training, fundraising.</p>	<p>DonorsChoose.org totaled more than \$83,447, funding 400 classroom projects and benefiting 56,310 students in 29 states. From August 2018 - December 2019, SAS US employees volunteered more than 27,000 hours, resulting in \$114,750 donated to education from the Employee Volunteer Fund.</p>
 <p>Employees</p>	<p>Enhance the SAS workplace culture by communicating with and informing employees about company activities and internal and external programs.</p>	<p>Intranet, webcasts, videos, webzines, blogs and Yammer, an enterprisewide social networking platform.</p>
 <p>Regulatory and government</p>	<p>Domestic and international policy and legislation development on topics that affect SAS customers and the development of new products.</p>	<p>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.</p>
 <p>Industry organizations</p>	<p>Industry associations, think tanks and academia.</p>	<p>Public speaking engagements, development or contribution to industry position papers, and one-to-one meetings.</p>
 <p>Business partners and suppliers</p>	<p>Meetings, webcasts and representation on boards.</p>	<p>Board memberships include Business Council, Business Roundtable, CEO Roundtable on Cancer and My Future NC.</p>

Stakeholder

Engagement

2019



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.

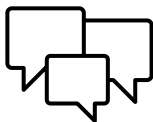
SAS' Analyst Relations group is responsible for informing, influencing and soliciting feedback from industry analysts and thought leaders with the purpose of validating technology and corporate direction and to provide SAS with a crucial third-party perspective.



Students and teachers

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

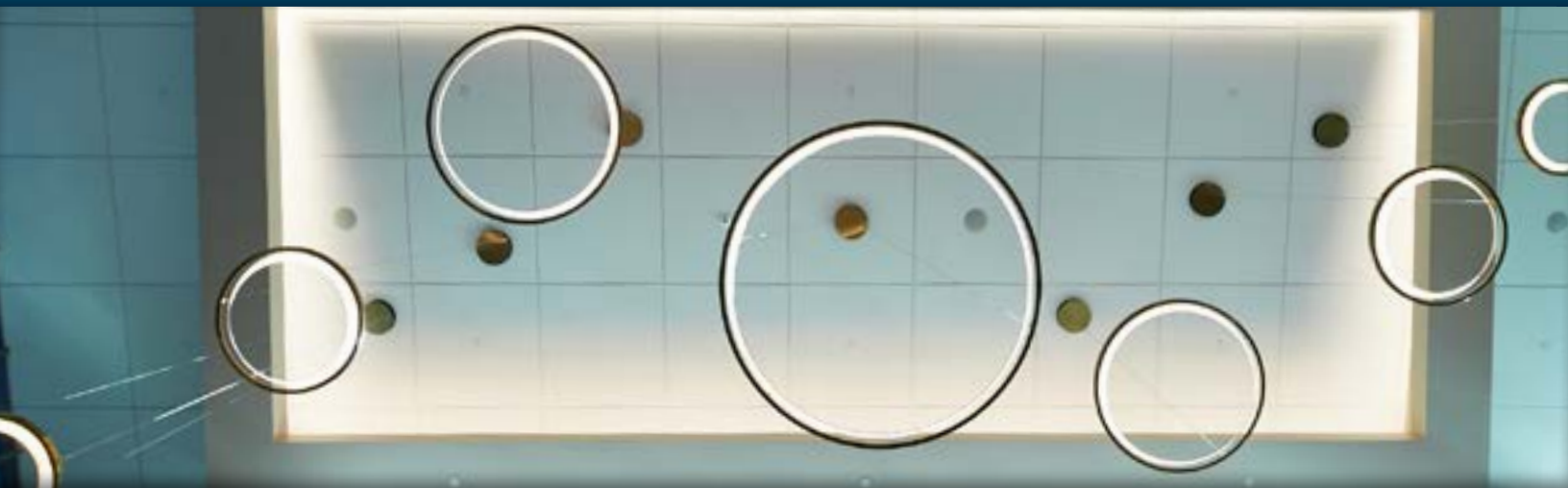
Curriculum Pathways® provides free online resources and mobile apps for early learners through grade 12. SAS offers free software, training and communities for people to gain valuable analytics skills, and supports analytics degree and certificate programs at colleges and universities around the world. SAS is a regular convener of important education meetings, and focuses volunteer efforts on education.



Communications

Build awareness and shape the SAS brand through communications.

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



GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
organizational profile	102-1	Name of the organization	Governance and Management>Governance Structure>Company Profile
	102-2	Primary brands, products and services	Governance and Management>Governance Structure>Company Profile
	102-3	Location of headquarters	Governance and Management>Governance Structure>Company Profile
	102-4	Number of countries where organization operates	Governance and Management>Governance Structure>Company Profile
	102-5	Nature of ownership and legal form	Governance and Management>Governance Structure>Company Profile
	102-6	Markets served	Governance and Management>Governance Structure>Company Profile
	102-7	Scale of organization	Governance and Management>Governance Structure>Company Profile
	102-8	Size and composition of workforce	Governance and Management>Governance Structure>Company Profile
	102-9	Organization's supply chain	Governance and Management>Supply Chain
	102-10	Significant organizational changes during the reporting period	None
	102-11	Precautionary approach or principle is addressed by the organization	Environmental Program>Environmental Governance>Precautionary Approach
	102-12	Externally developed economic, environmental and social charters the organization endorses	Governance and Management>Supply Chain Management
	102-13	Memberships and associations	Education Philanthropy>Community Engagement

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
strategy and analysis	102-14	Statement from the most senior decision maker of the organization	From the CEO
	102-16	Organization's values, codes of conduct and codes of ethics	Governance and Management> Ethics and Regulatory Compliance
ethics and integrity	102-17	Mechanisms for advice and concerns about ethics	Governance and Management> Ethics and Regulatory Compliance
	102-18	Governance	Governance and Management> Governance Structure>Company Profile
governance	102-19	Delegating authority	Governance and Management> Governance Structure>Company Profile
	102-20	Executive-level responsibility for economic, environmental, and social topics	Governance and Management> Governance Structure>Company Profile
	102-21	Consulting stakeholders on economic, environmental, and social topics	Governance and Management> Governance Structure>Company Profile
	102-22	Composition of the highest governance body and its committees	Governance and Management> Governance Structure>Company Profile
	102-25	Conflicts of interest	Governance and Management> Ethics and Regulatory Compliance
	102-26	Role of highest governance body in setting purpose, values, and strategy	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	102-27	Collective knowledge of highest governance body	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	102-29	Identifying and managing economic, environmental, and social impacts	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	102-33	Communicating critical concerns	Governance and Management> Governance Structure> Corporate Social Responsibility Governance
	102-34	Nature and total number of critical concerns	Governance and Management> Governance Structure> Corporate Social Responsibility Governance

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
stakeholder engagement	102-40	List of stakeholders	About This Report>Stakeholder Engagement
	102-41	Percentage of employees covered by collective bargaining	None
	102-42	Basis for identification and selection of stakeholders with whom to engage	About This Report>Stakeholder Engagement
	102-43	Approach to stakeholder engagement	About This Report>Stakeholder Engagement
	102-44	Key topics and concerns raised by stakeholders	About This Report>Materiality Matrix
reporting practices	102-45	List all entities and explain omissions	Governance and Management>Company Profile; About This Report
	102-46	How report content was defined	About This Report>Scope and Boundaries
	102-47	List of material topics	About This Report>Materiality Matrix
	102-48	Restatements	About This Report>Scope and Boundaries
	102-49	Significant changes in scope or boundary	About This Report>Scope and Boundaries
	102-50	Reporting Period	About This Report
	102-51	Date of most recent previous report	About This Report
	102-52	Reporting cycle	About This Report
	102-53	Contact point	About This Report
	102-54	GRI "in accordance" option	About This Report
	102-55	GRI content index	GRI Index
economic-economic performance	201-1	Direct economic value generated and distributed	CEO Letter; Philanthropy
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not applicable
economic-procurement practices	204-1	Proportion of spending on local suppliers	Governance and Management>Supply Chain Management - North Carolina only

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
economic- anti-corruption	205-1	Operations assessed for risks related to corruption	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	205-2	Communication and training on anti-corruption policies and procedures	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Governance and Management> Ethics and Regulatory Compliance
economic- anti-competitive behavior	206-1	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Governance and Management> Ethics and Regulatory Compliance
environmental- materials	301-1	Materials used by weight or volume	Environmental Program> Energy and Emissions
	301-2	Recycled input materials used	Environmental Program> Landfill Diversion
environmental- energy	302-1	Energy consumption within the organization	Environmental Program> Energy and Emissions
	302-2	Energy consumption outside of the organization	Environmental Program> Energy and Emissions
	302-3	Energy intensity	Environmental Program> Energy and Emissions
	302-4	Reduction of energy consumption	Environmental Program> Energy and Emissions
	302-5	Reductions in energy requirements of products and services	Environmental Program> Energy and Emissions
environmental- water	303-1	Total water withdrawal by source	Environmental Program> Water Conservation
	303-2	Water sources significantly affected by withdrawal of water	Environmental Program> Water Conservation – US only
	303-3	Percentage and total volume of water recycled and reused	Environmental Program> Water Conservation

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
environmental- biodiversity	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environmental Program>Biodiversity
	304-2	Description of significant impacts of activities, products and services on biodiversity	Environmental Program>Biodiversity
	304-3	Habitats protected or restored	Environmental Program>Biodiversity
environmental- emissions	305-1	Direct greenhouse gas emissions (scope 1)	Environmental Program>Energy and Emissions
	305-2	Indirect greenhouse gas emissions (scope 2)	Environmental Program>Energy and Emissions
	305-3	Other indirect (Scope 3) GHG emissions	Environmental Program>Energy and Emissions
	305-4	GHG emissions intensity 13	Environmental Program>Energy and Emissions
	305-5	Reduction of GhG emissions	Environmental Program>Energy and Emissions
environmental- effluents and waste	306-1	Water discharge by quality and destination	Environmental Program>Landfill Diversion
	306-2	Waste by type and disposal method	Environmental Program>Landfill Diversion
	306-3	Significant spills	Environmental Program>Landfill Diversion
	306-5	Water bodies affected by water discharges and/or runoff	Environmental Program>Landfill Diversion
environmental- compliance	307-1	Non-compliance with environmental laws and regulations	Governance and Management>Ethics and Regulatory Compliance
environmental- supplier environmental assessment	308-1	New suppliers screened using environmental criteria	About This Report
	308-2	Negative environmental impacts in the supply chain and actions taken	Environmental Program>Environmental Governance
social- employment	401-1	New employee hires and employee turnover	Employees and Culture>Hiring and Retaining Staff
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees and Culture>Hiring and Retaining Staff
	401-3	Parental leave	Employees and Culture>Hiring and Retaining Staff

GRI STANDARD	DISCLOSURE	DESCRIPTION	REFERENCE
social-occupational health and safety	403-2	Type of injury and rates of injury, occupational diseases, lost days and absenteeism	Employees and Culture>Health and Safety
social-training and education	404-1	Average hours of training per year per employee	Employees and Culture>Skills Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Culture>Skills Development
social-non-discrimination	406-1	Total number of incidents of discrimination and corrective actions taken	Governance and Management>Ethics and Regulatory Compliance
social-human rights assessment	412-2	Employee training on human rights policies or procedures	Governance and Management>Ethics and Regulatory Compliance>Training
social-local communities	413-1	Operations with local community engagement, impact assessments, and development programs	Education Philanthropy; partial reporting
social-supplier social assessment	414-1	New suppliers that were screened using social criteria	Governance and Management>Supply Chain
	414-2	Negative social impacts in the supply chain and actions taken	Governance and Management>Ethics and Regulatory Compliance
social-public policy	415-1	Political contributions	Governance and Management>Governance Structure>Public Policy
social-customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance
social-socioeconomic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	Governance and Management>Ethics and Regulatory Compliance