



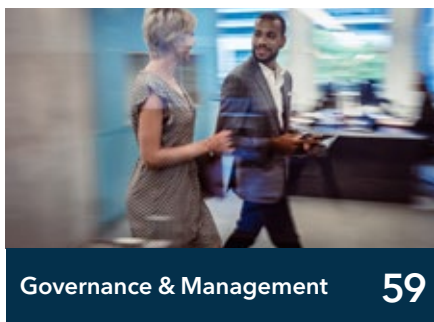
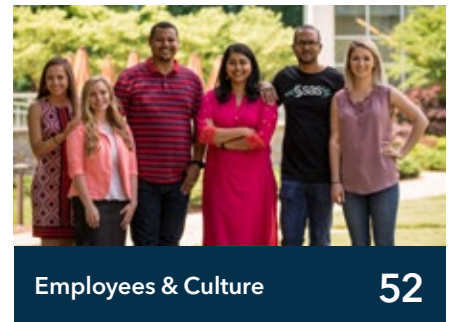
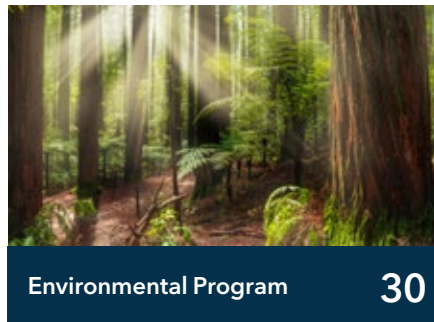
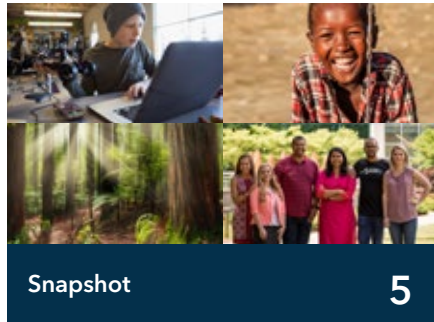
move the world *forward*

Corporate Social Responsibility

2021-2022



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A man with grey hair, wearing a light-colored striped button-down shirt and dark trousers, is sitting in a beige armchair. He is holding a small, clear mineral specimen in his hands. Behind him is a large glass display case filled with various colorful mineral specimens, including orange, purple, and green crystals. The setting appears to be a museum or a corporate office with a focus on geology or sustainability.

## CEO Letter

SAS Corporate  
Social Responsibility



While the world continues to face uncertainty and challenges, the connectedness and the power of community has been an inspiration for what we can accomplish together. Igniting curiosity and creativity to drive innovation and empower change has been the cornerstone of SAS since our beginning. And we have seen firsthand how the power of technology can transform lives and drive better decisions to help our environment and our community – moving our world forward.

Creating a brighter future is not only part of our vision for our customers through innovative solutions but also for SAS as a company, evidenced by our announcement of plans to be ready for an initial public offering (IPO) by 2024. As a leader in social responsibility who prioritizes sustainability in our business strategy, we know that environmental, social, and governance (ESG) initiatives are integral to our continued success and simply the right thing to do. Reducing environmental impacts and safeguarding natural resources is a shared responsibility that starts with intentional and ambitious goals and actions.

Taking action and empowering others is part of SAS' curious spirit that leads us to build award-winning solutions for more than just business problems. It drives our dedication to supporting the [United Nations' Sustainable Development](#) Goals by searching for new ways to use analytics and ethical artificial intelligence (AI) to address society's biggest challenges – from mental health to education access to climate change. We recently launched the SAS [Data Ethics Practice](#), a cross-functional team that guides a globally coordinated effort to help employees and customers deploy data-driven systems that promote human well-being, agency and equity. Our social innovation efforts give us the opportunity to do something meaningful while inspiring others to drive progress for the global community and the planet.

Our dedication to a green strategy can be seen through our own sustainable practices, including decades of [environmental initiatives](#). We have consistently expanded our sustainability and conservation efforts at SAS headquarters and global offices. We also use our renowned analytic expertise and powerful software solutions to help customers develop smarter, efficient operations and green business strategies. In addition to a climate strategy that includes a 2050 net-zero carbon emissions goal and validated science-based emission reduction targets, our sustainable initiatives range from energy conservation and solar projects connected by our smart campus technology to green buildings, recycling and boosting bee populations.



Making a positive impact extends through our commitment to prioritizing our employees' health and well-being. As a trailblazer in the employee-focused workplace culture, our supportive and inclusive reputation has been recognized for decades through numerous [accolades and awards](#) by publications like Forbes, Fast Company, Fortune and the Human Rights Campaign Foundation. By embracing everyone's distinct contributions and abilities, we remain an innovator who continues to create software that makes a difference in the world. This strong culture is the foundation of who we are, and we will continue to build on it. As we move ahead on our path toward IPO-readiness, our renowned culture will remain intact, distinguishing our legacy that began more than four decades ago.

We know innovation means investing in the future beyond just our community. For SAS, we are driven to accelerate human progress through education and data literacy. From our humble beginnings in academia, [education](#) has always been our primary philanthropic focus. As the founder of analytics, we are uniquely positioned to determine the future of analytics, equipping the next generation with the data literacy skills they need to succeed. The increased need for data literacy should open opportunities for all students through free resources in computer science and STEM which is why SAS launched Data Literacy Essentials and DataFly in 2021 to [improve data literacy skills](#).

I invite you to learn more about the recent environmental, social and economic impacts we have made in our 2021 Corporate Social Responsibility Report. We believe in leading by example and know our success is a result of treating people like they make a difference. By improving our world together through knowledge and technology, we can create a more sustainable future.







## Education & Philanthropy

SAS Corporate Social Responsibility



- SAS launched Data Literacy Essentials, a free course designed to equip students, teachers, leaders and individuals with necessary data literacy skills – helping more than 6,100 learners in more than 100 countries so far.
- SAS joined Data Science 4 Everyone, a coalition supporting data science education and committed to equipping every K-12 student with needed data literacy skills. SAS also released DataFly, a free tool for educators and students to improve data literacy.
- SAS celebrated 2021 Computer Science Education Week through a joint commitment with educational robotics leader Sphero. Led by advocacy group CSforAll, Sphero and SAS teamed up to provide coding experiences to students with visual impairments including tactile Braille coding blocks and free professional development for teachers.
- More than 223,000 educators and learners took advantage of free SAS software offerings in 2021.
- More than 30,000 educators and students attended global academic events 2021, including webinars, workshops and presentations.
- In December 2021, SAS Skill Builder for Students debuted, providing university students around the globe with a free online portal where they can access everything they need to launch their analytics careers.
- SAS donated more than \$63 million in total to nonprofits across the globe in 2021, including \$62 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.



## Data for Good

SAS Corporate Social Responsibility



- 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.
- Protected crops to feed a growing population.
- Made better health outcomes via advanced analytics.
- Predicted the impact of climate change on girls' education.
- Combated deforestation through the power of crowdsourcing and AI.
- Provided a smooth transition for military veterans.
- Used predictive analytics to help save lives during COVID-19 pandemic.
- Uncovered valuable treatment for PTSD with analytics.
- Brought the ability to code to students with visual impairments.



## Environmental Program

SAS Corporate Social Responsibility



- Achieved Science Based Targets initiative (SBTi) validation of its 2025 (25%) and 2030 (50%) emission reduction targets.
- Submitted 2050 net-zero emission reduction target to SBTi for validation.
- Committed to an immediate 50% emissions reduction target for business travel.
- SAS emissions across all scopes were 53.6% lower than the SBTi 2018 base year submission.
- Global emissions across all scopes decreased 16% in 2021.
- Achieved 40% by 2025 energy use intensity target for office buildings – a 43% base year improvement.
- Achieved 50% by 2025 carbon use intensity target for office buildings – a 66% base year improvement.
- Diverted 64% of operational and construction waste from landfills globally.
- Developed employee analytics dashboard to help raise awareness about emissions from air travel.
- Achieved EnergyStar certifications for 11 buildings.
- Generated 3.5 million kWh of clean, renewably sourced energy from rooftop and ground-mounted solar systems.

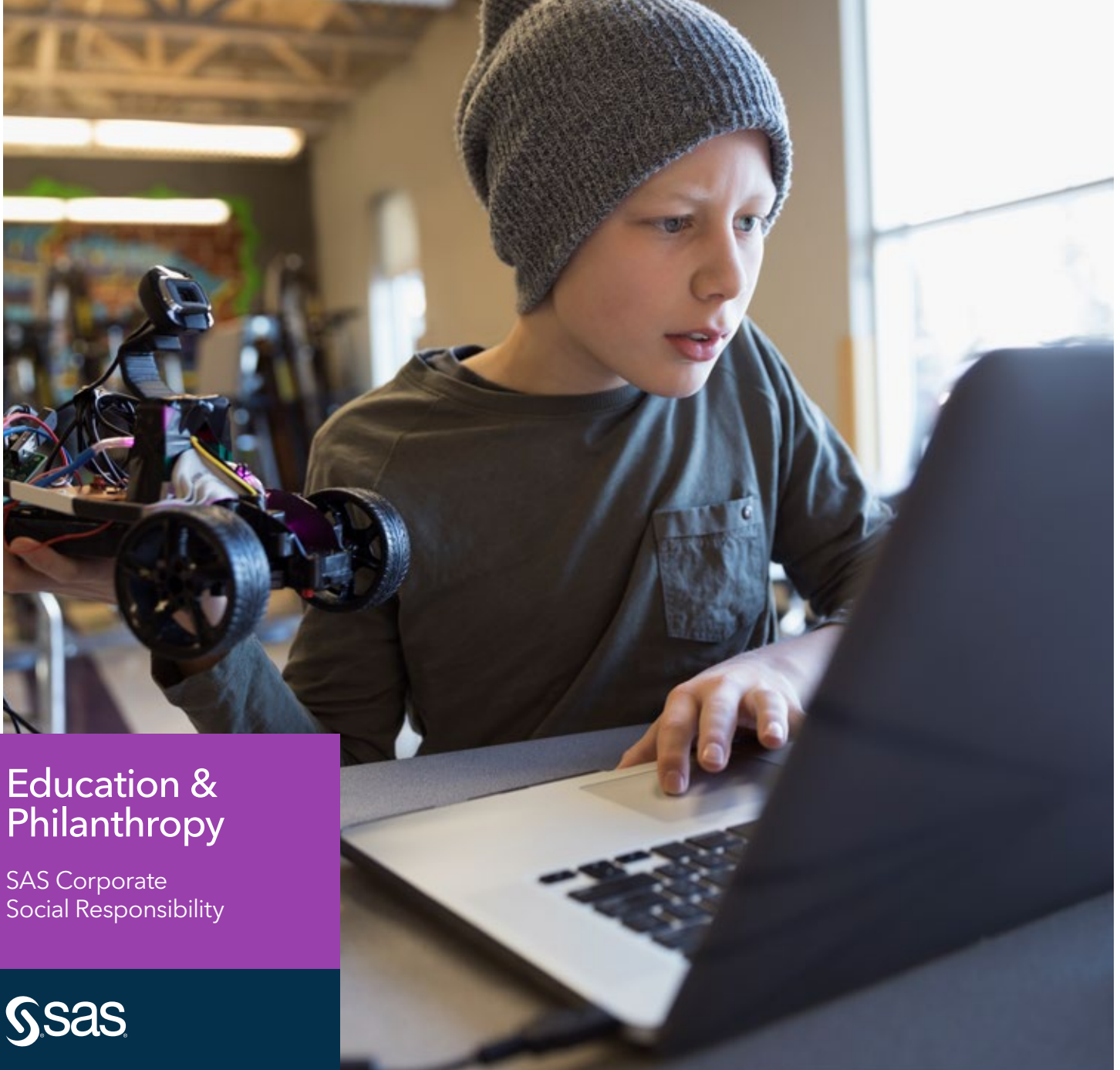


## Employees & Culture

SAS Corporate Social Responsibility



- Published an inaugural [Diversity and Inclusion Report](#) to openly share data and insights about workforce demographics and the actions SAS has and will be taking to further its efforts
- Forbes ranked SAS as one of [America's Best Employers for Diversity](#).
- SAS won many [workplace awards](#) including the [World's Best Workplace](#) by Great Place to Work®, Fast Company's Most Innovative Companies and one of [People magazine's Companies That Care](#).
- In the US, the average SAS employee tenure is 12 years, compared to an industry average of 3.9 years.
- At the end of 2020, SAS had 13,062 employees worldwide and hired 1,834 employees during the year.
- Approximately 97% of employees participated in professional training totaling 97,209 hours.



## Education & Philanthropy

SAS Corporate  
Social Responsibility



### Meeting the challenges of tomorrow

Our children are growing up in extraordinary times – where the limitless creation and consumption of data is woven into every facet of their lives. They see it pouring out of their phones and laptops every second of every day. So much so that they run the risk of becoming more complacent, rather than curious.

The rise of new technologies demands a new generation of skills. For decades, SAS has supported education at all levels to shrink the analytics skills gap and prepare more students for college, work and success in the analytics economy.

SAS has deep roots in academia. Its founders were part of a consortium of eight universities to analyze vast amounts of agricultural data. These bold minds were pioneers in using data for the greater good. Decades later, education is still its primary philanthropic focus. From preschoolers to adult learners, SAS supports 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.



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

**Jim Goodnight** SAS CEO



## Preschool to Secondary Education

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

As the global analytics leader, SAS is uniquely positioned to be a pioneer in educating students on data literacy and computer science. SAS understands the power of data to help us understand our world, to do good and to solve problems. In our connected and data-rich society, the ability to apply and use data in everyday life is essential for everyone, not just data scientists and mathematicians. SAS is committed to developing relevant resources for data literacy, computational thinking and coding to educate students born and raised in a world of data.

In 2021, SAS launched Data Literacy Essentials, a free course designed to equip students, teachers, leaders and individuals with data literacy skills needed to make sense of data citizens encounter every day. Since launch, the course has helped more than 6,100 learners in more than 100 countries gain foundational data literacy knowledge and skills.

SAS also offers 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.

In 2021, SAS joined Data Science 4 Everyone, a coalition supporting data science education and committed to equipping every K-12 student the data literacy skills needed to succeed in our modern world. To support that commitment, SAS released DataFly, a free

tool for educators and students to improve data literacy. DataFly puts students at the heart of the visualization in real time to enhance understanding and engagement. Equipped with a variety of data visualizations and question types, DataFly works across the curriculum to demonstrate the value of data beyond the math classroom. For International Literacy Day 2021, SAS employees created a global classroom using DataFly around the world to help students understand the importance of representation in a sample and, ultimately, how data connects us all.

SAS also hosts Data Drives, which help students reconsider ways their school engages with the community. As they ask questions, collect data, and then analyze and interpret the responses, students begin to think critically about factors that influence outcomes and see the power of data.

In 2020, SAS joined forces with the News Literacy Project, which works with educators and journalists to help students become responsible consumers of information. As the organization's data literacy partner, SAS helps ensure students are able to comprehend and critically analyze data as it shows up in the media. In 2021, SAS continued this effort, helping to better understand COVID issues in the media.

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

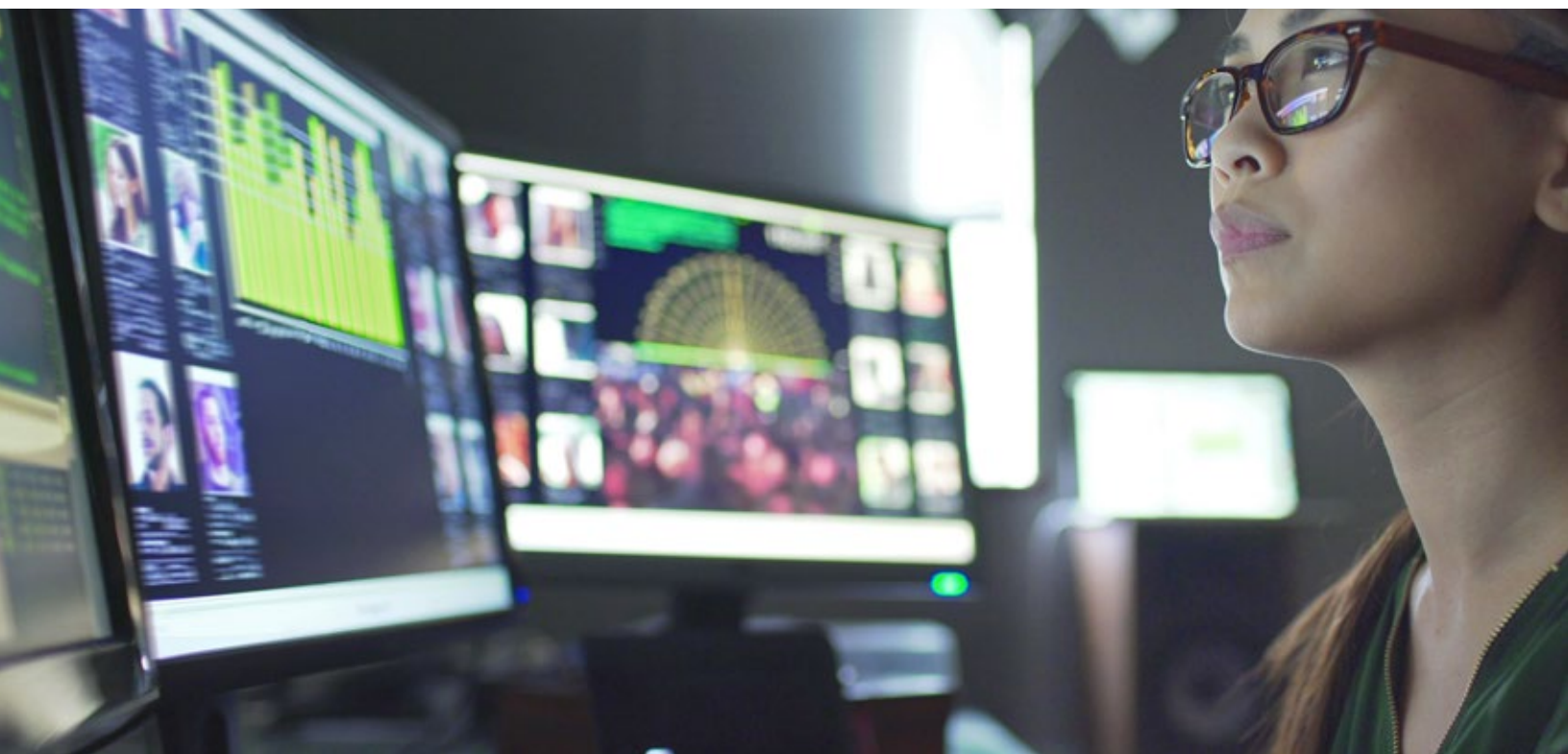
## Global and National Efforts

### Support for STEM Careers

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A longtime supporter of Computer Science Education Week, SAS celebrated the 2021 event through a joint commitment with educational robotics leader, Sphero. Led by advocacy group, CSforAll, Sphero and SAS teamed up to provide coding experiences to students with visual impairments. The team created classroom sets of tactile Braille coding blocks for use with CodeSnaps, and offered free professional development for Teachers of Students with Visual Impairments. In addition, SAS deployed employee volunteers during CSEdWeek into local classrooms leading almost 500 students in an Hour of Code.

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



## Global Education Initiatives

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

- SAS Austria donated to LernLEO, which offers teaching and social support to socially disadvantaged and refugee children.
- SAS India made donations to Ram Govind Pratisthan's Krishnai English Medium School and Junior College, belonging to Ram Govind Pratisthan Charitable Trust, including a variety of books to nurture the curiosity of the students studying there.
- SAS Germany donated to Students Educate Children – an organization that coordinates learning support to children from socially disadvantaged families.
- SAS Malaysia held a back-to-school donation drive for the children of An-Najjah Malaysia and Hope Worldwide Malaysia, nonprofit organizations helping underprivileged children. Employees donated items like school bags, school supplies and water bottles.
- SAS R&D India's CSR team called Muskaan conducted several events and projects including:
  - o As a part of Giving Tuesday Initiative, Muskaan team organized a virtual Musical Charity Gala and raised a total of INR 115,703 for addressing local students' needs.
  - o Raised funds to building new classrooms for Kamayani, a school for intellectually challenged students.
  - o Over the past four years, the team has allocated INR 5,450,000 to construct a new building for Sumati Balwan, a school for more than 325 underprivileged and/or orphaned students. The work is in progress and the building will be ready by 2022, helping Sumati to be able to enroll more students.
- SAS Switzerland donated to Kinder-Universität Zürich – a part of the Zurich University, offering innovation and discovery programs to children and elementary schools.
- SAS UK and Ireland supported local schools by donating 20 laptops for students to continue learning at home due to pandemic-related closures.

## Local Efforts

### **STEAM Showcase for Students With Disabilities**

SAS partnered with the North Carolina Museum of Natural Sciences to create the STEAM Showcase for Students With Disabilities, an annual event where students with disabilities in grades six through 12 interact with college students and professionals with a variety of disabilities who have forged successful career paths in STEM fields. Students participate in a virtual opportunity fair and network with role models who are pushing the boundaries of knowledge, building innovative products and creating the technologies of the future.

SAS also held a monthlong trivia series in partnership with the North Carolina Zoo, North Carolina Aquarium, North Carolina Planetarium and North Carolina School of Science and Mathematics to expose students across the state to STEM-related topics.

### **SAS Education Policy Priorities**

SAS continues to support a statewide education attainment goal in North Carolina developed through the myFutureNC initiative. This goal will help ensure that North Carolina businesses will have the talent they need as required educational degrees and credentials continue to rise. This work also involves determining the impact of COVID-19 on the more near-future skills needs, as well as the long-term outlook to 2030. A particular focus of this work is helping under-represented student and adult populations attain degrees and credentials needed for a rewarding career.

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

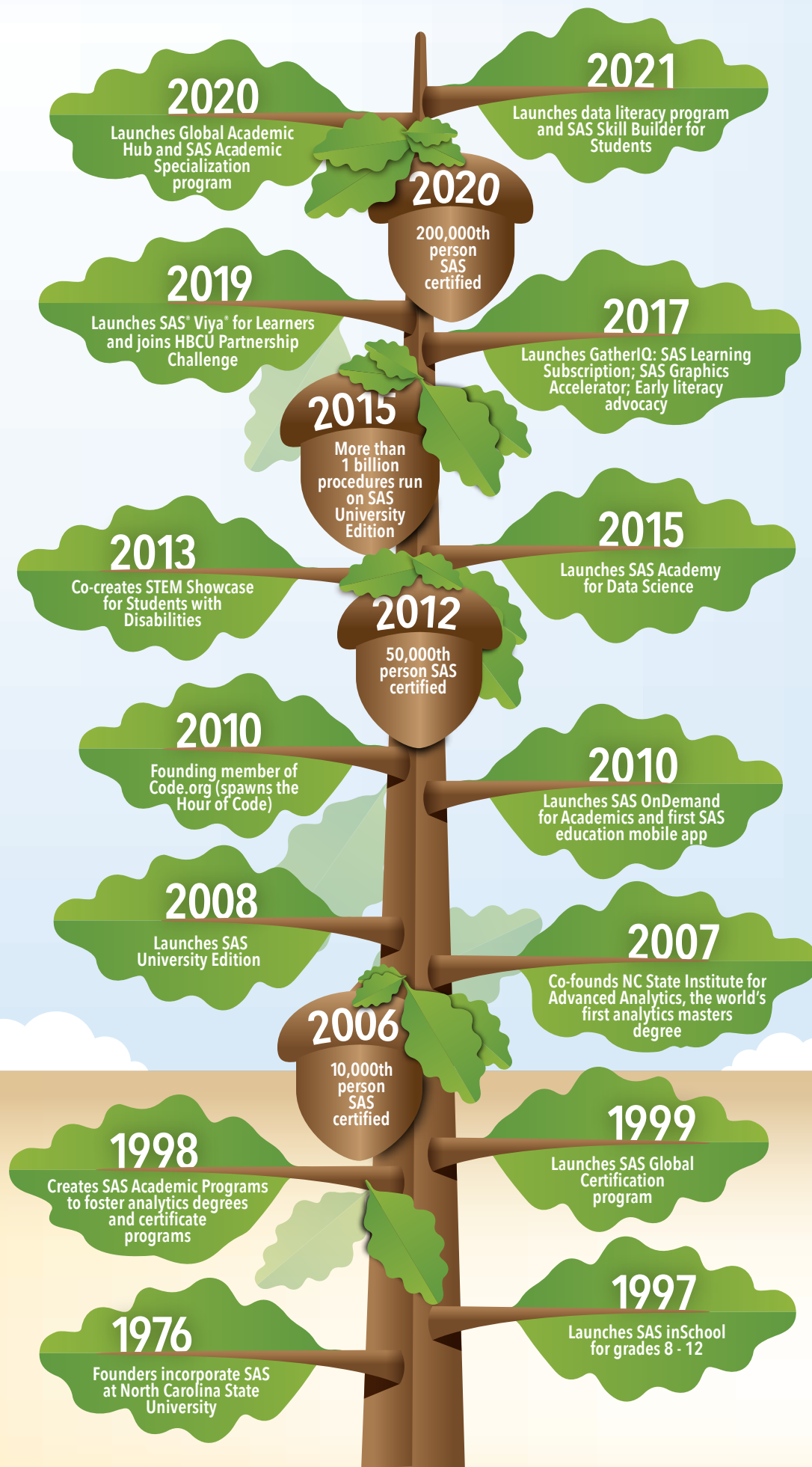


SAS CEO Jim Goodnight continues to lead a group of North Carolina CEOs who are seeking to increase third-grade reading proficiency in North Carolina - a key educational milestone that better ensures students will succeed in school and into the workforce. This work includes efforts to:

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

Because of the success of this third-grade reading proficiency work in North Carolina, Goodnight will be leading a national effort to increase third-grade reading proficiency through his work with the Business Roundtable in Washington. This work has special urgency because of the wide disparities, worsened by the COVID-19 pandemic, in achievement between more economically advantaged students and those from low-income families, as well as the disparities in achievement between white students and students of color. Increasing early reading proficiency for all students is a key component of ensuring racial equity in our education system and into the workforce.







## Higher Education

### Preparing the Next Generation

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Big data has created an unprecedented demand for analytics talent that outpaces qualified applicants. Last year, nearly 143,000 job postings listed SAS as a desired skill, according to Emsi, an aggregator of labor market data. 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 400 joint programs in analytics and related disciplines.

#### ***Free Software for Higher Education and Adult Learners***

Educators, students, researchers and independent learners have free access to SAS software for teaching and learning valuable analytics skills. More than 223,000 educators and learners took advantage of free SAS software offerings in 2021. This includes users of SAS OnDemand for Academics and SAS® Viya® for Learners, which offers free access to data science and machine learning software for post-secondary educators and students. In December 2021, SAS Skill Builder for Students debuted, providing university students around the globe with a free online portal where they can access everything they need to launch their analytics careers.

#### ***Support and Outreach to Universities and Community Colleges***

The SAS Education division provides free training and teaching materials to help professors and instructors incorporate SAS into their courses. More than 30,000 educators and students attended global academic events 2021, including webinars, workshops and presentations.

#### ***Degree and Credential Programs***

SAS partners with traditional and nontraditional higher education institutions programs around the world to create programs that generate the analytical talent organizations need to make the most of big data. In 2020, the company launched the SAS Academic





Specialization program, which gives higher education institutions more options for engaging with SAS to create degree, certificate and other programs. More than 60 new specializations were created in 2021 in 13 countries, including ones at Duke University, Virginia State University, Seneca College, Rhode Island College and the University of Western Cape.

#### ***Communities Connecting Students and Opportunities***

The Learn SAS community connects students and independent learners with resources to develop and certify their SAS skills. In addition to peer-to-peer support, SAS online communities provide a space for collaboration on global programs such as the SAS Hackathon, Ask the Expert webinars and regional SAS users groups. These global connections among professional and student users help to advance the experience and expertise of SAS practitioners.

#### ***Global Education Initiatives***

Supporting SAS' education initiatives is a global effort—and truly is something employees are passionate about. From teaching to events, they lend their time and talents to skilling up the next generation. Employees at SAS offices around the world participated in numerous projects; here are a few examples:

- SAS Beijing R&D offered SAS programming in an elective course at Tsinghua University and Beijing University. Also, Beijing R&D in cooperation with SAS China offered three training sessions for college teachers in Nanjing, Chengdu and Beijing.
- SAS R&D India's CSR team called Muskaan launched a scholarship program for engineering graduates of the Cummins College of Engineering for Women (CCEW) which provided scholarships to four students who were financially in need.



## 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. In 2021, more than \$2.7 billion was raised in the US alone.
- Computer Science Education Week, including Hour of Code. This is a national effort that SAS joins by providing volunteers with training, activities and materials to work with students and pique their interest in computer science.
- Communities in Schools of Chatham County.
- Deans for Impact, preparing educators to measurably improve student learning.
- EducationNC.
- EDGE 6 Raleigh Chamber of Commerce, spearheading economic development and growth for Raleigh, Wake County and the local community.
- Leadership NC, supporting improvements in government, education, health and human services, economic development and the environment.
- Morehead Planetarium and Science Center.
- National Society of Black Engineers.



- NC Chamber Education and Workforce Conference.
- NC Science Fair Foundation.
- NC Science Olympiad.
- NC Society of Hispanic Professionals.
- NC State College of Education Math Summit, promoting equity and excellence in math education and providing teachers with an opportunity to network, develop leadership skills and share ideas.
- NC State Student Aid Association.
- NC State University Foundation.
- North Carolina Science Festival, a statewide showcase of science activities.
- Professional Engineers of NC Education Fund.
- Public School Forum of NC.
- 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.

## 2021 Data

As shown below, SAS donated more than \$63 million in total to nonprofits across the globe in 2021, including \$62 million of in-kind training, software, hardware, services volunteer time, and surplus equipment and furniture.

### Cash donations (worldwide) - \$706,961

### In-kind donations

Software, hardware, etc.	\$14,132,777
Additional JMP software	\$626,180
Value of in-kind global training	\$47,529,028
Surplus equipment, etc.	\$80,950
<b>Total</b>	<b>\$63,075,896</b>







## Community Engagement

As an integral part of SAS culture, SAS strives to support its community through charitable and philanthropic activities. SAS chooses to sponsor many different charitable causes, especially those related to STEM education and related fields. SAS encourages employees to be involved in these initiatives or any causes they are passionate about.

Although SAS has made education its primary philanthropic focus, SAS believes that service to others makes the world a better place and actively encourages employees to get involved in their communities. Through its Volunteer Time Off program, SAS provides eligible employees with an opportunity to engage in meaningful and purposeful volunteerism. SAS' Volunteer Time Off Policy provides details on how the program works, which allows for 20 paid hours for full-time employees and 10 hours for part-time employees per calendar year for volunteer activities to eligible organizations described in the policy.

Some examples include:

- SAS Australia participated in food donations and also raised monetary donations for their Data4Good partner, The Kids Cancer Project, during Childhood Cancer Awareness month where employees walked, ran or cycled during September, raising more than \$12,447.
- SAS Beijing R&D participated in a variety of online donation activities using a convenient online donation platform that allowed them to donate items such as books, toys, cash or warm clothes to the families in mountain areas.
- SAS Belgium donated food to Poverello, much of which would not have been used during the pandemic due to high home office work, and tableware to nursing homes.
- SAS Benelux donated toys to children in need through Toy Bank Amersfoort (The Netherlands) and Toy Bank Hasselt (Belgium).
- SAS Hong Kong participated in several activities, including a virtual cycle fundraising event and donation to Pok Oi Hospital.
- SAS Italy collected oil, rice, pasta and baby food for Banco Alimentare, an organization which distributes food to indigent people.
- SAS Germany participated in several donation organizations and activities:

- o Food donations to Caritas Verband – a nursery where school-age children from socially disadvantaged families receive care.
- o Donated materials for sports and outdoor activities to St. Paulusheim, an organization in Heidelberg that offers child and youth welfare services.
- o Served as main sponsor for SAS Halbmarathon, a major sport event in the Rhein-Neckar region for people of any age to stay healthy through sports.
- o Supported the Classic Scouts, an initiative at the Heidelberger Frühling classic music festival to let teenagers learn more about classical music.
- o Supported rugby youth development in cooperation with the Rugby Association Baden-Württemberg.
- o Collected donations for the Social Service of Catholic Women in Heidelberg including St. Paulusheim, which offers inpatient groups, day groups, mother/father-child groups, youth living communities and assisted living.
- SAS Finland employees donated Christmas presents to Joulupuu, which is a traditional Christmas campaign collecting presents to children and youth at risk of social exclusion in Finland.
- SAS France sold used IT equipment, and profits from the sales went to La Fondation Culturespaces, which promotes access to culture for children (5-12 years old) suffering from isolation or exclusion due to illness, disability or a precarious social or economic situation. Children's books were also collected for Le Bouquin Volant, which distributes books to libraries, schools, universities and associations all over the world. Toys were donated to Le Secours Populaire, a French renowned NGO (non governmental organization), which distributed the toys for Christmas. Finally, employees gave blood at the nearby hospital.
- SAS Netherlands donated toys to the Toy Bank, a charity that collects toys for children in need.
- SAS Portugal donated toys and clothing to The Nasce e Renasce Association, a nonprofit organization that supports underprivileged families in Lisbon. Employees also volunteered with "Help Portrait" – a movement involving photographers, hairstylists and makeup artists all around the world serving people in need who otherwise couldn't afford photography.
- SAS Singapore donated over 600 pastries to six government hospitals in Singapore in a show of appreciation and support for health care workers during the pandemic period.
- SAS Spain donated books, school supplies, computers and IT equipment to a local NGO and also participated in the national food collection for the Food Bank. SAS Spain also offered free online courses and tutorials through a partnership with Fundae, an organization that helps the unemployed secure new jobs through training.
- SAS Thailand employees donated old towels, blankets and bed sheets to Soi Dog Foundation, which rescues homeless dogs and cats from abuse, abandonment, sickness or injury.
- SAS United Kingdom and Ireland participated in several activities including:
  - o Supported Refuge, an organization providing support for women and children fleeing from domestic violence, and Baby Bank, which supports vulnerable families with young children who need essential baby supplies. Employees also gave back through AmazonSmile and donated eBay sales to charity.
  - o Celebrated Volunteers Week during the first week of June, featuring employee volunteering stories of all the wonderful work of many employees. Also introduced the concept of micro volunteering where employees can take small amounts of time away from their desks (i.e., an hour a week) to focus on good causes.
  - o In December, SAS United Kingdom selected The Talent Foundry as their chosen charity partner to support for the next three years. The Talent Foundry aims to increase social mobility by helping young people from disadvantaged backgrounds discover what they're amazing at, develop valuable new employment skills and take that first step into the world of work. They aim to level the playing field of opportunity so every child can achieve their full potential, regardless of their socio-economic background. In addition to fundraising for the charity, UK employees will be volunteering with the learning initiatives offered by the charity.



## 2021 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 helped those in need and brought employees together as safely as possible for a common good. At SAS world headquarters, employees participated in the below activities:

- Donating more than 800 new and gently used books to support Wake Up and Read.
- To support data literacy skills in the classroom, SAS employees hosted SAS CodeSnaps sessions at Brentwood Elementary School as part of Computer Science Education Week.
- Supported more than 350 children through the Angel Tree project, which was run by SAS' Women's Initiatives Network (WIN).
- The Retail & Consumer Goods team volunteered at the Food Bank of Central & Eastern North Carolina and packed 8,750 meals for families in need.





## Community Board Membership

SAS staff members carry the company's corporate responsibility values outside the office by serving on the boards of community organizations that support education, disaster relief, the arts, science innovation, environmental conservation and other issues important to employees.

- Business Council
- Business Roundtable
- BEST-NC (Business for Educational Success and Transformation in North Carolina)
- Cary Academy Board of Directors
- Cary Chamber of Commerce
- CEO Roundtable on Cancer
- CSC Strategic Advisory Board at North Carolina State University - Board Emeritus
- Friday Institute for Educational Innovation (North Carolina State University)
- GoTriangle
- Granville County School Board
- Inter-Faith Food Shuttle
- Lipscomb University Computing and Technology Board
- Meredith College Board of Trustees
- myFutureNC
- National Association of Regional Councils
- North Carolina League of Municipalities
- North Carolina State University Industrial and Systems Engineering Advisory Board
- North Carolina State University School of Business HR Advisory Board
- North Carolina Museum of Art
- North Carolina Prisoner Legal Services
- North Carolina Science Festival
- North Carolina State University Board of Trustees
- Oklahoma State University Corporate Advisory Board
- Sall Family Foundation
- The Nature Conservancy's Africa Council
- Triangle J Council of Government
- Town of Cary Council
- WildTrack
- World Wildlife Fund US National Council
- YMCA of the Triangle
- Youth Thrive

A young boy with dark skin and short hair is smiling broadly, drinking water from a stream. He is wearing a red and black plaid shirt. The background is a blurred natural setting with dry ground and some vegetation.

## Data for Good

SAS Corporate  
Social Responsibility



### Analytics helping humanity

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

SAS has always been an organization motivated by challenges to use its technology to build a better world. As the UN Sustainable Development Goals work to reduce inequalities and ensure healthy living, SAS seeks out opportunities where it can help create a brighter future for all. SAS' social innovation initiative works to find creative ways to accelerate global progress and move the world toward a more sustainable future. One of the ways that SAS supports this goal is through the [Data for Good](#) movement, which encourages using data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. From helping to boost healthy bee populations and combating deforestation to revealing racial disparities in homeownership and investing in patient wellness, SAS is contributing to building a better world for the people and the planet.

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



"Better data analysis can help us uncover innovations that escape the human eye. SAS will be an essential tool for helping us discover more efficient and sustainable solutions to the most pressing agricultural challenges of our time."

**Dr. Tony Liu** *Chief Scientific Officer and Co-Founder* **Boragen**



## Protecting crops to feed a growing population

With the world population expected to top 10 billion by 2050, there is a dire need for solutions to help feed a growing population in an efficient and sustainable way. To ensure continued bountiful production of grains, fruits and vegetables, new tools are needed to augment sustainable agricultural practices. The most effective tools often merge ancient farmer know-how and natural products with new data-driven approaches. One example of this is using elements essential for life to grow healthier crops and protect them from noxious fungal diseases.

Biotechnology company **Boragen** is combining crop science with data science to spur sustainable fruit and vegetable production with a novel approach. By applying SAS® artificial intelligence and machine learning technologies to Boragen data, researchers can better predict which products will be more effective and should be moved to the next testing phase, and which can be abandoned, saving time and money. Scientists spend less time screening products in lab and greenhouse settings, moving the most promising products into field testing quicker and shortening development times.



“Data is the currency for mental health transformation. By bringing disparate data together, we have the power to integrate these systems and tell a broader story about how we are helping individuals live their best lives.”

**Dr. Dawnté Early** *Chief of Research and Evaluation* **MHSOAC**



## Better health outcomes via advanced analytics

Home to 40 million people, California is the most populous state in the US and is known for advocating a healthy lifestyle including mental health. In fact, a recent California Health Care Foundation report indicates that the top health care priority for Californians is making sure people with mental health needs can get treatment.

The Mental Health Services Oversight and Accountability Commission ([MHSOAC](#)) supports transformational change across mental health and service systems. The MHSOAC holds public mental health systems accountable while promoting wellness, recovery and resilience for people who are living with mental illness.

To get broader understanding of mental health services and client outcomes, the commission invested in advanced analytics and data management solutions from SAS. With these solutions in place, the MHSOAC links data from different public data systems including health care and hospital services, employment, education, criminal justice and vital statistics. For example, one major project is linking mental health data to criminal justice data to evaluate whether intensive mental health services provided in the community keep people out of jails and prisons.

“Our partnership with SAS gets us one step closer to developing meaningful solutions that ensure girls have consistent access to education.”

**Naomi Nyamweya** *Research Officer* **Malala Fund**



## Predicting the impact of climate change on girls' education

While increasing global temperatures, catastrophic weather events and destruction of ecosystems are visible impacts of the climate crisis, the ripple effect it causes – such as access to education – can be less evident. Climate change is disproportionately affecting girls' education globally and threatening the fragile gains made in recent decades to bring more girls into the classroom.

To help shed a light on this issue, SAS built the Girls' Education and Climate Challenges Index with [Malala Fund](#), a girls' education nonprofit co-founded by Nobel laureate Malala Yousafzai. The analysis identifies countries where girls are most at risk of experiencing educational interruptions and predicts lowering of completion rates of girls' primary and secondary education due to climate change. Malala Fund plans to use these insights to encourage leaders to take action and bring education into the global climate change discussion.



"I hope this crowdsourcing effort not only helps us put a much needed tool in the hands of local people who can stop deforestation, but also can be an opportunity for people to learn about what's happening on the ground and take action."

**John Beavers** *Executive Director* **Amazon Conservation**



## Combating deforestation through the power of crowdsourcing and AI

Rainforests continued to experience devastating forest loss in 2020 as destruction and deforestation levels spiked while conservation and enforcements efforts lagged due to the pandemic's ripple effect. In 2020, SAS launched a global social innovation project to use crowd-driven artificial intelligence to help track, and ultimately stop, deforestation in the [Amazon rainforest](#). The project launched with more than 44,000 satellite images and now has successfully classified 1,047,996 square kilometers of the Amazon. Participants joined the initiative from 130 different countries, highlighting the project's global scale. In 2021, this crowd-sourced data helped to train the AI model and data scientists subsequently validated its efficacy in identifying deforestation. SAS will be publishing a joint research paper with IIASA about this important new approach to conservation in 2022. This project has earned several recognitions including [Fast Company's](#) Most Innovative Social Good Companies and World Changing Ideas as well as [Inc. Magazine's](#) Best in Business and [PRNEWS](#) CSR & Diversity Awards for Environmental Stewardship.

SAS has furthered its commitment to making a difference by joining forces with the nonprofit Amazon Conservation. This project will expand the scope and efforts for identifying and tracking illegal deforestation and expediting intervention by monitoring key parts of the Amazon. In 2021, SAS recently held a summit where 29 employees from six different countries worked across six teams, in partnership with the Amazon Conservation, to address a trio of important issues with the Amazon: land use impact on ecology, causes and effects of wildfires, and how to maximize sustainable agriculture. The teams collaborated virtually to explore how SAS technology can be used in new and interesting ways to address the complex challenges of protecting the rainforest while taking real-world factors into account. Amazon Conservation will review the projects and results, deciding which to pursue along with SAS to further address these environmental challenges. These findings also provide opportunities for innovation not just for Amazon Conservation but hopefully beyond the Amazon to address environmental issues globally.



"One of the obligations we have when they take off that uniform should be to knock down as many barriers as possible. Everything we do at the IVMF is about knocking down those barriers, and SAS is key to this mission."

**Dr. Mike Haynie** *Executive Director IVMF*



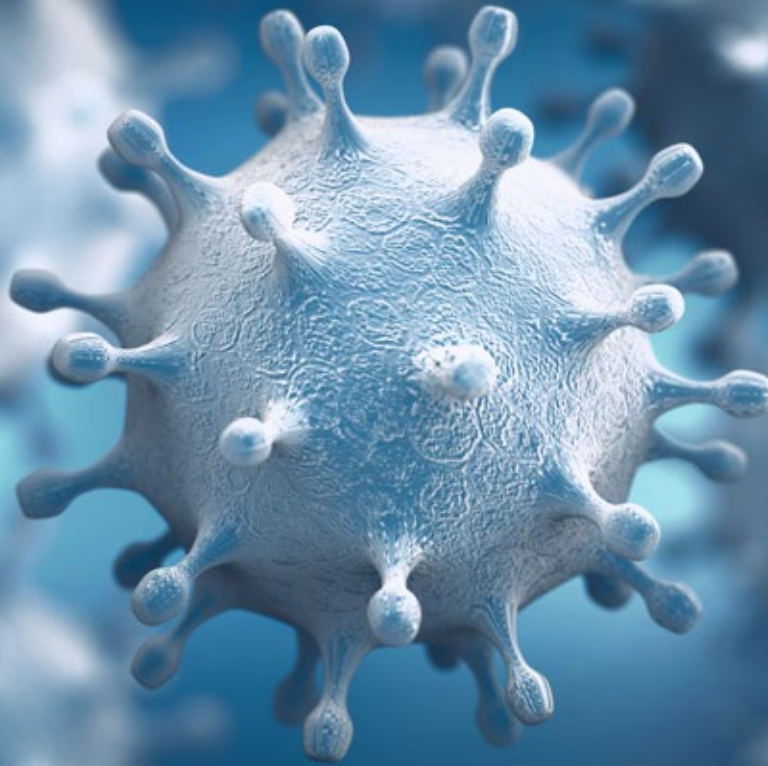
## Providing a smooth transition for military veterans

Each year, hundreds of thousands of service members transition back into civilian life. For many, this is a time of uncertainty around establishing a new career and securing needed resources and support for a successful transition. Launched in 2011 at Syracuse University, the [Institute for Veterans and Military Families \(IVMF\)](#) is committed to advancing the lives of these veterans and their families. The IVMF now relies on SAS technology for data management, data visualizations and business intelligence. SAS Data Management - paired with data management strategy coaching from SAS - enables the IVMF to combine its data sources into a single data warehouse to serve the analytic needs of the organization. With a central analytics and data management platform, the IVMF can generate and distribute insights more quickly across the organization and to stakeholders and partners. This has allowed the staff to focus on more strategic best practices for their data management and reporting efforts, helping to drive decision making with strong measurement and evaluation.

While use of SAS has benefited the IVMF in different ways, one common theme among the various divisions is time savings. For the teams focused on delivering insights to the IVMF and its partners, the technology has allowed the staff to focus on more strategic best practices for their data management and reporting efforts. The second major benefit of the SAS technology is increased performance. The ability to understand the impact of the organization's work through strong measurement and evaluation allows IVMF's staff to dive deeper into their daily work.

"Predictive models enable us to better align the hospitals' emergency plans with the evolution of the COVID-19 figures."

**Kurt Nys** *ICT Manager* **FPS Public Health**



## Using predictive analytics to help save lives during COVID-19 pandemic

When the health crisis reached Belgium, the Federal Public Service Health, Food Chain Safety and Environment ([FPS Public Health](#)) knew it needed to act quickly to help protect citizens. This government agency oversees health care in Belgium as well as hospital funding and emergency medical care. After collaborating with SAS for decades, FPS Public Health understood how data and advanced analytics are instrumental in decision making. To cope with COVID-19, however, the agency needed to take its use of analytics to the next level to share data with partners, predict infection rates and anticipate the occupancy of hospital beds.

Thanks to this rapid implementation, FPS Public Health and other agencies already in the first wave of the pandemic had access to an efficient dashboard to monitor hospital capacity. Predictive models can look up to 14 days ahead and deliver reliable results to predict when additional hospital beds will be needed. And the absence rate of hospital staff was also closely monitored to ensure that all patients could be cared for. The platform also guarantees the confidentiality of the data and even adjusts the information to the user.



"My hope is for this data to be used to help save lives outside of our organization as well, because this issue is much bigger than just us as an organization."

**Ryan Rogers** *President* **PTSD Foundation**



## Uncovering valuable treatment for PTSD with analytics

Post-traumatic stress disorder (PTSD) is not limited to just military veterans. In fact, a variety of trauma can lead to PTSD, and more than twice as many women suffer from PTSD as men. Camp Hope, a residential facility for military veterans run by the [PTSD Foundation of America](#), is exploring new avenues of collecting and using data to help find better treatment for all trauma victims.

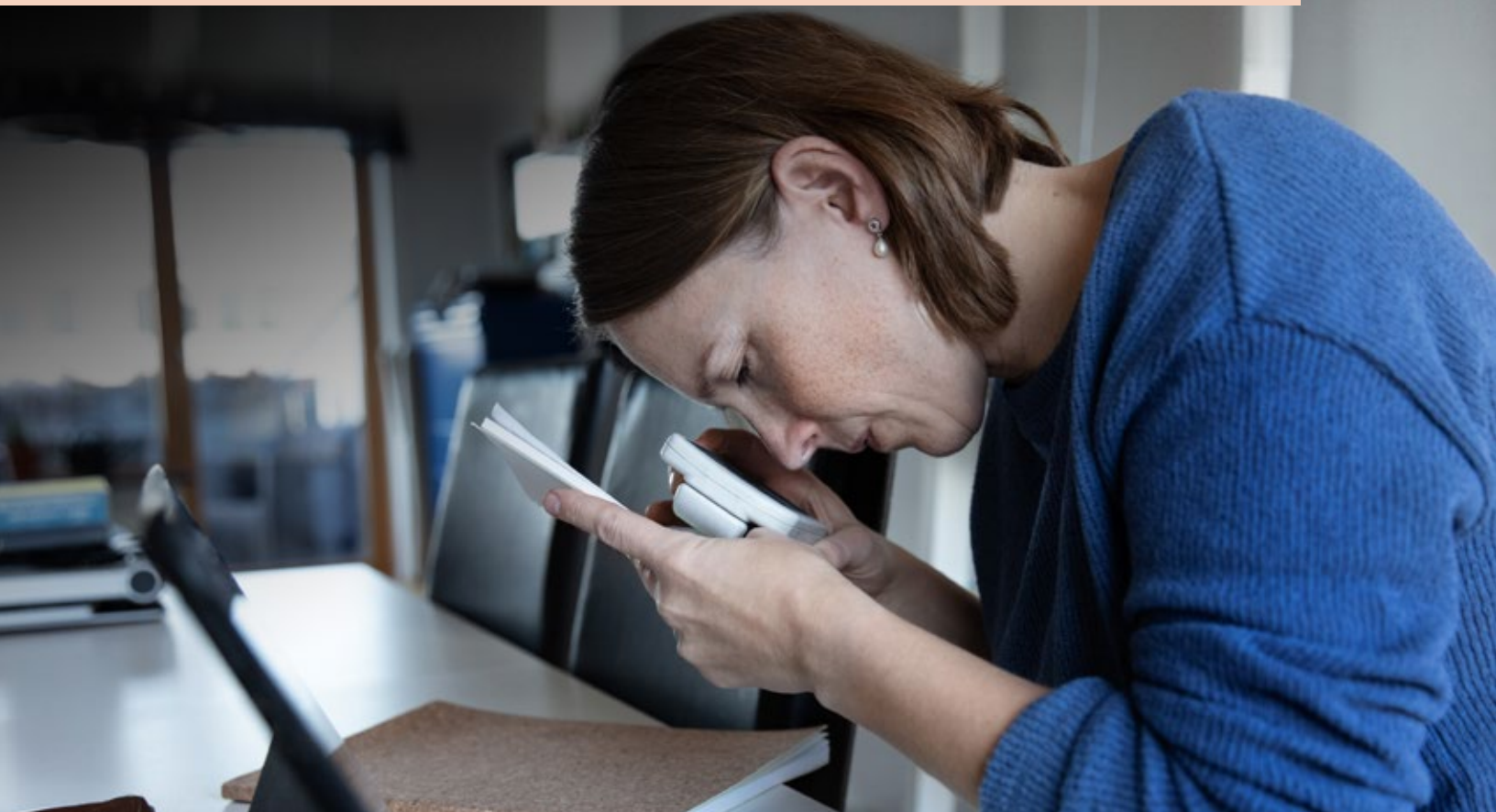
The PTSD Foundation and SAS developed a new method that keeps the assessment questionnaire short and simple enough to be approachable for trauma victims, yet provides far more detailed insights about a person's risk of suicide once the data is analyzed. The reimaged approach lets them accomplish with six questions covering 16 domains what might otherwise require asking 450 questions and makes it possible to measure progress – or regression – as veterans go through the different phases of the program. Being able to dive into the data in this way with the help of volunteers from SAS who are also military veterans, the foundation can better ensure that no one graduates the program prematurely and everyone gets the help they need. The new assessment method also has a long-term goal of being used to validate peer-to-peer treatment.

The PTSD Foundation is confident that once its data-driven approach goes beyond Camp Hope, anyone struggling to deal with trauma – from other military veterans to the average person suffering in silence – will get the same type of life-changing care.



“No longer sitting on the sidelines or relying on a sighted peer’s descriptions, students who are blind or low-vision can fully participate in every aspect of the coding activity.”

**Diane Brauner** *Manager* **Perkins’ Paths to Technology website**



## Bringing the ability to code to students with visual impairments

Coding and computer science skills are highly valued in today’s classrooms and careers. But often, the supporting technologies are not accessible to people with visual impairments. Using SAS CodeSnaps, a collaborative coding environment requiring just a single iPad® and a Sphero BOLT® robot, teachers of students with visual impairments (TVI) can now conduct engaging coding lessons in the classroom.

SAS worked with the [Perkins School for the Blind](#) to adapt CodeSnaps to meet the needs of students with visual impairments or blindness. Adaptations included adding braille to a simplified set of code blocks and making it easy for teachers to produce the blocks. The lesson incorporates a tactile device (meter stick) that students use to measure distances. The CodeSnaps lesson for TVI is the latest SAS effort to make data skills accessible to people with visual impairments, who are often shut out from hot careers in STEM fields, including analytics and data science.

# Environmental Program

SAS Corporate Social Responsibility



## Strategic Growth Through Innovative Sustainability Practices

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

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

### GREENHOUSE GAS



**54%**

Absolute greenhouse gas reduction from 2018 base year

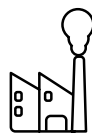
### ENERGY EFFICIENCY



**43%**

Energy use intensity improvement for office buildings

### CARBON EFFICIENCY



**66%**

Carbon use intensity improvement for office buildings

### BUSINESS TRAVEL



**79%**

Business travel emissions reduction

### LEED CERTIFICATION



**82%**

LEED-certified office space at headquarters

## EMISSIONS

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
Net-zero emissions for scopes 1, 2 and 3	2050	2018	Global emissions decreased 16% in 2021 from 61,134 to 51,286 MTCO2e. This is a 53.6% reduction across all scopes from the 2018 base year.	On target
25% greenhouse gas (GHG) emissions reduction	2025	2018	Global emissions decreased 16% in 2021 and 54% compared to 2018 base year.	Achieved
50% greenhouse gas (GHG) emissions reduction	2030	2018	Global emissions decreased 16% in 2021 and 54% compared to 2018 base year.	Achieved / On target
75% greenhouse gas (GHG) emissions reduction	2040	2018	Global emissions decreased 16% in 2021 and 54% compared to 2018 base year.	On target
50% office building carbon use intensity (CUI) improvement	2025	2010	Global CUI improved 66% from 2010 base year – down 11% the past year to 7 CO2 pounds per square foot.	Achieved
50% scope 3 reduction in business travel related greenhouse gas (GHG)	2022	2018	Set 50% emission reduction target for business travel.	Initiated
Achieve SBTi validation for 2025 and 2030 interim targets	2021	2018	Submitted scopes 1, 2 and 3 targets to SBTi for assessment.	Achieved
Achieve SBTi validation for 2050 net-zero target	2022	2018	Submitted net-zero target to SBTi for validation.	On target

## ENERGY

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
40% office building energy use intensity (EUI) improvement	2025	2010	Global EUI improved 43% from 2010 base year – a slight increase of 0.8% the past year to 11.5 kWh per square foot.	Achieved
Achieve 1.35 power usage effectiveness (PUE) rate for data centers	Annual	N/A	Achieved for 11th consecutive year.	Achieved
Generate 3.5M kWh from solar installations	Annual	N/A	Renewable energy generation from solar installations totaled almost 3.5 million kWh.	Achieved



## GOVERNMENT AND POLICY

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
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
Achieve ISO 14064 certification and external assurances for GHG emission calculations.	2023	N/A	Initiated evaluation study for securing ISO certification and external assurances for GHG emission inventories.	Initiated
Support the NC Clean Energy Plan development	Ongoing	2017	Participated in stakeholder meetings to help develop Plan-recommended clean energy and carbon policy designs.	Completed

## GREEN BUILDINGS

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
LEED Gold minimum for all new construction projects	Ongoing	N/A	Initiated LEED recertification for 1 existing building in 2021.	Achieved
Energy Star certification for all primary office buildings (HQ Only)	2025	2018	Achieved Energy Star certification for 11 of 13 primary office buildings.	On target

## PAPER

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
75% employee paper use rate reduction	2025	2009	Print on demand and digital document delivery technologies has helped reduce the employee paper use rate by 93% since 2009.	Achieved
30% average post-consumer recycled content for all purchased paper	Annual	N/A	Average recycled content for all purchased paper was 30% for 2021.	Achieved
70% absolute paper consumption reduction	2025	2009	Print on demand and digital document delivery technologies has helped reduce paper use by 94% since 2009.	On target

## TRANSPORTATION

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
50% increase in electric vehicle charging stations	2020	2017	No activity.	Achieved

## WASTE AND RECYCLING

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
50% landfill diversion rate	Annual	N/A	Diverted 64% of operational and construction waste (369 metric tons) from landfills.	Achieved
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 decreased 25% in 2021 – a 191 metric ton reduction.	Achieved
75% paper & commingled volume reduction	2025	2012	Since 2012, paper and single-use plastics volumes have decreased from 442 to 70 metric tons – an 84% improvement.	Achieved
70% of construction waste diverted from landfills	Annual	N/A	94% of approximately 6 metric tons of construction waste was diverted from landfills in 2021.	On target
0% hazardous waste spills	Annual	N/A	SAS did not have any hazardous material spills or environmental compliance fines in 2021.	Achieved

## WATER

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
20% water use intensity (WUI) improvement	2030	2011	Office building WUI improved to 4.38 gallons per square foot – a 9.5% prior year improvement. Reduced operating schedules due to the pandemic resulted in a 60% base year improvement.	Achieved/On target

## PROCUREMENT

TARGET	TARGET YEAR	BASE YEAR	2021 PROGRESS	STATUS
At least 30% of Strategic Sourcing and Procurement training will address sustainable procurement	Annual	N/A	Approximately 34% of training in 2021 was dedicated to sustainable procurement.	Achieved



## Environmental Achievements

While accomplishments in 2021 reflect a sustained commitment to reducing SAS environmental impact, they are also reflective of the global decrease in business activity because of COVID-19. Doing everything possible to keep employees safe, the company learned to work smarter and discovered new ways to conduct business that are better for the environment. Insights gained by working from home helped SAS to question business-as-usual practices such as air travel to conduct in-person meetings and daily office commutes. Given the urgency of addressing climate change, many of these practices are no longer sustainable. SAS continues to explore options and implement new business models to help the company reduce its impact and achieve environmental goals.

For 2021, SAS continued building on its corporate sustainability leadership and IoT technology prowess by progressing on its smart campus project at Cary, NC, headquarters. The use of SAS advanced, real-time analytics is improving energy usage while proactively monitoring equipment performance to boost operational longevity. Starting with a handful of buildings and on-site solar installations, the project will eventually span across most of the 25 buildings on campus. By using analytics to help SAS operate more efficiently and identify ways to make improvements on campus, the company can pass on the firsthand insight of products and best practices to customers for their smart initiatives.

SAS' top 2021 environmental program achievements include:

- Achieved Science Based Targets initiative (SBTi) validation of its 2025 (25%) and 2030 (50%) emission reduction targets.
- Submitted 2050 net-zero emission reduction target to SBTi for validation.
- Set 50% scope 3 emissions reduction target for business travel.
- Developed employee analytics dashboard to help raise awareness about emissions from air travel.
- Awarded Energy Star certifications for 11 buildings at campus headquarters.
- Global emissions across all scopes decreased 16% in 2021 from 61,134 to 51,286 metric tons of carbon dioxide equivalent (MTCO<sub>2</sub>e) - a 53.6% reduction from its 2018 base year.
- Achieved 40% energy use intensity for office buildings - a 43% base year improvement.
- Achieved 50% carbon use intensity for office buildings - a 66% base year improvement.
- Business travel emissions decreased 79%, from 4,855 to 1,001 MTCO<sub>2</sub>e.
- Diverted 64% of operational and construction waste from landfills globally.
- Generated 3.5 million kWh of clean, renewably sourced energy from rooftop and ground-mounted solar systems.



## Environmental Governance

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

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

### Environmental Policy

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

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

### Environmental Mandates

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

- Corporate priority: Establish policies, goals, programs and practices for conducting operations in an environmentally sound manner while ensuring environmental equity remains a key consideration in the transition to a net-zero carbon future.
- Integrated management: Integrate environmental policies, programs and practices into all functions, business units and global office locations.
- Assessment: Conduct impact assessments of existing and planned operations to understand environmental impact.
- Continual improvement: Continue to raise the bar on performance, aligning with technological developments, scientific understanding and stakeholder expectations.
- Facilities and operations: Conduct business operations with ongoing consideration for minimizing resource consumption, environmental pollution and other adverse environmental impacts, and ensuring waste is handled responsibly.
- Products and services: Provide products and services with processes that support a circular economy and have no undue environmental impact throughout the product life cycle – from material sourcing, product development and delivery, to ensuring responsible use and disposal.
- Employee education: Educate, train, motivate and empower employees to conduct activities in an environmentally responsible manner.
- Customer support: Advise and help educate customers, distributors and the public in the safe and environmentally responsible use, transportation, storage and disposal of SAS products.
- Suppliers and contractors: Promote the SAS [principles of sustainable procurement](#) to all suppliers and contractors – encouraging and (where appropriate) requiring improvements.



### ISO Compliance

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

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

SAS uses its own technology to measure and analyze the performance of its sustainability initiatives. SAS applies the ISO 14064 standard methodology for calculating the company's global carbon footprint and determining the impacts of business processes and mitigation initiatives. SAS solutions also support the application of global standards such as the Greenhouse Gas Protocol and the Global Reporting Initiative.

### Precautionary Approach

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

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

## Energy and Emissions

SAS has a 2050 net-zero goal and [Science-Based Targets initiative \(SBTi\)](#) validated near-term targets to reduce absolute scope 1, 2 and 3 GHG emissions 25% by 2025 and 50% by 2030 from a 2018 base year. In 2021, SAS also submitted its 2050 net zero commitment to the SBTi for validation. These targets reflect a more ambitious path to net zero by changing the base year for interim targets from 2011 to 2018 and now include emissions across all scopes to better represent impacts for how the company operates. SAS remains committed to the goals of the Paris Climate Accord and the [Business Ambition for 1.5°C](#).

**SAS IS COMMITTED TO REDUCING  
ABSOLUTE SCOPE 1, 2 AND 3 GHG  
EMISSIONS 25% BY 2025, 50%  
BY 2030 AND 100% BY 2050.**

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

SAS is also using its own software to improve processes for collecting, understanding and managing energy and emissions requirements for facilities worldwide, increasing the ability to report and proactively influence consumption trends. The environmental program uses SAS software to identify reduction strategies; develop and monitor performance indicators; understand relationships between measures; determine initiatives with the greatest effect; and communicate strategy, goals and objectives to facilitate execution. [Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

In support of UN Sustainable Development Goal 7: Affordable and Clean Energy and Goal 13: Climate Action, SAS actively advocates for the deployment of renewable energy and the economic and environmental benefits of clean energy. After the SAS solar farm was selected as the site for North Carolina Governor Roy Cooper to sign an Executive Order for a clean energy economy and support for the Paris Agreement, SAS has continued to participate in stakeholder meetings to help develop clean energy and carbon policy designs as recommended in the state's Clean Energy Plan. Stakeholder participation and bipartisan support led to the signing of House Bill 951 and creation of a clean energy law for the state of North Carolina in 2021. The new law requires NC to cut emissions 70% by 2030 and achieve carbon neutrality by 2050.

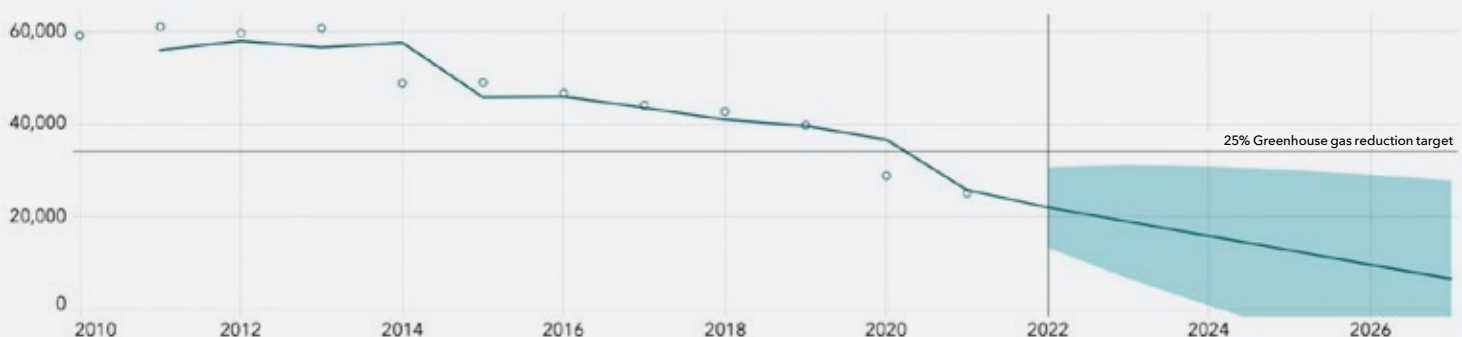
Aligning with UN Sustainable Development Goal 11: Sustainable Cities and Communities, SAS also partners with organizations such as the Smart Cities Council and the Research Triangle Region Cleantech Cluster to help municipalities become smarter by harnessing the explosion of data sourced from connected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

## GLOBAL GREENHOUSE GAS EMISSIONS BY SCOPE

Scope	Sources	2021 (MTCO <sub>2</sub> e)	2020 (MTCO <sub>2</sub> e)	2019 (MTCO <sub>2</sub> e)	2018 (MTCO <sub>2</sub> e)	2021-18 Var. %
Scope 1		2,770	3,804	7,408	6,981	-60.3%
Scope 2		22,355	25,228	32,340	38,448	-41.9%
Scope 3	Business Travel	1,001	4,855	18,492	19,901	-95.0%
	Employee Commute	2,352	3,396	9,963	10,537	-77.7%
	Purchased Goods & Services	22,654	23,579	33,761	34,079	-33.5%
	Waste	154	272	734	521	-70.4%
Subtotal: Scope 3		26,161	32,102	62,950	65,038	-59.8%
Total		51,286	61,134	102,698	110,467	-53.6%

CHARTS CREATED BY SAS VISUAL ANALYTICS

## GREENHOUSE GAS EMISSIONS TREND SCOPE 1 AND 2



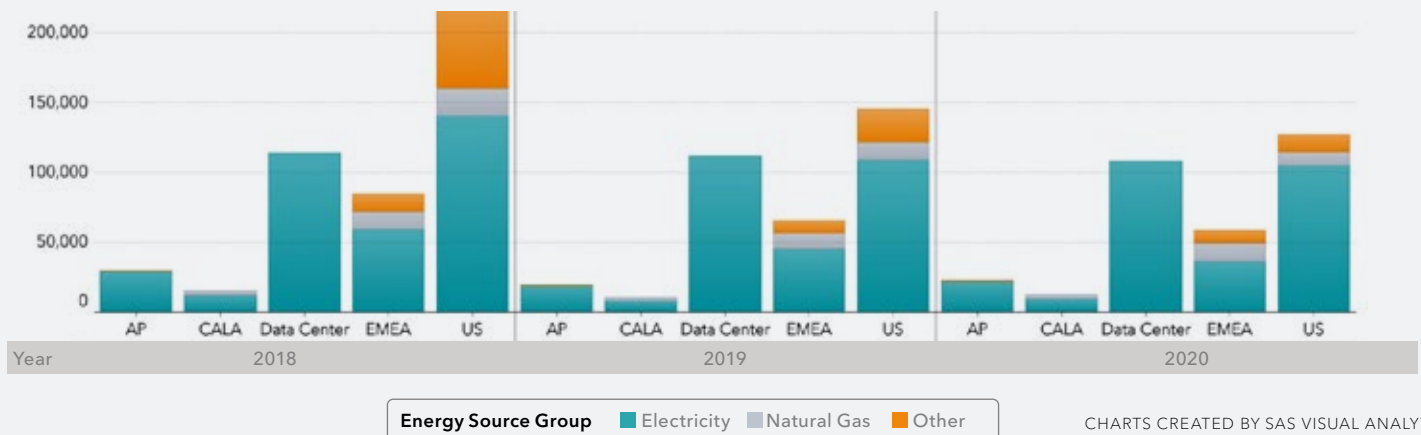


## GLOBAL ENERGY USE AND VARIANCE BY REGION

Regions Group	2021 (GJ)	2020 (GJ)	2019 (GJ)	2021-20 Variance	2021-20 Var. %
AP	22,380	19,207	29,566	3,173	17%
CALA	12,413	10,819	15,261	1,594	15%
Data Center	107,932	111,564	114,113	-3,632	-3%
EMEA	58,690	65,584	84,820	-6,894	-11%
US	126,961	145,469	226,460	-18,507	-13%
Total	328,376	352,644	470,221	-24,268	-7%

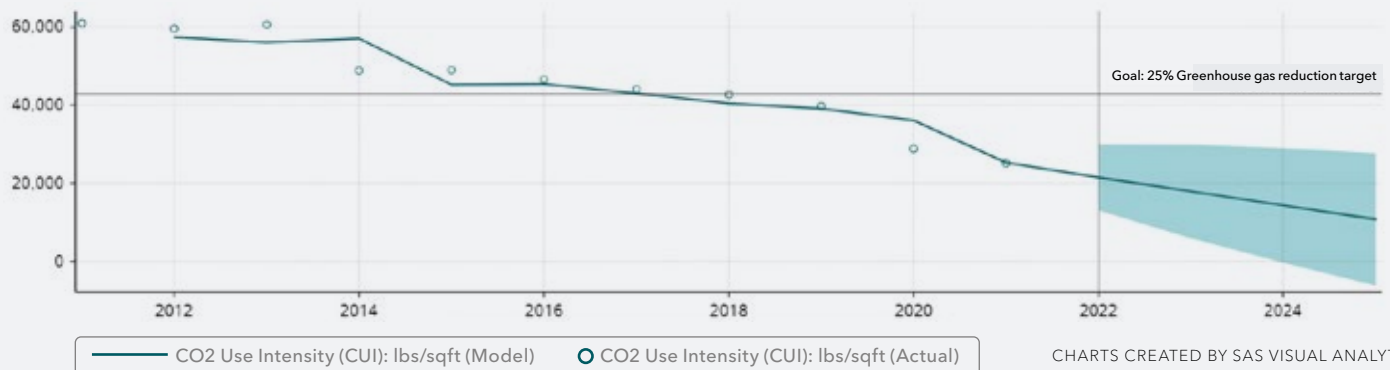
CHARTS CREATED BY SAS VISUAL ANALYTICS

## GLOBAL ENERGY USE BY REGION AND SOURCE



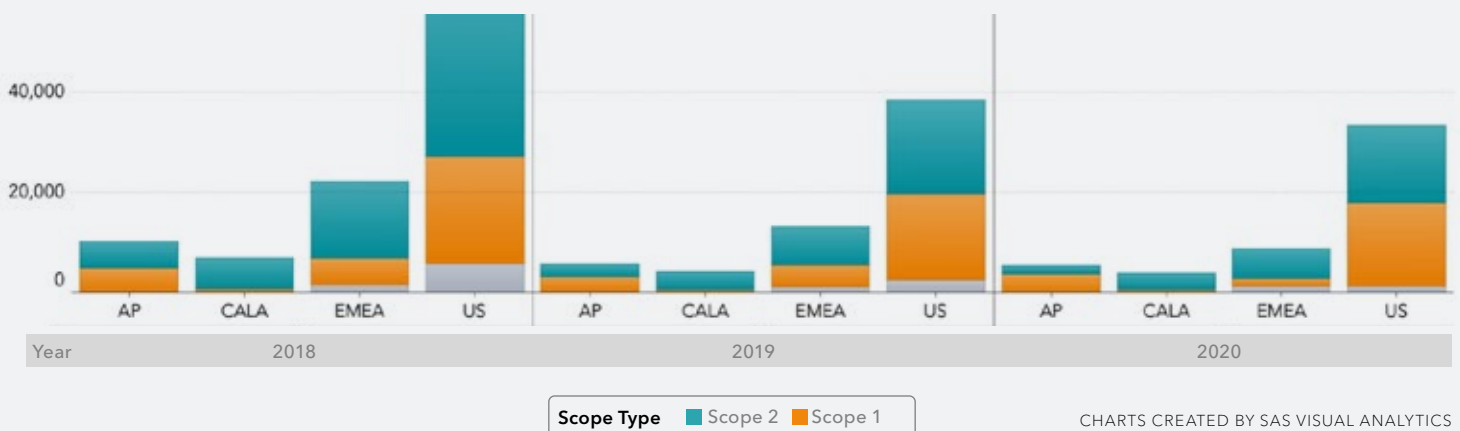
CHARTS CREATED BY SAS VISUAL ANALYTICS

## CO2 USE INTENSITY (CUI): LBS/SQFT



CHARTS CREATED BY SAS VISUAL ANALYTICS

## GLOBAL EMISSIONS BY REGION AND SCOPE



CHARTS CREATED BY SAS VISUAL ANALYTICS

### Emissions management and mitigation

SAS' use of advanced, real-time analytics helps to improve energy usage while proactively identifying ways to make improvements. SAS decreased energy consumption by 7% and reduced emissions (market-based approach) by 13% across all scopes in 2021. This progress helped SAS achieve its 25% by 2025 absolute emissions reduction target and temporarily reach its 2030 50% target. Since 2018, scope 1, 2 and 3 emissions are down 54%. It is expected that SAS' emissions will increase slightly in the next few years due to a post-pandemic resumption of more typical business activities. However, SAS is well positioned to achieve and exceed its 50% emission reduction target ahead of schedule.

### EMISSION TRENDS BY SCOPE AND MATERIALITY

SCOPE (T CO2E)	2018 (BASE)	2019	2020	2021	BASE YEAR REDUCTION	VARIANCE %
Scope 1	6,981	7,408	3,804	2,770	(4,212)	-60.3%
Scope 2	38,448	32,340	25,228	22,355	(16,093)	-41.9%
Scope 3	65,038	62,950	32,102	26,161	(38,877)	-59.8%
<b>Totals</b>	<b>110,467</b>	<b>102,698</b>	<b>61,134</b>	<b>51,286</b>	<b>(59,181)</b>	<b>-53.6%</b>

### SCOPE 3

CATEGORIES	2018 (BASE)	2019	2020	2021	BASE YEAR REDUCTION	VARIANCE %
<b>Cat 1</b> <i>Residual Purchased Goods &amp; Services</i>	34,079	33,761	23,579	22,654	(11,425)	(33.5%)
<b>Cat 5</b> <i>Operational Waste</i>	521	734	272	154	(367)	(70.4%)
<b>Cat 6</b> <i>Business Travel</i>	19,901	18,492	4,855	1,001	(19,900)	(95.0%)
<b>Cat 7</b> <i>Employee Commute</i>	10,537	9,963	3,396	2,352	(8,185)	(77.7%)
<b>Totals</b>	<b>65,038</b>	<b>62,950</b>	<b>26,161</b>	<b>26,161</b>	<b>(38,877)</b>	<b>(59.8%)</b>

### NET ZERO FORECAST (T CO2E)

2018 BASE YEAR	2021	2022	2023	2024	2025 (25%)	2030 (50%)	2035	2040	2045	2050 NET ZERO
110,467	51,286	58,000	56,000	55,000	50,000	40,000	30,000	20,000	10,000	0
Reduction %	(54%)	(47%)	(49%)	(50%)	(55%)	(64%)	(73%)	(82%)	(91%)	(100%)



### 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 2021, SAS' revenue increased by 7%, while overall energy consumption decreased 7%. SAS' long-term progress is resulting in a reduced environmental impact for the solutions it provides to customers. SAS' office energy use intensity improved by 43% from its 2010 base year – a slight increase of 0.8% this past year to 11.5 kilowatt hours per square foot. Emissions per square foot decreased 66% from the base year – down to 7.0 CO2 pounds per square foot. Efficiencies, regardless of the COVID-19 impact, helped SAS achieve its 2025 targets of 40% energy use efficiency and 50% carbon use intensity per square foot improvement for office buildings.

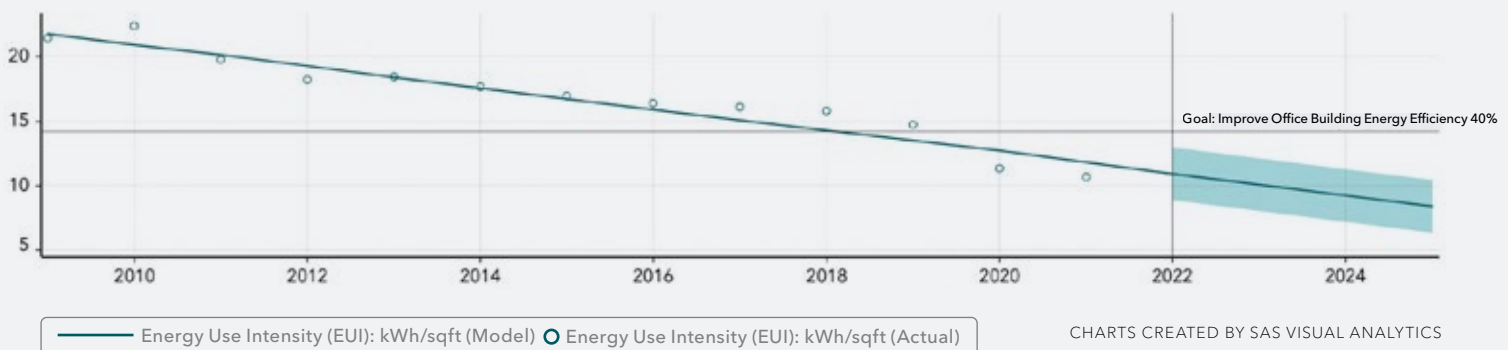
### Environmental surveys

SAS annually completes the CDP and EcoVadis Supply Chain surveys to show its customers how environmental and social responsibility is incorporated across operations. In 2021, SAS achieved CDP performance scores of C for climate change, B- for water security and B for supplier engagement. SAS achieved Silver recognition and is ranked in the top 12% of all suppliers on the EcoVadis supplier assessment.

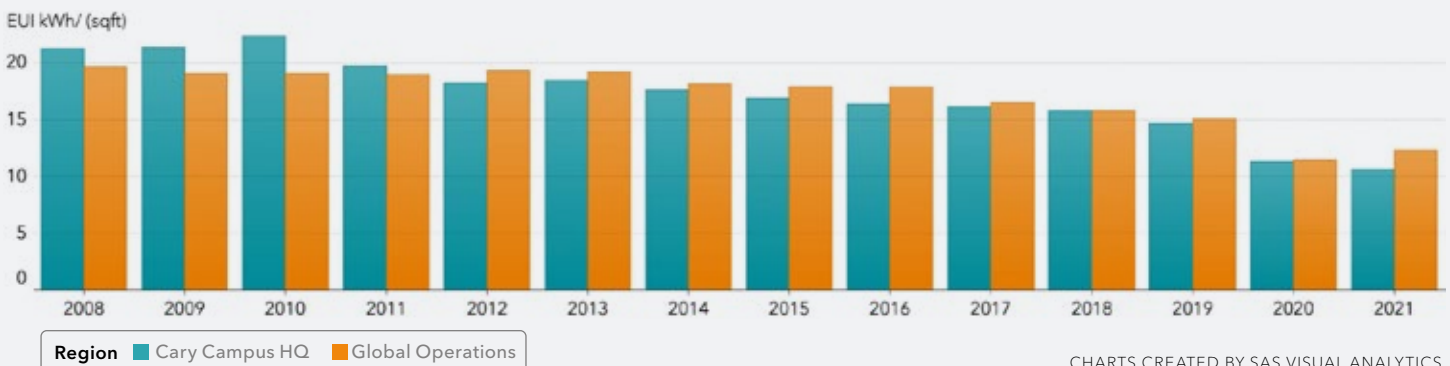
### Data center operations

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 1.4 or better. A PUE closer to 1.0 indicates greater efficiency – as every watt above 1.0 is consumed in support of the IT equipment – for cooling and power distribution.

#### ENERGY USE INTENSITY (EUI)



#### OFFICE SPACE ENERGY USE INTENSITY (EUI)



### **Solar and renewable energy**

Since 2008, when SAS broke the solar energy 1 megawatt barrier for the southeast US, the capacity of solar installations in North Carolina has grown to 8,068 MW - ranking the state No. 3 nationally. The clean energy industry in North Carolina now boasts more than 15,000 renewable energy systems and provides more than 100,000 jobs. SAS proved solar was viable, and the community responded.

SAS' nine global solar installations generated 12,777 gigajoules of clean renewable energy. Since 2008, SAS has generated more than 160,000 gigajoules of solar energy - approximately 52% was sold to North Carolina utilities in support of the state's Renewable Energy Portfolio Standard.

At a combined 2.3 MW in capacity, SAS' solar farms are located on 12 acres at world headquarters in Cary, NC. The photovoltaic (PV) solar arrays generate up to 3.8 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 globally 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 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.







## 2021 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.
- Committed to Science Based Targets initiative (SBTi) validation for the company's 2050 net-zero target.
- Near-term emission reduction targets of 25% by 2025 and 50% by 2030 were validated by the SBTi.
- Established more aggressive 2018 base year for emission targets and expanded to include scopes 1, 2 and 3.
- Committed to an immediate 50% emissions reduction target for business travel.
- Committed to annually increasing the percentage of renewably sourced energy used in operations.
- Committed to pursuing ISO 14064 certification and external assurances for GHG emission calculations.
- Achieved Energy Star certifications for 11 buildings.
- Global emissions across all scopes decreased 16% in 2021 from 61,134 to 51,286 MTCO<sub>2</sub>e.
- Global scope 3 emissions from business travel decreased 79%, from 4,855 to 1,001 MTCO<sub>2</sub>e.
- Achieved 40% by 2025 energy use intensity target for office buildings - a 43% base year improvement.
- Achieved 50% by 2025 carbon use intensity target for office buildings - a 66% base year improvement.
- SAS data centers decreased energy consumption by 0.3% down to 29.9 million gigajoules.
- SAS renewable energy generation from solar installations totaled approximately 3.5 million kWh.
- SAS continued support for plug-in electric vehicles and now has 115 electric vehicle charging stations with plans for more.
- In 2021, 79% of SAS energy consumption was sourced from electricity suppliers and on-site solar generation. Approximately 34% was used for building heating, ventilation and cooling.





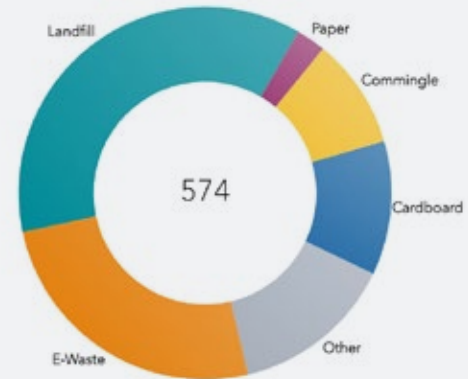
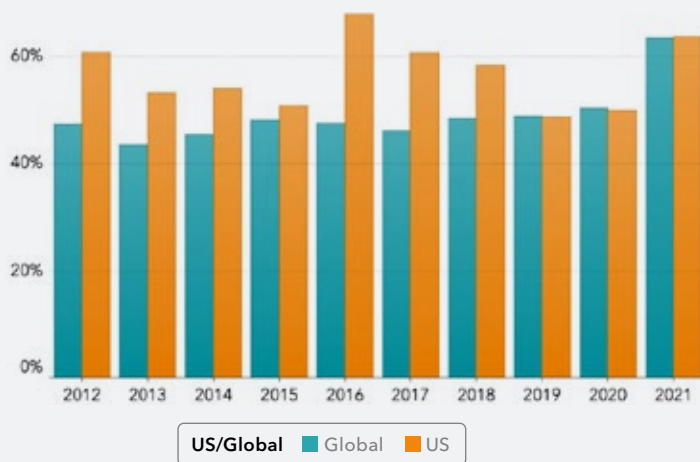
## Landfill Diversion

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

- SAS provides on-site recycling for aluminum, batteries, cardboard, electronics, magazines, glass, newspaper, pallets, paper, plastic bottles, printer cartridges, scrap metal and more.
- SAS strives for 100% e-waste recycling from landfills.
- While SAS software is primarily delivered online, physical product deliveries are packaged with recyclable materials.
- Polystyrene-based disposables have been replaced with compostable options.
- Cafeteria food waste is composted and used by SAS landscapers; waste vegetable oil is recycled and converted into biodiesel fuel.
- Online resources significantly reduce paper consumption globally.
- SAS strongly encourages the use of biodegradable, compostable and recyclable materials, and minimizing single-use plastics.
- Building construction projects regularly exceed 85% waste diversion from landfills.
- Grassroots programs for employees reduce waste and encourage recycling efforts.
- Since 2009, operational waste diverted from landfills has increased from 26% to better than 64%.
- Innovative examples from SAS country offices include:
  - SAS Finland began a program to recycle plastic and metal products.
  - SAS France adopted a zero plastic waste policy, which included the addition of reusable dishes and dishwashers in the office.
  - SAS Germany, Austria and Switzerland (DACH) participated in a waste recycling program and avoidance of plastic bottles and packaging, including use of deposit glass bottles

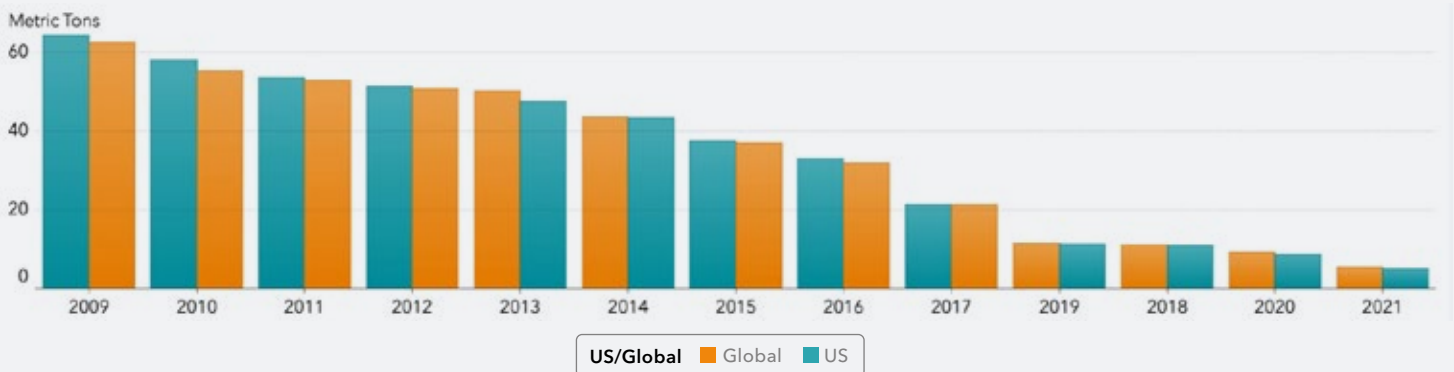
## OPERATIONAL WASTE BY REGION

Regions	2021 (Metric Tons)	2020 (Metric Tons)	2019 (Metric Tons)	2021-20 Var.	2021-20 Var. %
AP	36	135	228	-99	-74%
CALA	16	42	92	-26	-62%
EMEA	142	205	457	-63	-31%
US	380	383	1,018	-3	-1%
<b>Total</b>	<b>574</b>	<b>766</b>	<b>1,796</b>	<b>-191</b>	<b>-25%</b>

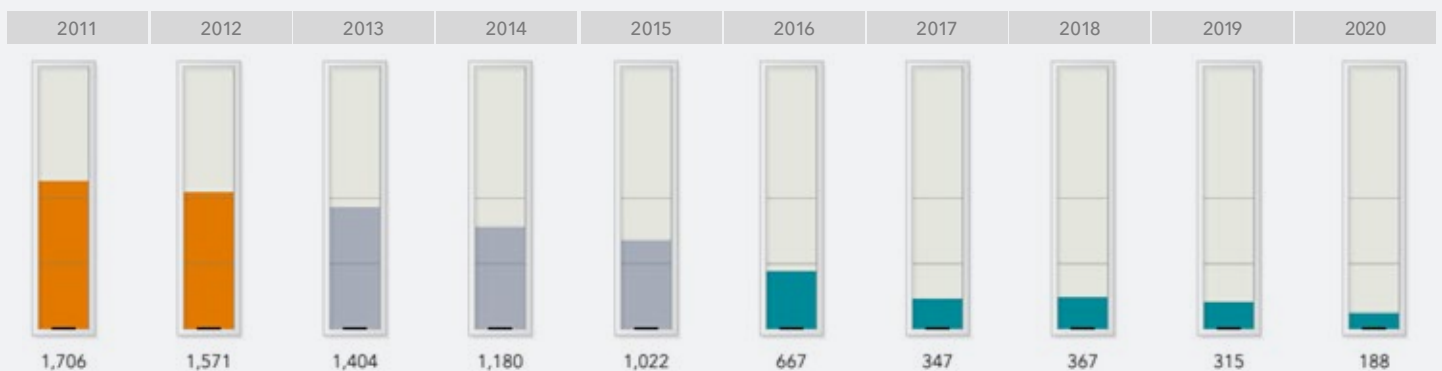


CHARTS CREATED BY SAS VISUAL ANALYTICS

## US AND GLOBAL PAPER USE BY YEAR



## SHEETS OF PAPER USED PER EMPLOYEE



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. SAS has also greatly reduced the number of physical printers in office buildings as an additional measure to limit printed materials. Since 2009, the average annual pages of paper used per employee has dropped from 2,526 to 188 – a 93% decrease. Globally, paper use for 2021 was approximately the same as 2020 due to reduced operational schedules caused by the pandemic. SAS used 23.3 metric tons of paper for printing in 2021 – a 2% increase.

**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 15 metric tons of paper materials in 2021 – the 12% reduction from 2020 was largely due to employees using less paper while working from home. In 2021, the average recycled content for all paper at SAS headquarters was 30%.



## 2021 Data

Globally, SAS disposed of 369 metric tons of operational waste, including paper, food, cardboard, composting, aluminum and plastic, and other non-construction waste material. This amount is 25%, or 191 metric tons, less than 2020.

Highlights from 2021 include:

- The SAS Print Center achieved FSC, SFI and PEFC recertifications.
- SAS used 2% more less paper compared to 2020 due to more employees returning to SAS offices.
- SAS diverted 64% of operational and construction waste (369 metric tons) from landfills through recycling and waste management worldwide.
- 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 repurposed by landscaping as a soil amendment and grass seed topdressing.
- [Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.



## Hazardous Materials

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

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

### 2021 Data

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

## Water Conservation

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

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

## Water discharge management

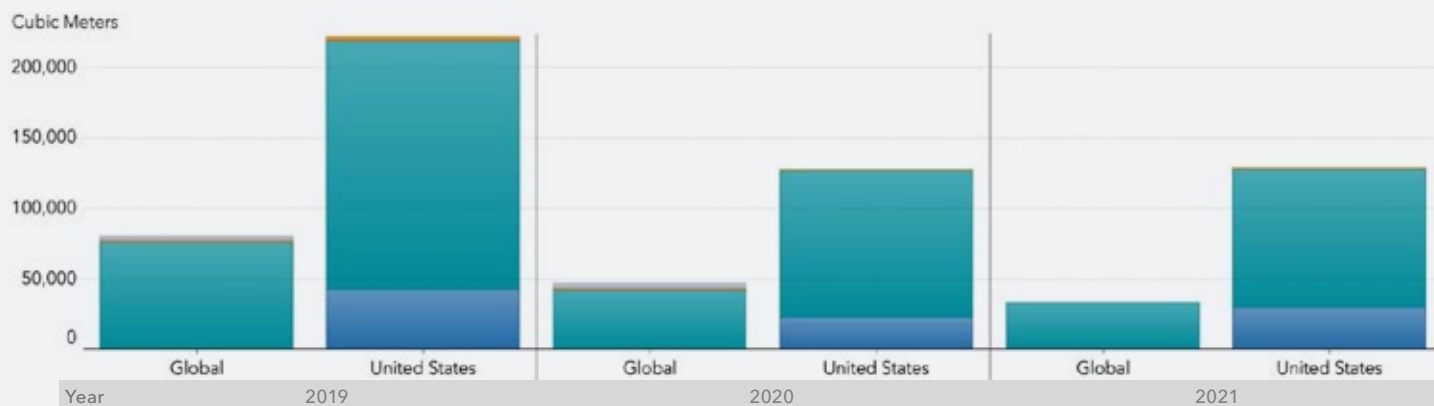
Preservation of ecosystems in proximity to its operations is standard business practice for SAS and common across all operations. Facilities staff work closely with local water utilities to ensure compliance with all environmental regulations and are trained to manage storm water runoff and pollution 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.

## 2021 Data

- SAS used 161,151 cubic meters of water globally in 2021. The 7.9% decrease from 2020 is primarily due to reduced COVID-related operational schedules.
- Reduced operational schedules and ongoing efficiency improvements contributed to a 9.1% lower employee water use intensity rate of 4.38 gallons per square foot.
- Returned 34% (44,500 cubic meters) of municipal water for treatment by local utilities.
- Expanded the use of sphagnum moss as the primary water treatment option in building cooling towers at campus headquarters. Data from its pilot project indicated this solution improved overall water quality, increased equipment efficiency, removed corrosive organic material, reduced potable water consumption, and minimized the need for chemical treatments.
- [Click here](#) to access dynamic environmental reporting using SAS Visual Analytics.

## GLOBAL WATER USE BY REGION

Regions	2021 (Cubic Meters)	2020 (Cubic Meters)	2019 (Cubic Meters)	2021-20 Variance	2021-20 Var. %
AP	9,681	10,166	22,809	-485	-4.8%
CALA	810	3,564	5,281	-2,754	-77.3%
EMEA	21,264	31,768	49,583	-10,504	-33.1%
LA	1,323	1,477	3,099	-154	-10.4%
US	128,074	127,983	221,557	91	0.1%
Total	161,151	174,957	302,329	-13,806	-7.9%



Source: Ground water, Municipal, Rainwater, Surface water

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

### **World headquarters: Building C - LEED platinum certified office building**

- Building C includes an Executive Briefing Center, café and office tower for employees. Building C achieved LEED Platinum certification for water and energy conservation, the first for any building in Wake County and only the fifth in North Carolina in 2011. The building consumes 40% less energy and 50% less water by integrating highly efficient technologies and sustainable features such as photovoltaic panels that generate 100,000 kWh annually to support lighting and building systems; solar thermal panels to provide hot water for the café; thermal slab floor cooling using water cooled in off-peak hours by building chillers to help maximize air conditioning efficiency; and a rainwater collection system with two 20,000-gallon cisterns that captures water for use in bathrooms.

### **World headquarters: Building Q - LEED 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. In 2020, SAS Toronto was awarded LEED Platinum certification for Existing Buildings: Operations & Maintenance, by the USGBC.

## 2021 Data

- Initiated existing building LEED recertification for SAS Building Q.
- Achieved Energy Star certifications for 11 buildings.
- Approximately 1.9 million square feet (82%) of office and data center space at campus headquarters is LEED-certified.



## Biodiversity

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

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

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

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

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

## 2021 Data

- SAS continued its nonprofit partnership with the International Institute for Applied Systems Analysis (IIASA), an international research institute known for its expertise in providing policy solutions on pressing concerns for humanity, with an artificial intelligence model that recognizes signs of deforestation. In 2021, this crowdsourced data helped to train the AI model and data scientists subsequently validated its efficacy in identifying deforestation. SAS will be publishing a joint research paper with IIASA about this important new approach to conservation in 2022, and findings can help governments and conservation organizations identify where intervention is needed.
- SAS has furthered its commitment to making a difference in its rainforest protection project by joining forces with the nonprofit Amazon Conservation. This project will expand the scope and efforts for identifying and tracking illegal deforestation and expediting intervention by monitoring key parts of the Amazon.
- At its headquarters in Cary, NC, SAS continued work with the local municipality to develop a floodwater predicting solution using sensor data, IoT analytics, artificial intelligence, machine learning and data visualization. The system provides real-time alerting and visualization of rising storm water levels, allowing for automated response and citizen notification, data sharing with regional partners and prediction of future events.



## Awareness and Engagement

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

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

## 2021 Data

- Participated in NC's Clean Energy stakeholder meetings to help develop clean energy and carbon policy designs as recommended in NC's Clean Energy Plan.
- Launched the SAS [Curiosity site](#) – an inviting, brand-level channel for journalism and interactive experiences designed to engage anyone who is curious about what is possible with analytics and how it can be used to make the world a better place. Featured articles included:
  - [The Unseen Victims of Climate Change – Girls and Their Futures](#)
  - [Using AI to Save the Amazon](#)
  - [Crop Science Meets Data Science to Create a Sustainable Future](#)
  - [Measuring Beehive Health With Streaming Data](#)
- Developed employee analytics dashboard to help raise awareness about emissions from air travel.
- Supported NatureServe initiatives to protect biodiversity and save endangered species more quickly with artificial intelligence.
- Partnered with International Institute for Applied Systems Analysis (IIASA) to use crowd-driven artificial intelligence help track deforestation in the Amazon. Since March 2021, the first phase has sorted more than 845,000 square kilometers of the Amazon, and SAS just announced the second phase that will work with Amazon Conservation Association to expand the scope and efforts for identifying and tracking illegal deforestation.
- For Earth Day, employees participated in virtual tours of the apiary to learn more about beekeeping and the importance of pollinators in the ecosystem. SAS has 50 beehives including on-site apiaries at its Cary, Australia, Canada, UK, France, Sweden and Netherlands offices.

- SAS also celebrated a variety of climate-related awareness dates with social promotions and communication stories including Climate Week, Global Goals Week, National Clean Energy Week, World Cleanup Day, Zero Emission Day and World Environmental Health Day.
- SAS is a regular participant in the EarthShare NC annual Corporate Earth Day Challenge. This year a group of SAS Eco Advocates spent an afternoon volunteering for the North Carolina Wildlife Federation picking up trash, mulching and planting native trees.
- SAS Germany, Austria and Switzerland (DACH) updated its facilities with a variety of initiatives including:
  - o Gasket replacement and modernization of windows.
  - o Conversion to LED technology for indoor and outdoor lighting.
  - o Ongoing modernization of old air conditioning systems.
  - o Recurring participation in energy audits to determine energy improvement potential in accordance with DIN EN 16247-1.
  - o Addition of hybrid vehicles to company fleet.
  - o Charging station for electric vehicles.
  - o Environmentally friendly cleaning products and methods for weed control.
  - o Regional food purchasing program.
  - o Installation of environmentally friendly disinfection process.
  - o Purchasing of sustainable materials.
  - o Participation with the JobRad program which encourages biking to work.
- SAS R&D India has been sponsoring around 200-300 trees every year to be planted in Pune including participation by employees and their families that includes planting and maintenance. Around 1,200 trees have been planted so far through this project, and donations also employ two gardeners to help in providing care.
- SAS UK and Ireland participated in several initiatives including:
  - o Replacing internal lighting with LED lamps, removing switches and replacing with sensors where possible. Also replaced external lighting with LED bulbs or solar lighting.
  - o Box chiller replacements with a more energy-efficient system.
  - o Continued producing organic compost for use in the beds and borders at Marlow office, created from recycled leaves, woodchip and coffee grounds.
  - o In line with apiary habitat requirements, continued to investigate the current flora and fauna within the wild areas with a view to improve the wildflower spaces within the meadow, thus helping the bee colonies to thrive.
  - o Utilized new water smart meter dashboard for improved water monitoring and reporting.
  - o Updated internal environmental pages to help raise internal awareness green initiatives in all UKI offices.
  - o On 22 April, SAS UKI celebrated Earth Day by giving employees free seeds to plant and promote wildlife in the garden.





## Employees & Culture

SAS Corporate  
Social Responsibility



### World-changing innovation starts with happy employees

With most people spending around half their waking hours at work, successful organizations know the importance of investing in a whole employee experience to care for and retain top talent. By providing an innovative and creative workplace culture while prioritizing health and well-being, employees are inspired and motivated to make a difference. As a proven workplace culture champion with numerous accolades and decades of recognition as a great place to work, SAS has been a leader in showing what it takes to keep employees happy.

SAS' culture has always been an integral part of who it is as a company, connecting the curious nature that started SAS and the spirit of innovation that moves it forward. Originating at its North Carolina headquarters and spreading to more than 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 makes great business sense. So, in support of the UN Sustainable Development Goal of providing good health and well-being, SAS remains strongly committed to promoting a world-class environment that inspires innovation. Throughout more than 40 years of analytics innovation, SAS has invested heavily in its workplace culture to make employees feel inspired and included.



## Diversity 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.

SAS wants everyone to feel confident in embracing their individuality and curiosity and know that they will be respected for their unique contributions and abilities.

SAS' diversity and inclusion strategy is comprised of three main pillars:

- **Representation:** Reviewing diverse workforce representation at all levels across the organization and improving the company's recruitment, hiring and promotion practices.
- **Inclusion:** Fostering an inclusive culture and work environment where every employee can thrive as their authentic self and achieve their full innovative potential.
- **Community:** Developing the diverse workforce of tomorrow that represents the world through education policy, outreach and community initiatives that promote inclusion and equity.

SAS executes this strategy through various initiatives and policies across recruitment and hiring, culture and work environment, education and community outreach opportunities. To learn more about SAS' diversity and inclusion strategy, see the [2021 Diversity and Inclusion Report](#).

## Equal employment opportunity

At world headquarters and across all its country offices, SAS is committed to providing an equal employment opportunity that treats all employees and applicants equally based on merit and experience - without regard to race, color, ethnicity, gender identity or expression, sex, sexual orientation, veteran status, pregnancy, creed, religion, national origin, age, disability, genetic information, marital status, citizenship status, status as a military spouse, or any other legally protected characteristic. SAS recruits, hires, trains, and promotes for all jobs without regard to protected characteristics and ensure that all employment decisions are based only on valid job requirements, and all personnel actions are administered without regard to protected characteristics.





## Hiring and Retaining Staff

SAS cultivates the [optimal environment](#) for creativity, encouraging employees to take risks and exceed expectations while helping them balance work and life. SAS not only invests in employee career development, but also health and well-being through several services, programs and benefits. As a workplace culture champion, SAS has always invested in keeping employees happy to help attract, retain and motivate top technology talent. SAS' comprehensive support infrastructure ensures employees stay healthy – both physically and mentally by supporting all dimensions of their well-being including social, physical, mental, career, financial and community. This infrastructure includes an on-site Health Care Center and pharmacy, Recreation and Fitness Center, as well as Work/Life and Employee Assistance Program (EAP).

## 2021 Data

SAS received several [workplace awards](#), including ranking as a World's Best Workplace by Great Place to Work® and Fast Company's Most Innovative Company.

SAS maintained its perennially low turnover rate. SAS did not have any substantiated and material negative incidents with regard to employee discrimination or harassment. At the end of 2021, SAS had 13,062 employees worldwide and 6,021 US employees. In the US, the average SAS employee tenure is 12 years, compared to an industry average of 3.9 years.<sup>1</sup> 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 7.4%. The average industry voluntary turnover rate was 57.3%.

<sup>1</sup> US Bureau of Labor Statistics



SAS' Work/Life and EAP Center not only ensures expert guidance for employees navigating difficult life events; it helps them lead balanced, healthy and productive lives. The on-site Work/Life Center is in its third decade of offering personalized services and educational programs for employees and families, including virtual offerings. With four dedicated counselors, the Work/Life team covers more than 20 program areas, spanning all life stages and stressors, helping employees strengthen coping skills, lift their quality of life and maintain successful careers.

Throughout 2021, SAS even continued these options by implementing virtual offerings to support all employees - from career development and parenting needs to mental health seminars and exercise classes.

## 2021 US Hire Demographics

### By age group (US Only)

19-31	141
32-44	170
45-63	113
64 and up	5

### By gender

Women	664
Men	1169

## 2021 Global Employee Hires by Region

Asia Pacific	446
Canada and Latin America	91
Europe, Middle East and Africa	315
United States	982

<b>Total Global Hires (Reg. FT &amp; PT)</b>	<b>1834</b>
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## 2021 Voluntary US Employee Turnover

Turnover number	982
Turnover %	7.4%

### By age group

19-31	120
32-44	242
45-63	467
64 and up	153

### By gender

Women	378
Men	604





## 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.

### 2021 Data

Approximately 97% of employees participated in professional training, totaling 97,209 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 2021, SAS provided over 207 training courses with 4,439 participants.

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

Average Hours	33
Professional Training	97%
Classroom <i>(switch to virtual classroom due to COVID-19 Campus Closure)</i>	0%
Virtual Classroom	77%
E-Learning	21%
Reading Material	2%





## Health and Safety

Around the globe, SAS provides a safe and healthy working environment for all its employees. Each SAS office manages its own health and safety programs. Resources and best practices are available from the headquarters office in the US; however, each program is designed to fit the needs of that particular location.

SAS has a comprehensive Safety Department that supports all members of the SAS community. The company's programs comply with local, state and federal standards in order to provide employees with a safe and healthy work environment. SAS' goal is to help address safety concerns among employees in order to reduce accidents, minimize potential liabilities and promote safe work practices.

The Security, Safety and Risk Management departments investigate any incidents that pose a danger to company employees or third parties and take measures to reduce or eliminate these hazards. These departments provide additional training and resources to help identify and prevent similar incidents from causing damage or injury to individuals. SAS' online occupational safety training program uses an internal learning management system that supports content from a third-party vendor. In addition, SAS' safety department provides hands-on training for certain labor-intensive jobs.

When an incident occurs, workers are asked to complete an online Incident Report to provide details of all incidents, which automatically notifies the appropriate parties so the incident can be investigated, and corrective actions can be implemented. Employees are protected by SAS' No Reprisal, Retaliation, or Victimization Policy, which states "Any individual, regardless of position or title, who is found to have engaged in retaliation activity against a co-worker because they filed a complaint or otherwise engaged in protected activity will be subject to discipline, up to and including termination of employment."

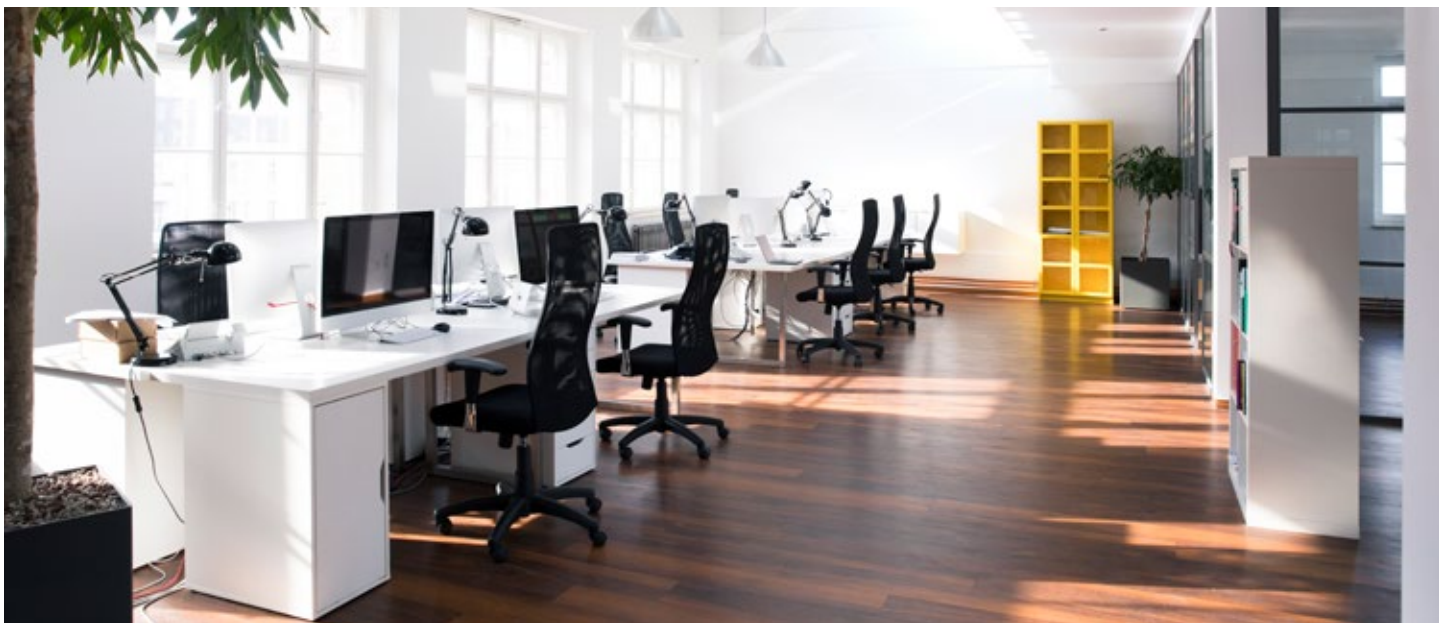


## Absenteeism

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

SAS also has an Ergonomics department that supports employees through personal assessments and training. The department provides further educational resources through an intranet site, which includes FAQs, tips and information about a safe work skills program for manual labor employees. It also provides an assessment request form that employees can complete for a personal work-site evaluation by an ergonomics specialist. The Safety and Ergonomics departments periodically perform Job Hazard Analyses for high-risk job functions, including recommendations to mitigate these hazards.

By providing a safe, nurturing work environment, SAS strives to keep employees productive and effective in their roles. One measure of that success is the absenteeism rate.



## 2021 Data

SAS recorded an absence rate of 5.6 days per full-time employee. This accounts for the following absence types: bereavement, floating holiday, jury duty, military, paid volunteer time, parental adoption, parental maternity, parental paternity, personal leave of absence, school leave, sick, state vaccination time, time away medical, time away non-medical and unpaid.

For employees working in North Carolina, SAS did not have any high-consequence work-related injuries or fatalities and reported nine cases of work-related injuries. SAS recorded 9,642,300 hours of work. For all North Carolina-based workers who are not employees but whose work and/or workplace is controlled by the organization, SAS had zero recordable work-related injuries, high-consequence work-related injuries or fatalities as a result of work-related injury. SAS did not record any work-related ill health. OSHA Form 300 for USA-NC shows 5,781 annual average number of employees, and SAS had an Experience Modification Rate of 0.16.



## Governance & Management

SAS Corporate  
Social Responsibility



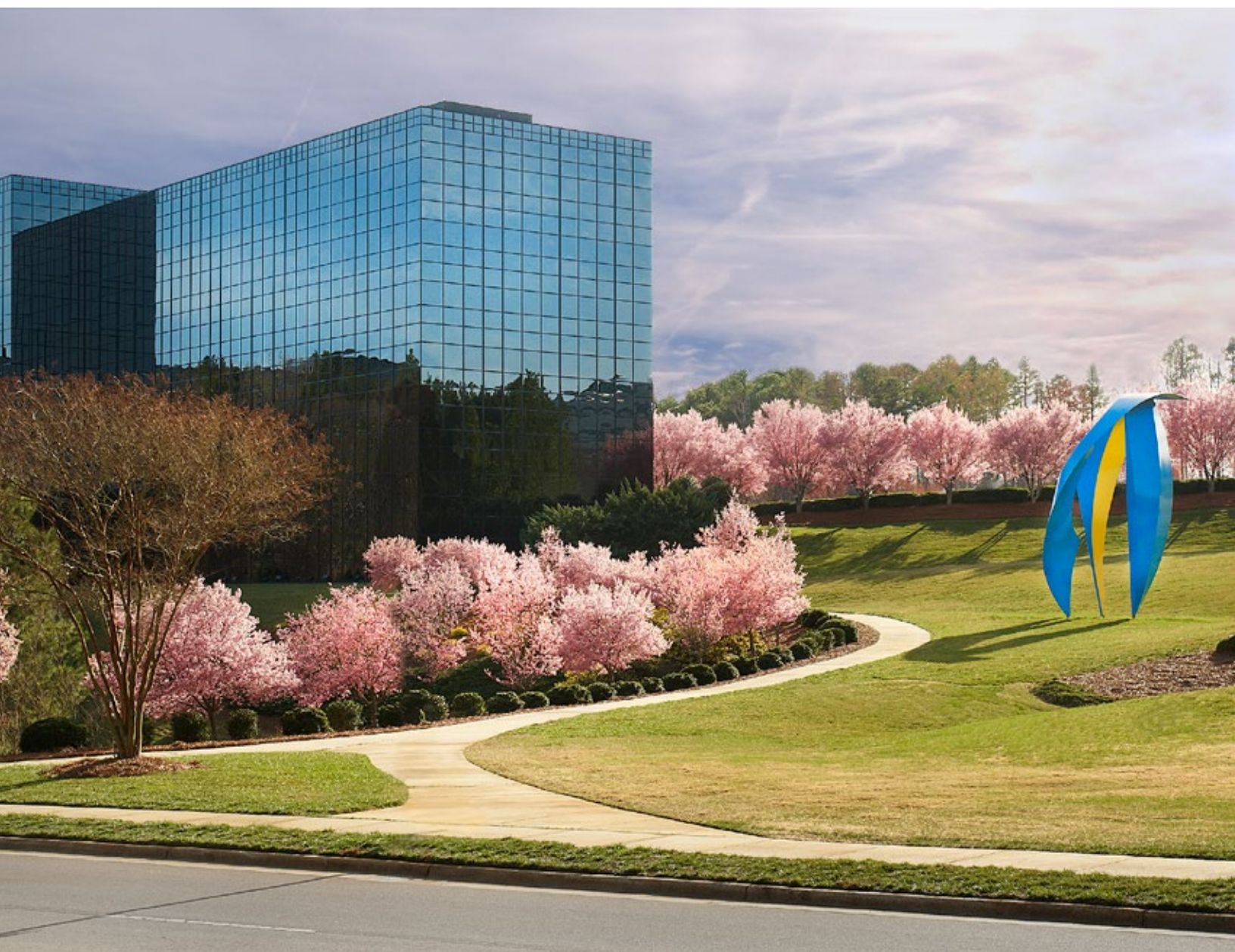
### Integrity, ethics and compliance

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

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

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





## Governance Structure

### Company Profile

SAS Institute Inc. is a North Carolina corporation that has been privately held since its inception in 1976. Headquartered in Cary, NC, the company operates through functional divisions that include Marketing, Sales, Research and Development, Cloud and Information Services, Finance, Legal, Human Resources and Corporate Services. SAS delivers software and related services to customers throughout the world. Sales activities are conducted primarily through SAS Institute Inc. and its controlled sales subsidiaries in approximately 150 countries. The subsidiaries are grouped into regional sales divisions including 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 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 over 50 international jurisdictions.



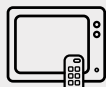
## Industries served



Automotive



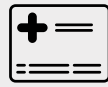
Health Care



Media



Banking



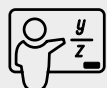
Health Insurance



Energy &amp; Utilities



Capital Markets



Education



Higher Education



Retail



Communications



Hotels



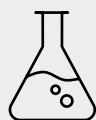
Consumer Goods



Insurance



Defense &amp; Security



Life Sciences



Travel &amp; Transportation



Government



Manufacturing



Sports

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

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

## Corporate Social Responsibility

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

## Public Policy

SAS engages in public policy discussions globally, 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 participates in discussions with legislators and regulators 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. SAS works directly with policymakers around the world as well as with various associations and nonprofits that engage on policy issues related to clean energy, climate change and societal issues important to our sales and corporate interests.

In addition to general policy issues, SAS will engage with governments to offer its assistance when society and the communities we operate in face significant issues such as the COVID-19 pandemic. Early in 2020, SAS developed specific analytics and software tools for our government partners around the globe as governments raced to understand the crises and how to respond. [The COVID-19 Data Analytics Resource Hub](#) was created for this purpose. Throughout 2020 and into 2021, SAS continued to find ways to support our government partners.

### Political Contributions and Lobbying

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

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





## Ethics and Regulatory Compliance

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

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

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



Globally, SAS enhanced:

- Risk assessment procedures by (1) implementing a new global government engagement risk assessment tool, (2) reassessing its global corporate criminal law gap analysis.
- Online training by migrating to SAS' internal Learning Management System to allow more efficient training assignment and reporting.
- Global communications by outlining a communications plan with SAS' Internal Communications team and publishing the beginning of a multiyear series.

In 2021, these SAS offices participated in the below governance and management activities:

- SAS Finland, Ireland, Italy, Scotland R&D, Spain, Portugal and United Kingdom and United States hold ISO 27001 security certifications.
- SAS Ireland, Italy, Scotland R&D, Spain and United Kingdom hold 9001 quality certifications.
- SAS Spain holds ISO 14001 environmental certification.

## 2021 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 within the SAS Legal Division, the Chief Privacy Officer, and the Information Security Office have developed courses to help employees abide by the SAS Code of Ethics and applicable external rules and regulations. SAS provides this training to equip all employees to make the right choices when ethical and regulatory challenges arise.

Online training was developed with input from many departments across SAS, and with ultimate approval by the Chief Legal Officer and the Chief Information Security 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 and tracks completion and renewal of training varies, depending on relevant policies, strategies, trainings and codes. Automated reminders are sent to those who have not completed training as the deadline approaches, and managers are contacted as trainings become overdue. All new employees and certain contract workers are required to take some or all of the following training:

- Code of Ethics: Best Practices
- Effective Trade Compliance
- Global Anti-Corruption
- Privacy by Design
- Protecting Our Information
- Workplace Respect

SAS Human Resources developed mandatory training focused on diversity, equity and inclusion; facilitated voluntary conversations; and invited internal and external speakers to discuss bias, equity and diversity.

SAS provides specialized training for personnel as needed. For example, SAS sourcing and procurement requires 50% of analyst training is specific to sustainability topics. Targeted compliance training is conducted periodically. In addition, SAS conducts lobbying training for government sales and marketing groups and anti-corruption training for employees working in high-risk geographies and activities, a Privacy and Data Classification and Handling Standard Training, export training for CIS and services, and HIPAA training for employees interacting with data associated with its health care industry solutions.

## Employee Feedback

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

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

## 2021 Data

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

## Anti-Corruption

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

- Risk assessments (including geographic, transactional and program assessments).
- Anti-corruption policies, processes and procedures (including gift, marketing event, "revolving door," conflict of interest, lobbying and donations), third-party anti-corruption due diligence process and procedures.
- Anti-corruption specific training and communications (including 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).

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

As part of SAS' third-party anti-corruption due diligence process, SAS conducts onboarding and ongoing due diligence on subcontractors, partners and other third parties to verify their reputability and identify and mitigate anti-corruption risks. SAS also contractually requires that its 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 and entities. SAS also files regular and timely anti-boycott reports as required by US law.

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

## Privacy

SAS uses personal data in compliance with applicable data protection 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 controlled and processed by SAS.

The SAS Privacy Office is led by the Chief Privacy Officer and includes extended team members from across the globe. Dedicated teams of Privacy Champions across all functions and geographies are committed to driving a “privacy by design and default” 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 has a robust process for responding to Data Subject Access Requests and conducting Privacy Impact Assessments for its operations, as required by law.

## Business Continuity Management

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







## Supply Chain

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

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

To manage a supplier’s history and performance, SAS uses several mechanisms, such as service level agreements, key performance indicators, benchmarking, and supplier relationship management. Current and prospective suppliers are also subject to ongoing anti-corruption due diligence which, in proportion to the level of business risk, screens the supplier and any relevant or high-risk individuals within their organization. An advanced due diligence process is used for suppliers assisting in sales efforts and potential acquisitions. Depending on the potential risks, the supplier’s background, qualifications, conflicts of interest, financial condition, and history of regulatory violations are subject to investigation. SAS also confirms 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 contractors and consultants. In addition, SAS conducts in-person and online training, expense record and expenditure reviews, audits, and global outreach through organizations such as the UN Global Compact.

## SAS voluntarily provides supply chain information for the CDP supplier survey and Great Place to Work.

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

### Supplier Diversity

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

SAS' membership with non-governmental organizations (NGOs), such as the National Minority Supplier Development Council, Disability:IN, and many other organizations furthers our commitment to working with and developing diverse suppliers. These organizations provide direct access to diverse suppliers through matchmaking and networking events. In 2021, Supplier Diversity partnered with an affiliate chapter of the National Gay and Lesbian Chamber of Commerce and Disability:IN to provide diverse certification business training, capability statement training, and business pitch training to its members. Additionally, SAS Supplier Diversity maintains active board and volunteer positions in these and other organizations supporting diverse businesses.

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

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

SAS encourages diverse businesses interested in more information about potential working opportunities and relationships to email [supplierdiversity@sas.com](mailto:supplierdiversity@sas.com).

### Suppliers and the Environment

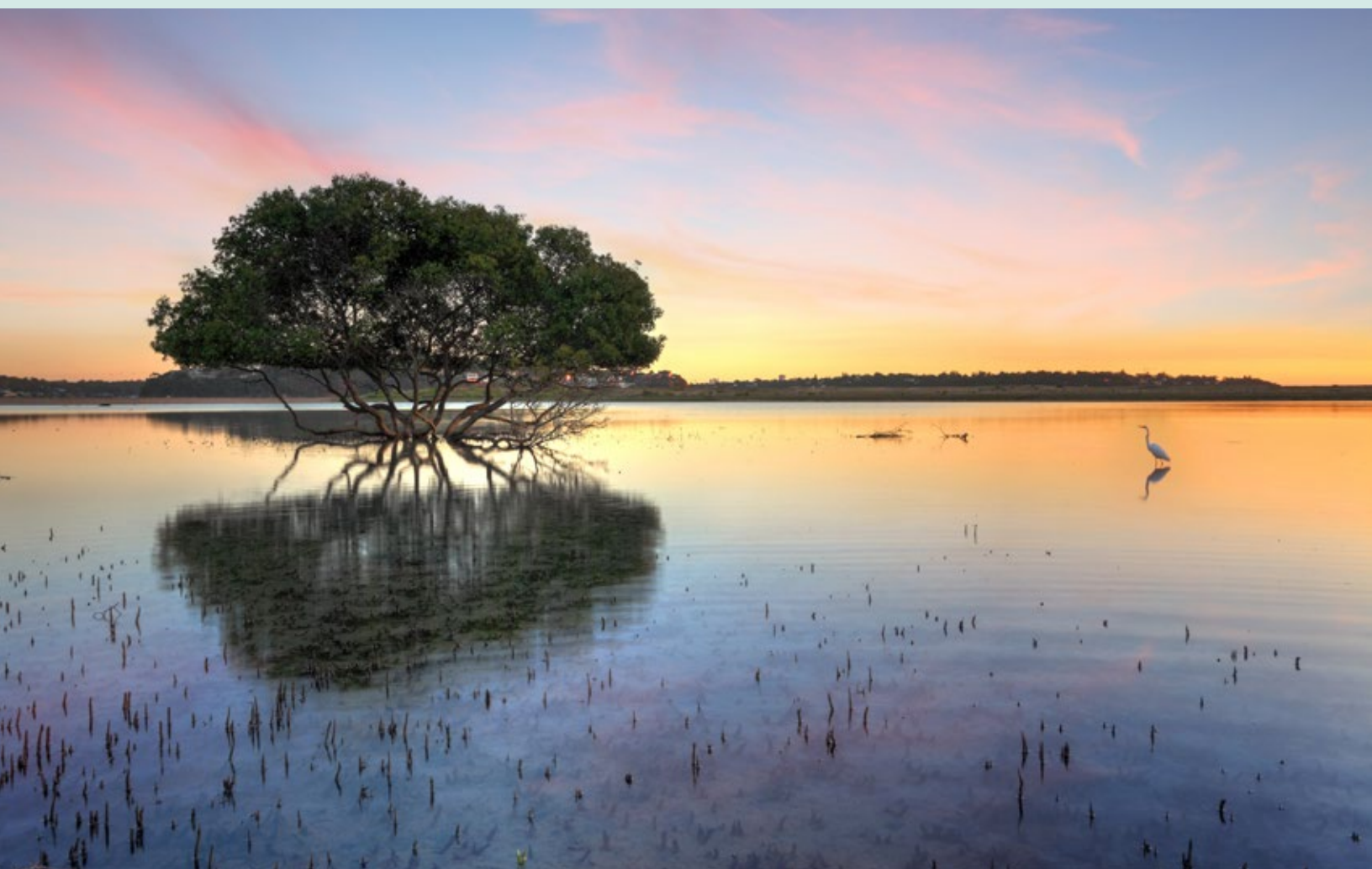
The environmental impact of business activities extends beyond the SAS campus and workspaces to the entire supply chain, from suppliers to distribution channels to product use. The Environmental Management Program researches ways to incorporate corporate social responsibility into procurement efforts 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, EcoVadis and other third-party supply chain questionnaires.
- Invests in sustainability and environmental training for sourcing and procurement teams.
- Makes extensive use of green products, such as environmentally friendly cleaning supplies and low-emission paints and products for campus buildings. The procurement teams routinely assist with finding the most efficient and Earth-friendly options.
- Maximizes investments by eliminating unnecessary purchases, extending the life of assets through repurposing and reselling outdated equipment to employees as well as donating materials to educational institutions. Only then are materials processed for responsible recycling.

As a software company, SAS has limited risks and concerns regarding 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.

## 2021 Data

SAS continued to research options for incorporating corporate social responsibility elements into procurement processes and reducing environmental impact of supply chain processes. Thirty-four percent of all sourcing and procurement training hours were dedicated to sustainability and environmental related topics. As in years past, SAS completed its annual CDP supply chain questionnaire related to greenhouse gas emissions inventory and related climate change management, and water management and stewardship. SAS achieved CDP performance scores of C for climate change, B for water security and B for supplier engagement. SAS also maintained a Silver sustainability rating for our participation with the EcoVadis supply chain survey.



download

Governance & Management

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## About This Report

SAS Corporate  
Social Responsibility



The SAS 2021 Corporate Social Responsibility (CSR) Report is based on the calendar year Jan. 1 to Dec. 31, 2021, 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 2020 CSR report, which was published online in June 2021. That data has now been updated for the 2021 report. In 2021, 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 five core areas: education and philanthropy, data for good, environment, employees, and governance and management. 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, shareholders, regulators 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](mailto: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  
Climate Change  
Training for next generation of employees  
Health and safety  
Ethics  
Diversity and Inclusion  
IPO  
Compliance Culture  
Environmental Justice  
Recycling  
IoT  
Workplace Charging  
Social Innovation  
GHG Emissions  
ESG  
Talent development  
Smart Campus  
Environmental Sustainability  
Workers' rights  
Volunteerism and community engagement  
Clean energy  
Net-Zero



**External:**

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

Quality of support  
Giving Back **Ethics** Privacy  
Business continuity management  
Global trade **Environmental Sustainability**  
Diversity & Inclusion Anti-corruption  
**ESG** Gift law Fair business practices  
Civic participation Government relations  
Sustainable development goals  
**Climate Change** Carbon Neutrality





## Stakeholder Engagement

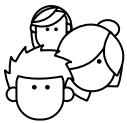
SAS' stakeholders include communities, employees, regulatory and governmental bodies, industry organizations, students and teachers, and business partners and suppliers. Engagement with stakeholders provides SAS with the opportunity to gain a greater understanding of the needs in the community and in 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

### 2021

#### Communities



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

SAS donated more than \$63 million in total to nonprofits across the globe in 2021, including \$62 million of in-kind training, software, hardware, services, volunteer time, and surplus equipment and furniture.

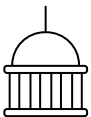
#### Employees



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

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

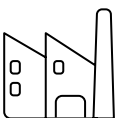
#### Regulatory and Government



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

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

#### Industry Organizations



Industry associations, think tanks and academia.

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

#### Business Partners and Suppliers



Meetings, webcasts and representation on boards.

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

## Stakeholder

## Engagement

## 2021

### 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.

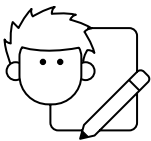
### Analysts



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.

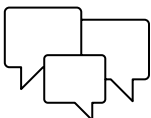
### Students and Teachers



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

In 2021, SAS launched Data Literacy Essentials, a free course designed to equip students, teachers, leaders and individuals with data literacy skills needed to make sense of data citizens encounter every day. SAS offers free software, training and communities for people to gain valuable analytics skills, and supports analytics degree and certificate programs at colleges and universities around the world. SAS is a regular convener of important education meetings, and focuses volunteer efforts on education.

### Communications



Build awareness and shape the SAS brand.

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

# GRI Index

SAS Corporate  
Social Responsibility



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	<a href="#">About This Report&gt;Stakeholder Engagement</a>
	102-41	Percentage of employees covered by collective bargaining	None
	102-42	Basis for identification and selection of stakeholders with whom to engage	<a href="#">About This Report&gt;Stakeholder Engagement</a>
	102-43	Approach to stakeholder engagement	<a href="#">About This Report&gt;Stakeholder Engagement</a>
	102-44	Key topics and concerns raised by stakeholders	<a href="#">About This Report&gt;Materiality Matrix</a>
reporting practices	102-45	List all entities and explain omissions	<a href="#">Governance and Management&gt;Company Profile; About This Report</a>
	102-46	How report content was defined	<a href="#">About This Report&gt;Scope and Boundaries</a>
	102-47	List of material topics	<a href="#">About This Report&gt;Materiality Matrix</a>
	102-48	Restatements	<a href="#">About This Report&gt;Scope and Boundaries</a>
	102-49	Significant changes in scope or boundary	<a href="#">About This Report&gt;Scope and Boundaries</a>
	102-50	Reporting period	<a href="#">About This Report</a>
	102-51	Date of most recent previous report	<a href="#">About This Report</a>
	102-52	Reporting cycle	<a href="#">About This Report</a>
	102-53	Contact point	<a href="#">About This Report</a>
	102-54	GRI “in accordance” option	<a href="#">About This Report</a>
	102-55	GRI content index	<a href="#">GRI Indexe</a>
economic-economic performance	201-1	Direct economic value generated and distributed	<a href="#">CEO Letter; Philanthropy</a>
	201-2	Direct economic value generated and distributed	Not applicable
economic-procurement practices	204-1	Proportion of spending on local suppliers	<a href="#">Governance and Management&gt;Supply Chain Management - North Carolina only</a>

GRI standard	disclosure	description	reference
<b>economic- anti-corruption</b>	<b>205-1</b>	Operations assessed for risks related to corruption	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	<b>205-2</b>	Communication and training on anti-corruption policies and procedures	Governance and Management> Ethics and Regulatory Compliance> Anti-Corruption
	<b>205-3</b>	Confirmed incidents of corruption and actions taken	Governance and Management> Ethics and Regulatory Compliance
<b>economic- anti-competitive behavior</b>	<b>206-1</b>	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Governance and Management> Ethics and Regulatory Compliance
<b>environmental- materials</b>	<b>301-1</b>	Materials used by weight or volume	Environmental Program> Landfill Diversion
	<b>301-2</b>	Recycled input materials used	Environmental Program> Landfill Diversion
<b>environmental- energy</b>	<b>302-1</b>	Energy consumption within the organization	Environmental Program> Energy and Emissions
	<b>302-2</b>	Energy consumption outside of the organization	Environmental Program> Energy and Emissions
	<b>302-3</b>	Energy intensity	Environmental Program> Energy and Emissions
	<b>302-4</b>	Reduction of energy consumption	Environmental Program> Energy and Emissions
	<b>302-5</b>	Reductions in energy requirements of products and services	Environmental Program> Energy and Emissions
<b>environmental- water and effluents</b>	<b>303-1</b>	Interactions with water as a shared resource	Environmental Program> Water Conservation
	<b>303-2</b>	Management of water discharge-related impacts	Environmental Program> Water Conservation – US only
	<b>303-3</b>	Water withdrawal	Environmental Program> Water Conservation
	<b>303-4</b>	Water discharge	Environmental Program>Water Conservation
	<b>303-5</b>	Water consumption	Environmental Program>Water Conservation



GRI standard	disclosure	description	reference
<b>environmental- biodiversity</b>	<b>304-1</b>	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<a href="#">Environmental Program&gt;Biodiversity</a>
	<b>304-2</b>	Description of significant impacts of activities, products and services on biodiversity	<a href="#">Environmental Program&gt;Biodiversity</a>
	<b>304-3</b>	Habitats protected or restored	<a href="#">Environmental Program&gt;Biodiversity</a>
<b>environmental- emissions</b>	<b>305-1</b>	Direct greenhouse gas emissions (scope 1)	<a href="#">Environmental Program&gt;Energy and Emissions</a>
	<b>305-2</b>	Indirect greenhouse gas emissions (scope 2)	<a href="#">Environmental Program&gt;Energy and Emissions</a>
	<b>305-3</b>	Other indirect (Scope 3) GHG emissions	<a href="#">Environmental Program&gt;Energy and Emissions</a>
	<b>305-4</b>	GHG emissions intensity 13	<a href="#">Environmental Program&gt;Energy and Emissions</a>
	<b>305-5</b>	Reduction of GhG emissions	<a href="#">Environmental Program&gt;Energy and Emissions</a>
<b>environmental- waste environmental effluents</b>	<b>306-1</b>	Waste generation and significant waste-related impacts	<a href="#">Environmental Program&gt;Landfill Diversion</a>
	<b>306-2</b>	Management of significant waste-related impacts	<a href="#">Environmental Program&gt;Landfill Diversion</a>
	<b>306-3</b>	Waste generated	<a href="#">Environmental Program&gt;Landfill Diversion</a>
	<b>306-4</b>	Transport of hazardous waste	<a href="#">Environmental Program&gt;Landfill Diversion</a>
	<b>306-5</b>	Waste directed to disposal	<a href="#">Environmental Program&gt;Landfill Diversion</a>
<b>environmental- compliance</b>	<b>307-1</b>	Non-compliance with environmental	<a href="#">Governance and Management&gt;Ethics and Regulatory Compliance</a> <a href="#">Environmental Program&gt;Landfill Diversion</a>
<b>environmental- supplier environmental assessment</b>	<b>308-1</b>	New suppliers screened using environmental criteria	<a href="#">Government &amp; Management&gt;Ethics Regulatory Compliance&gt;Supply Chain</a>
	<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	<a href="#">Environmental Program&gt;Environmental Governance</a>
<b>social- employment</b>	<b>401-1</b>	New employee hires and employee turnover	<a href="#">Employees and Culture&gt;Hiring and Retaining Staff</a>
	<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employees and Culture&gt;Hiring and Retaining Staff</a>
	<b>401-3</b>	Parental leave	<a href="#">Employees and Culture&gt;Hiring and Retaining Staff</a>

GRI standard	disclosure	description	reference
<b>social- occupational health and safety</b>	<b>403-1</b>	Occupational health and safety management system	Employees and Culture>Health and Safety
	<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	Employees and Culture>Health and Safety
	<b>403-3</b>	Occupational health services	Employees and Culture>Health and Safety
	<b>403-5</b>	Worker training on occupational health and safety	Employees and Culture>Health and Safety
	<b>403-6</b>	Promotion of worker health	Employees & Culture>Hiring and Retaining Employees
	<b>403-8</b>	Workers covered by an occupational health and safety management system	Employees & Culture>Health and Safety
	<b>403-9</b>	Work-related injuries	Employees & Culture>Health and Safety
	<b>403-10</b>	Work-related ill health	Employees & Culture>Health and Safety
<b>social- training and education</b>	<b>404-1</b>	Average hours of training per year per employee	Employees and Culture>Skills Development
	<b>404-2</b>	Programs for upgrading employee skills and transition assistance programs	Employees and Culture>Skills Development
<b>social- non-discrimination</b>	<b>406-1</b>	Total number of incidents of discrimination and corrective actions taken	Governance and Management>Ethics and Regulatory Compliance
<b>social- human rights assessment</b>	<b>412-2</b>	Employee training on human rights policies or procedures	Governance and Management>Ethics and Regulatory Compliance>Training
<b>social- local communities</b>	<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	Education Philanthropy; partial reporting
<b>social- supplier social assessment</b>	<b>414-1</b>	New suppliers that were screened using social criteria	Governance and Management>Supply Chain
	<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Governance and Management>Ethics and Regulatory Compliance
<b>social- public policy</b>	<b>415-1</b>	Political contributions	Governance and Management>Governance Structure>Public Policy
<b>social- customer privacy</b>	<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Management>Ethics and Regulatory Compliance
<b>social- socioeconomic compliance</b>	<b>419-1</b>	Non-compliance with laws and regulations in the social and economic area	Governance and Management>Ethics and Regulatory Compliance