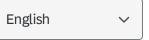


#### Language



# 2025 Manager and SAS Experience Survey

Thank you for participating in this year's global Manager and SAS Experience Survey! Your feedback is valuable in helping SAS remain a great workplace. Please read the important information below before starting the survey.

#### **Purpose of the Survey**

This survey is designed to collect employee feedback on managers, focusing on goal setting, feedback delivery, and work environment. The insights will help managers grow and develop as leaders. All responses will be aggregated to ensure confidentiality.

This survey includes three sections:

- Manager Feedback Section includes questions about your direct manager
- Manager Experience Section includes questions about your experience as managers at SAS (if applicable)
- Employee Experience Section includes questions about your experience at SAS

### **Data Privacy**

To ensure confidentiality, your name, user ID, IP address, and email address will be separated from your responses once the survey is closed. Designated survey administrators and analysts may connect responses to other data sources for richer analyses, but all reporting will be aggregated. Responses will be handled according to the <u>SAS Privacy Statement</u>.

For manager feedback questions, responses shared with your manager will be clearly indicated. Managers will only receive aggregated results if at least three employees have submitted feedback. No open text responses will be shared with your manager. Please provide feedback about your manager as of September 12, 2025.

#### Important Survey Notes

- All questions are optional.
- The survey should take about 15 minutes to complete.
- You can move forward and backward in the survey.
- You can leave and return to the survey by clicking your unique link provided in the email from Qualtrics. Your responses will be saved.

- There will be a warning at the end of the survey before final submission of your responses.
- Do not distribute or forward your link to others.
- This survey is only available to SAS regular full-time and part-time employees.

Questions about the survey? Check the FAQ for extensive details.

**Concerns?** Contact your <u>HR Business Partner</u>.

**Technical difficulties?** Please open a <u>ServiceNow ticket</u>.

### **Manager Feedback Section**

This section of the survey will give managers valuable insights in how they can grow and develop as leaders and continue to enhance the employee experience at SAS. Results will be aggregated and shared with your manager. To ensure confidentiality:

- Managers will only receive aggregated results if at least three employees have submitted feedback.
- No open text responses will be shared with your manager.

Please provide feedback about your manager as of September 12, 2025. All questions are optional.

Please continue forward in the survey by selecting the "Next Page" button to begin the Manager Feedback section.

Start of Manager Feedback Section
The first question asks about your overall impression of your manager's leadership.

How likely are you to recommend working under your manager's leadership to a colleague?

(0 = Not at all likely, 1 = Very unlikely, 2 = Unlikely, 3 = Mostly unlikely, 4 = Slightly unlikely, 5 = Neutral, 6 = Slightly likely, 7 = Mostly likely, 8 = Likely, 9 = Very likely, 10 = Extremely likely)

0

1

2

3

4

5

6

7

8

9

10

# **Manager Feedback Section - Continued**

The following questions focus on how your manager sets direction, communicates clear expectations, supports your work, as well as fosters a respectful, ethical, and supportive team environment.

My manager exhibits the company values (Curious, Passionate, Authentic, and Accountable).

 $\bigcirc$ 

Strongly disagree

 $\bigcirc$ 

Somewhat disagree

 $\bigcirc$ 

Neither agree nor disagree

 $\bigcirc$ 

Somewhat agree

**②** 

Strongly agree

My manager consistently holds team members accountable for meeting expectations.

Strongly disagree

Somewhat disagree

 $\bigcirc$ 

Neither agree nor disagree

 $\bigcirc$ 

Somewhat agree

**②** 

Strongly agree

My manager creates a safe environment that enables trust among the team.						
$\bigcirc$				<b>②</b>		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager tre	eats me with resp	pect.				
$\bigcirc$				<b>②</b>		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager ca	res about my we	ell-being.				
$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	<b>②</b>		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager en	courages me to	act ethically.				
$\bigcirc$	$\bigcirc$					
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager builds positive morale among the team.						
$\bigcirc$				<b>②</b>		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		

iviy manager is i	esponsive to rie	w lacas.				
		$\bigcirc$	<b>②</b>	$\bigcirc$		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager set	s clear expectat	tions for how I per	form my job.			
	$\bigcirc$					
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager ali	gns my work to t	the company obje	ctives.			
	$\bigcirc$					
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		
My manager is available when I need guidance on my work.						
	$\bigcirc$			<b>②</b>		
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree		

My manager is responsive to new ideas

Manager Feedback Section - Continued
The following questions focus on the quality and usefulness of
the feedback you receive from your manager.

$\bigcirc$	$\bigcirc$	$\bigcirc$		$\bigcirc$	$\bigcirc$
Strongly disagree	Somewhat disagree	Neither a nor disa		newhat gree	Strongly agree
When your managereflects the follow	•		o what extent	do you ag	<b>ree</b> that it
For additional cor feedback you rec	-			the effective	veness of the
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
The feedback I receive includes helpful suggestions for how to improve.	$\bigcirc$	$\bigcirc$	$\circ$	$\bigcirc$	
My manager gives me timely feedback.	$\bigcirc$	$\circ$	$\circ$	$\circ$	
My manager gives specific feedback that helps me improve my performance.		0	0		0
My manager clearly identifies what I've done well and what could be improved.	$\bigcirc$	$\bigcirc$	$\circ$	$\bigcirc$	
My manager follows up after giving feedback to support my progress.	0	0			0

My manager prioritizes regular one on one meetings with me.

grow	th? Select all that apply.
	Real-time or on-the-spot feedback.
	Verbal feedback during 1:1 meetings.
	Written feedback (e.g., email, performance reviews, notes).
	Feedback shared in team meetings.
	Feedback the manager passes along from other coworkers.
	Coaching-style feedback that focuses on guidance and skill-building.
	Specific suggestions on what I should do differently in a particular situation/task.
	Forward-looking feedback for guidance on future actions.
	Feedback that includes demonstrations, practice, or step-by-step examples to help me learn.
	Feedback I get when I specifically ask my manager.
	Other

Which forms of feedback from your manager do you find most effective for your

	often doe ormance?	es your manager provide you with feedback about your work
0	Weekly	
0	Every 2-3 w	veeks .
•	Monthly	
$\bigcirc$	Once a qua	arter
$\bigcirc$	Less than or	once a quarter
$\bigcirc$	Annually	
Char	acter Limi	efine helpful coaching or feedback from your manager? (400 lit)  Sults from this question will not be shared with your manager.

Manager Feedback Section - Continued
The following questions explore how your manager supports
your growth and development through goal setting and
learning opportunities.

My manager provides guidance that helps me define and structure my development goals.							
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree			
My manager encourages me to document my development goals.							
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree			

<ul> <li>✓ Internal training programs</li> <li>□ External certifications or courses</li> <li>□ Stretch assignments or special projects</li> <li>□ Cross-functional collaboration</li> <li>✓ Leadership development opportunities</li> <li>✓ Identifying the skills I need to grow</li> <li>✓ Mentor and/or Mentee opportunities</li> <li>□ Exposure and/or shadowing opportunities</li> <li>□ My manager has not encouraged any development activities</li> <li>Other</li> </ul>	ours	sue? Select all that apply.
<ul> <li>Stretch assignments or special projects</li> <li>Cross-functional collaboration</li> <li>✓ Leadership development opportunities</li> <li>✓ Identifying the skills I need to grow</li> <li>✓ Mentor and/or Mentee opportunities</li> <li>Exposure and/or shadowing opportunities</li> <li>My manager has not encouraged any development activities</li> </ul>	<u> </u>	Internal training programs
<ul> <li>Cross-functional collaboration</li> <li>✓ Leadership development opportunities</li> <li>✓ Identifying the skills I need to grow</li> <li>✓ Mentor and/or Mentee opportunities</li> <li>☐ Exposure and/or shadowing opportunities</li> <li>☐ My manager has not encouraged any development activities</li> </ul>		External certifications or courses
<ul> <li>✓ Leadership development opportunities</li> <li>✓ Identifying the skills I need to grow</li> <li>✓ Mentor and/or Mentee opportunities</li> <li>✓ Exposure and/or shadowing opportunities</li> <li>My manager has not encouraged any development activities</li> </ul>		Stretch assignments or special projects
✓ Identifying the skills I need to grow  ✓ Mentor and/or Mentee opportunities  Exposure and/or shadowing opportunities  My manager has not encouraged any development activities		Cross-functional collaboration
<ul> <li>Mentor and/or Mentee opportunities</li> <li>Exposure and/or shadowing opportunities</li> <li>My manager has not encouraged any development activities</li> </ul>	<b>✓</b>	Leadership development opportunities
Exposure and/or shadowing opportunities  My manager has not encouraged any development activities	<b>✓</b>	Identifying the skills I need to grow
My manager has not encouraged any development activities	<b>✓</b>	Mentor and/or Mentee opportunities
		Exposure and/or shadowing opportunities
Other		My manager has not encouraged any development activities
		Other

What types of development opportunities has your manager encouraged you to

# **PLEASE READ!**

## **End of Manager Feedback Section**

By clicking the "next page" button, you will have completed the manager feedback section. If you need to return to any previous questions for edits or a final review of your responses, please select the "previous page" button. If not, please proceed to the next question.

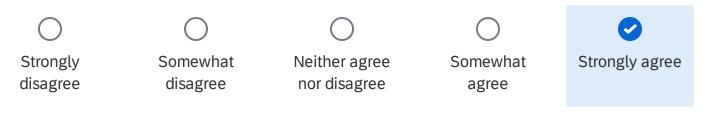
## **Manager Experience Section**

The manager experience section of the survey reflects your role as a manager at SAS. Your responses will inform resources and programming to enhance your experience as a manager and will not be shared with your manager. All questions are optional.

Answer "yes" below if you have at least one direct report and wish to answer the manager experience questions. Otherwise, please select "No" and skip the two following questions.



I have a clear understanding of what is expected of me regarding my role as a manager.



as a	manager? Select all that apply.
~	Managing time, workload, and competing priorities
	Translating company goals into meaningful team objectives
~	Defining and pursuing business goals
~	Setting a clear vision and direction for the team
~	Helping employees define and pursue development goals
~	Coaching team members to build skills and confidence
~	Delivering clear, actionable feedback
~	Motivating and engaging employees to do their best work
~	Ensuring accountability with fairness and consistency
~	Delegating effectively and empowering team members
~	Leading remote and/or hybrid teams
~	Understanding the technical aspects of my team's work to lead effectively
~	Adapting to change and leading through uncertainty
	Other

In which of the following areas would you like development or support to improve

## **Employee Experience Section**

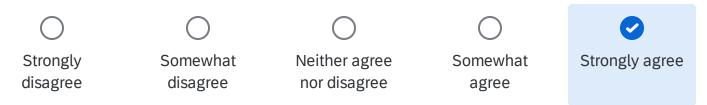
The employee experience section of the survey reflects your overall experience at SAS. Your responses from this section will not be shared with your manager. All questions are optional.



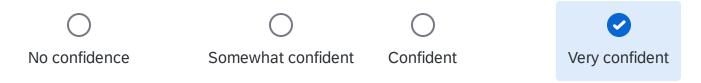
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0 1 2 3 4 5 6 7 8 9 10

I know the SAS company priorities.



Rate the extent to which you are confident in the company's strategy to compete in the market.



accountable for	meeting expect	ations.		
			$\bigcirc$	
Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
Please provide to Character Limit		r your ratings to th	ne questions abo	ve. (400
				0/400

The SAS executive leadership team promotes a culture where people are held

# PLEASE READ!

## **End of Entire Survey**

This is the final page of the survey. Once you click the next button, you will be able to review your responses. To submit your final responses, click the next button until you see a final page with the following language, "We thank you for your time spent taking this survey. Your response has been recorded." If you would like to change any of your responses after reviewing, press the previous page button. You will not be able to change your responses once they are submitted.