JOINT STATEMENT OF SAS SOFTWARE LIMITED AND SAS INSTITUTE LIMITED PURSUANT TO THE MODERN SLAVERY ACT 2015

This statement is submitted on behalf of and applies to SAS Software Limited (CRN: 01316437) of Wittington House, Henley Road, Medmenham, Marlow, Buckinghamshire, United Kingdom, SL7 2EB; and SAS Institute Limited (CRN: 251127) of 88 Harcourt Street, Dublin 2, Ireland (together, "**we**" "**our**").

We are part of the SAS group, the ultimate parent company of which is SAS Institute Inc., based in North Carolina USA.

As a provider of IT software and services, we do not operate within an industry where modern slavery is prevalent, nevertheless we are committed to taking steps to minimise any potential risks, not only within our own business but also across our supply chain.

We are committed to employing the highest level of ethical standards and demonstrating a moral commitment including transparency, fairness, and accountability in every interaction with our colleagues, customers, suppliers, and competitors. Robust regulatory compliance practices ensure that we conduct our business in an honest, respectful, fair, and safe manner. Guided by our Code of Ethics, we have earned an exceptional reputation as an ethical and responsible employer and business partner.

We believe in promoting human rights throughout our organization, as well as advocating and adhering to all wage and hour laws in the locations where we operate. We do not use or condone child or forced labour, including human trafficking and slavery in any of our operations and we do not conduct business with those that do.

We are a member of the UN Global Compact, a strategic initiative which supports global companies that are committed to responsible business practices in areas including human rights. Please see: http://www.unglobalcompact.org/

For additional information about our global corporate responsibility initiatives and corporate structure, please see our Corporate Social Responsibility Statement:
https://www.sas.com/content/dam/sasdam/documents/20250124/csr-global-corporate-impact-report.pdf

Zero Tolerance Approach

We have a zero-tolerance approach to any form of modern slavery, including any form of slavery, servitude, human trafficking or forced labour. We are committed to acting ethically and with integrity and transparency in all our business dealings with other organizations.

Supply Chain

We commit to acting ethically in our Code of Ethics and expect the same from our suppliers. As part of our contracting process, we require our suppliers to commit to comply with applicable laws and regulations, as well as our Business Partner Code of Conduct which requires our business partners to conduct all aspects of their businesses in an ethical manner. For our Business Partner Code of Conduct, please see:
https://www.sas.com/content/dam/SAS/en_us/doc/other1/csr-supplier-code-of-conduct.pdf

SAS Policies

We maintain a number of internal policies to help to ensure that we conduct our business in an ethical and transparent manner. These include:

- Recruitment Policy: We operate a robust recruitment policy, including conducting UK work eligibility checks for all UK based employees to help to safeguard against human trafficking or individuals being forced to work against their will.

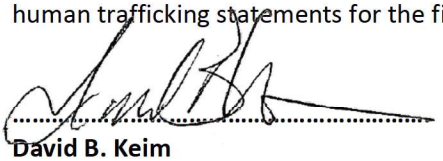
- Procurement Policy: We adhere to a strict procurement policy which includes requiring our suppliers to comply with applicable laws and regulations relating to anti-slavery and human trafficking laws including but not limited to the Modern Slavery Act 2015.

- Business Partner Code of Conduct: We expect our business partners to conduct all aspects of their business operations in a professional and ethical manner in accordance with the standards set out in our Business Partner Code of Conduct – which can be found in the hyperlink in the "Supply Chain" section.

- SAS Helpline: We operate a helpline which encourages employees to raise any concerns they may have about our business practices, without fear of reprisal.

APPROVED

This joint statement has been approved by the Boards of Directors of SAS Software Limited and SAS Institute Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes both companies' slavery and human trafficking statements for the financial year ending 31 December 2025.



David B. Keim
Director
SAS Software Limited
SAS Institute Limited

FOR THE BOARDS OF DIRECTORS

10 September 2025