

Diversity  Inclusion

Moving towards greater impact

2021 Diversity & Inclusion (D&I) Report

Image Description: Two employees walk through an office.

THE BEST RUN 

This D&I Report is our attempt to offer transparency to our colleagues, and an honest view of the progress SAP has made towards attracting and retaining diverse talent, building a culture of inclusion, and serving the marketplace with the D&I philosophy as a clear navigator. The Global Diversity and Inclusion Office invites everyone to contribute to the co-creation of a culture where everyone belongs.



Foreword

We at SAP, are the 109,000+ bold evangelists who dream big, who walk the courageous talk, and keep pushing the boundaries of excellence every day with our innovative ideas and solutions.

Our diverse perspectives help us serve the world better. And a culture of inclusion where each one of our unique backgrounds and experiences is celebrated gives us a happier environment where we thrive — where we truly feel a sense of belonging.

Our commitment is championed by our leaders who have placed the fundamental value of 'Being Inclusive' at the center of the SAP Leadership Credo. And it's not just our leaders who lead on this topic — it's each one of our colleagues who are determined to expand our perspectives and embrace the opportunity of creating a thriving culture. In this inaugural D&I report you'll see our global diversity statistics, our refreshed global diversity and inclusion strategy, summaries on a few of our initiatives in the workplace, and our efforts to serve the marketplace through diversity and inclusion. It doesn't cover everything we've done and are doing, but it gives you a snapshot of where we place our energies.

As we publish our global diversity statistics for the first time, please understand that they don't reflect our diversity in full in terms of all aspects of our identity, perspectives, backgrounds, and opinions. But they definitely help us determine our priorities. We want all of SAP to be a part of this journey, and a transparent look at where we are now on D&I, where we've made progress, and where we all need to contribute, is essential for us to keep moving forward.

We recognize that we have much work to do, but we are grateful to all our colleagues and partners who have and continue to walk together on this journey to creating a diverse and inclusive culture. Thank you all.

Proud to serve SAP,

A handwritten signature in black ink that reads "Supriya Jha".

Supriya Jha
Chief Diversity and Inclusion Officer

About SAP

50
years of history
and innovation

109,000+
employees worldwide

155
nationalities worldwide

10+
Employee Network Groups

83%
employee engagement index

Sources: SAP Corporate Fact Sheet May 5, 2022, internal Business Warehouse database and 2021 internal People survey



"We want SAP to be a truly diverse workplace that reflects our society in all its facets and richness. Fostering an inclusive culture where employees can thrive and feel valued, respected, and included is key, as is understanding and learning how our differences make us stronger. It's our diverse backgrounds, experiences, and perspectives that drive us forward every day. We are convinced that companies and societies can only flourish when people can be their true selves."

Christian Klein
Chief Executive Officer and member
of the Executive Board of SAP SE



"The workforce of the future demands greater levels of creativity and innovation. The only way to achieve that is through business practices that prioritize diversity and inclusion. Hiring a diverse mix of people is just the first step, though. We must also eliminate institutional bias so that all employees can operate on equitable footing. We encourage our people to get involved, stand up, and speak up against racism and any other form of discrimination. This is what is right. This is what will make SAP better for years to come."

Sabine Bendiek
Chief People & Operating Officer, Labor Relations
Director, and Member of the Executive Board



Image Description:
Two colleagues are
looking at a computer,
with one pointing.

Our Strategy

At SAP, we want to become the most **inclusive workplace in the world**. A business where **everyone belongs**, where our human differences are celebrated, and where we all thrive in a culture that empowers each one of us to help run the world better and improve people's lives.

Workforce Diversity

Increasing diversity in our workforce at **all levels of SAP** to reflect the diversity in society.

Visible diversity includes race, ethnicity, gender, age, physical abilities etc.

Invisible diversity includes neurodiversity, sexual orientation, experiential diversity, socio-economic background etc.

Workplace Inclusion

Creating a positive work environment where everyone can thrive and really engage in driving SAP's purpose.

Inclusion involves creating a culture together where all experiences lead to a feeling of acceptance and belonging. It needs effort from all levels.

Marketplace Leadership

Extend the impact of diversity and inclusion efforts to the communities we serve.

Marketplace leadership on D&I helps us contribute to social equity and support diversity and inclusion efforts in the communities we work in. SAP believes in helping everyone rise together.

Workforce Diversity

Diversity of human beings is an expansive concept making each of us unique. Factors like gender, race/ethnicity, certain disabilities, and age are visible and factors like perspectives, learning styles, and personal and educational backgrounds are invisible. We want to forge ahead in reflecting society’s diversity within our workplace. In the document, we have been able to measure and report gender at a global level, race/ethnicity within the United States, generational composition*, and the number of self-disclosed/self-identified colleagues. We aim to better understand our workforce composition through future efforts of employees voluntarily self-disclosing their demographic identities. These measurements are helpful in the refinement of our approach towards creating equity in the workplace, creating programs that serve everyone from an inclusion standpoint, and understanding the gaps we might have from a marketplace diversity standpoint.

155

nationalities worldwide

5

generations of workers
create a new dynamic

34.3%

women in the workforce

28.3%

women in management

217

colleagues employed via
Autism at Work

87%

favorable rating for
D&I Culture Index



“I see diversity & inclusion in our team as the engine behind our success and innovation. Nobody can know everything, but together – using our collective perspectives, we can dream bigger, and that makes us very powerful.”

Sandrine Pons

RVP, Head of Solutions Sales & Innovation, Midmarket, EMEA North



“I believe D&I allyship is an opportunity to build lifelong relationships based on trust, accountability with individuals or groups of people. This needs lots of work and effort on self which would help us learn and grow to be better humans.”

Sandeep Voona

Global Lead, Pan-Asians@SAP, Employee Network Group

Important notes and definitions of terms used in this report

Our SAP workforce data includes the acquisitions of recent years including Qualtrics (2018 – 2021), Signavio (2021), and Taulia (2022).
Historical numbers may differ slightly due to rounding and refining/corrections of methodology year over year.

JOB LEVELS

Workforce considers all employees
Management includes any individual that leads a team
Executive Leadership is made up of those at the executive level and higher

DEFINING REPRESENTATION AND POPULATION

Representation data indicate how particular groups are represented in terms of their percentage of the workforce as a whole.
Population data look at headcount numbers, comparing year-over-year absolute growth within a particular group.

RACE AND ETHNICITY

Our data for race and ethnicity reflect the US only. Data referenced in this report are based on the following categories outlined by the EEOC:

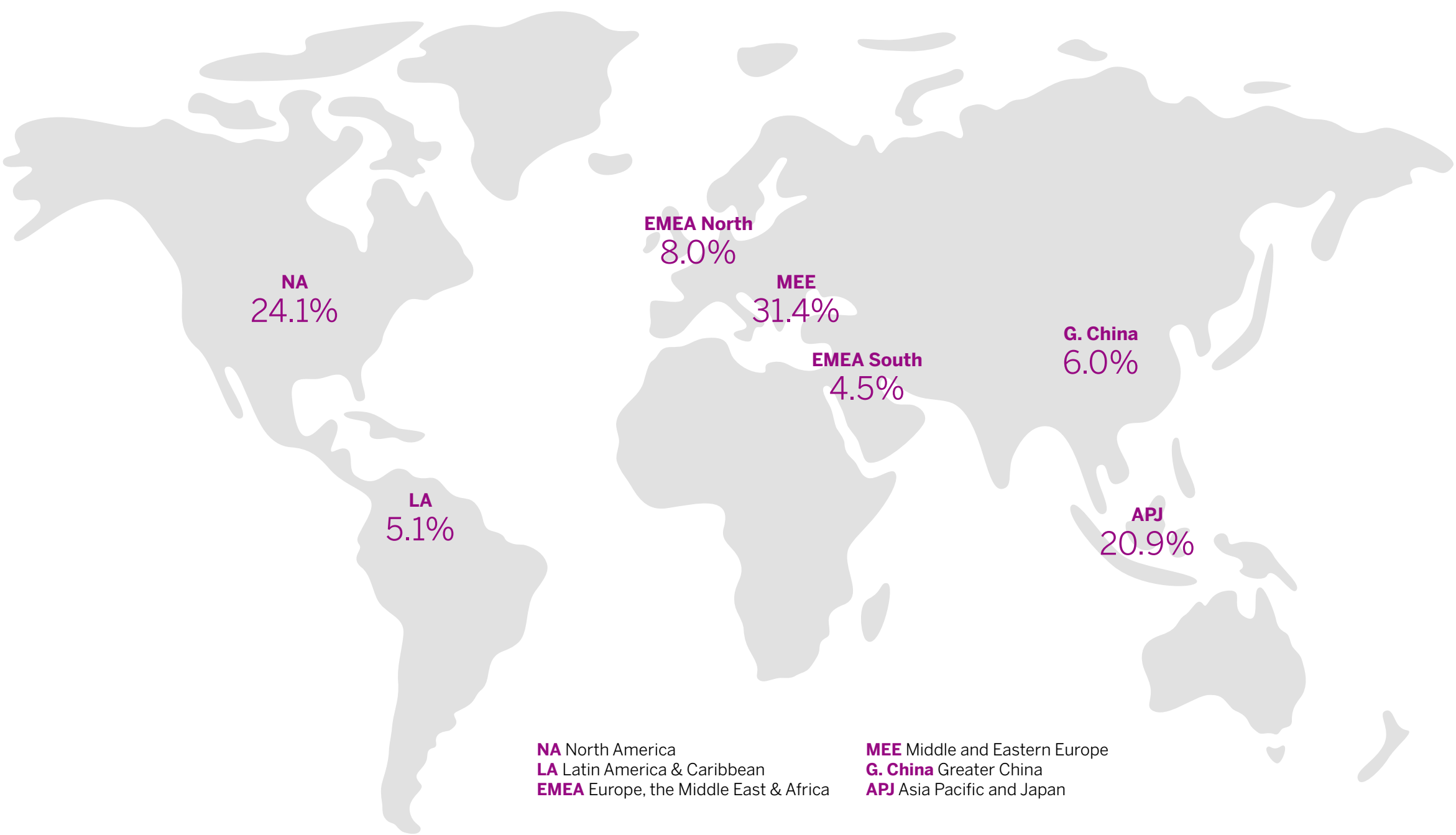
Hispanic or Latino - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Black or African American - A person having origins in any of the black racial groups of Africa.
Native Hawaiian or Other Pacific Islander - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
American Indian or Alaska Native - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
Two or More Races - All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, American Indian or Alaska Native).

*Generational composition: Defined on Page 6.
Women in Management numbers is as on Dec 31, 2021
Sources: Internal Business Warehouse database and 2021 internal People survey

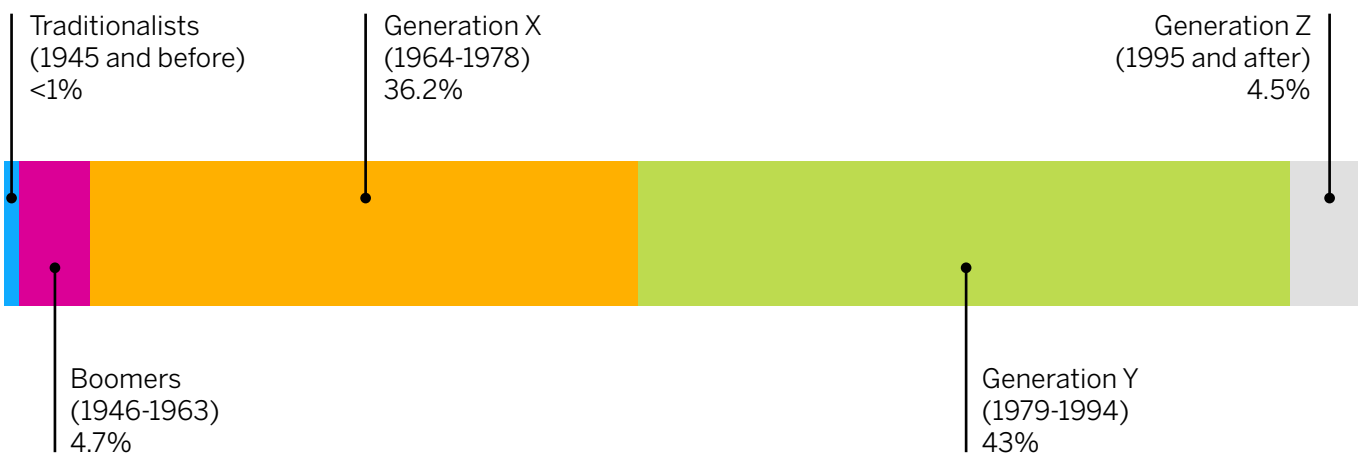
Regional Representation: Head Count by Region

Our workforce today represents 155 nationalities worldwide. The collaboration across regions and diversity of thought has been one of the key contributors to innovation.



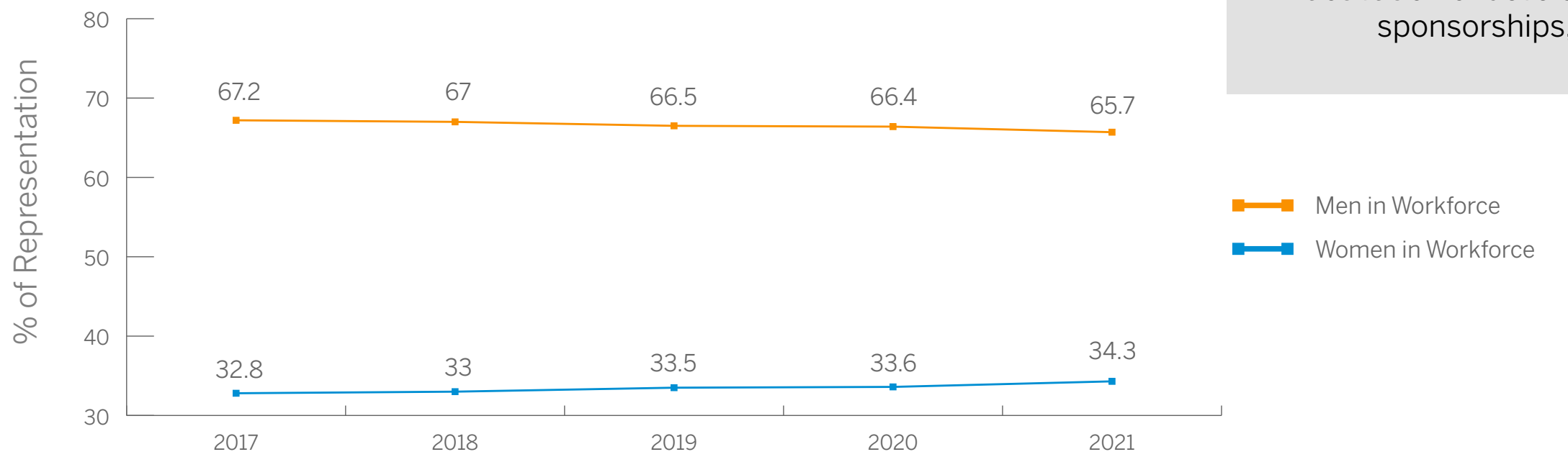
Cross-Generational Inclusion

SAP celebrates having five generations of employees in our workforce. Our goal is to ensure that the work environment at SAP makes each individual feel included and respected. [Unlock The Power of Cross-Generational Inclusion](#) was published in 2021.

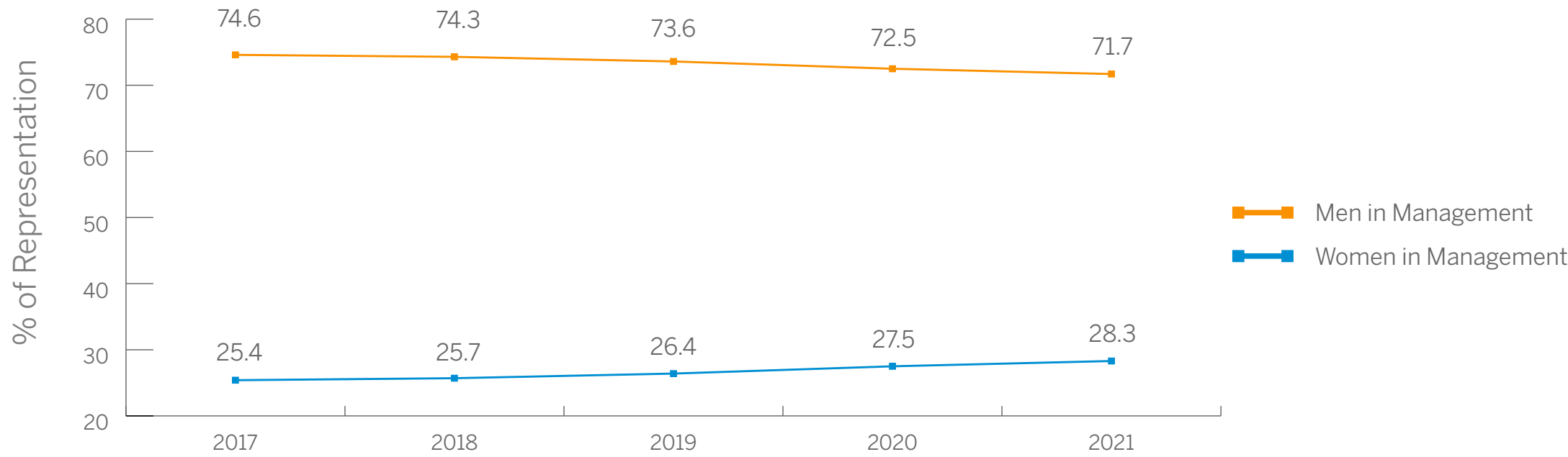


Global Gender Representation

Men and Women Workforce Representation



Men and Women Management Representation



Notable efforts to grow the pipeline:
The Women to Watch initiative is one of the programs that focuses on advancing our diversity agenda around women talent through activation of development plans, sponsorships, and visibility.

Increasing Our Women Representation in Leadership Roles

Our progress: Number of women in the workforce and women in top jobs are growing fast. As of year-end 2021, our workforce has 34.3% women and 28.3% women in management, increasing by 1.5 percentage points and 2.9 percentage points since 2017 respectively.

As of April 2022, women hold 50% of seats in the SAP Supervisory Board, 28.6% of seats in the

Executive Board, and 19.9% of Executive Level roles. Women are truly being recognized for their potential and taking their well-deserved places as leaders.

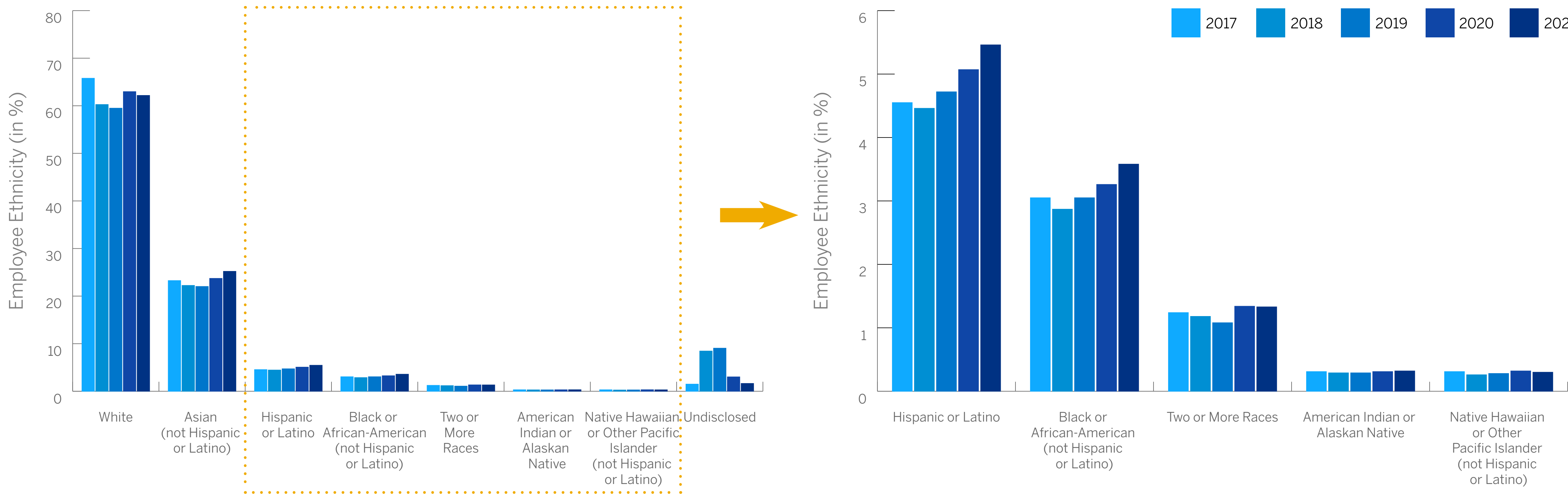
SAP is inclusive of people of all genders. However, the charts on this page represent those that identify as men and women.

US Employee Workforce Race/Ethnicity 2017 – 2021

Notable efforts to grow the pipeline:

The SAP North America strategic partnership with various nonprofits, professional societies, and hiring agencies helps us attract multi-ethnic/multi-gender new hires for all lines of business.

Data on the following pages are based on U.S. reporting requirements and do not represent our position on these issues and most of them are self-disclosed/self-identified. For example, the U.S. government requires reporting on the traditional gender categories of male and female, as well as reporting on the following races/ethnicities: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races and White. Also, please note that totals may not add up to 100 percent due to rounding to the closest tenth decimal point.

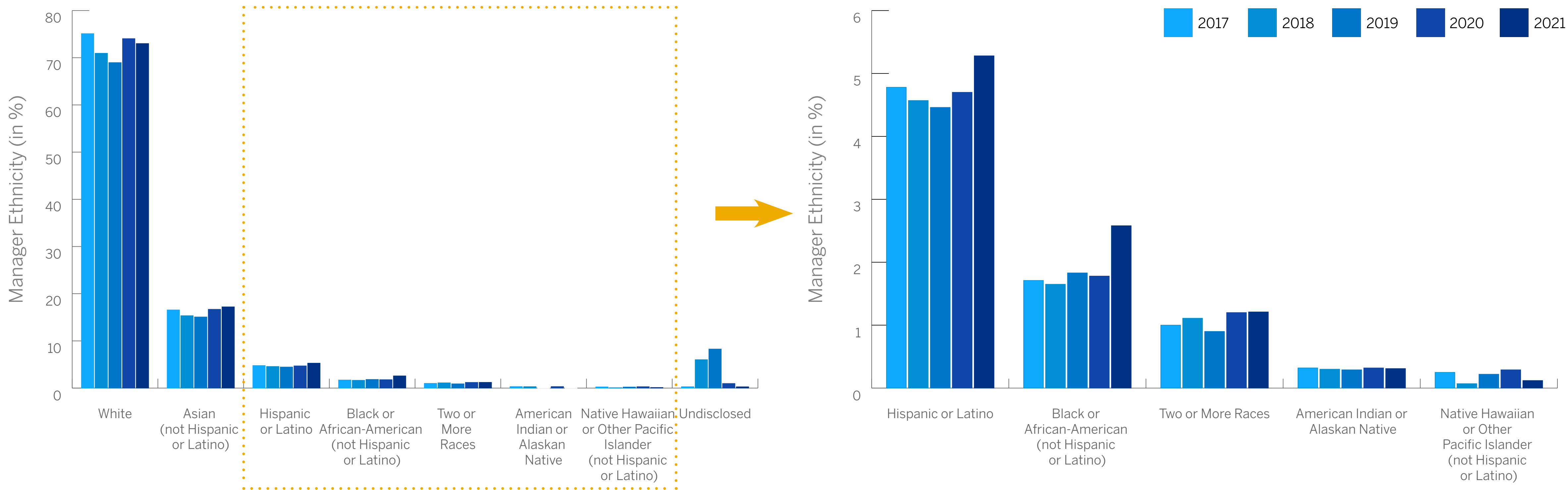


SAP's employee race/ethnicity in the United States has experienced changes since 2017. The Asian population has increased by 1.9 percentage points in 2021. Slight increases can also be seen in the Hispanic or Latino and the Black or African American groups by 1.0 percentage points and 0.5 percentage points respectively. While we recognize the steady growth in our organization's different ethnicities in the US, we are committed to increasing the focus on diverse hiring with external programs.

Race and Ethnicity: US Managers by Race/Ethnicity 2017 – 2021

Notable efforts to grow the pipeline:
Management Leadership for Tomorrow (MLT) Career Advancement Program (CAP) and McKinsey Leadership Academy

While we continue to evolve our development programs targeting underrepresented race/ethnicities to become consistent, scalable, and more impactful, these programs have helped prepare and propel highly talented mid-career talent to senior leadership roles.




Since 2017, the race/ethnicities of US managers have increased as more people from diverse backgrounds gain the management roles they deserve. Specifically, we've seen increases in these ethnicities: Asian 0.7 percentage points, Black or African-American 0.9 percentage points, and Hispanic or Latino 0.5 percentage points. Ensuring management and executive talent programs have a more diverse set of candidates will increase the opportunities for new managers.

Autism at Work

Our Autism at Work program started in 2013. It aims to foster a workplace that is inclusive of autistic colleagues and it's always evolving to better reflect their needs. The program helps us leverage the unique abilities and perspectives of individuals on the autism spectrum to foster innovation, as we help customers become intelligent enterprises.

It also taps into an often underused talent source, reducing barriers of entry so that people can fully develop their potential. Employees on the autism spectrum are treated as any other employee is treated – with fairness and respect, which supports their sense of value and belonging. Over 217 self-disclosed autistic colleagues across 16 countries are making valuable contributions in a wide variety of STEM and non-STEM roles. The program has a really positive effect on employees and managers. [Figures as at YE 2021].

Employee engagement and direct representation are valued and encouraged through the Autism Inclusion Network, the Autism at Work Advisory Executive Committee and Autism at Work Advisory Council. These three groups interact with each other to advance the company on workforce diversity and workplace inclusion for those who identify being on the spectrum.




“Being at a company where I can be openly autistic allowed me to be out as openly autistic on LinkedIn as well. [...] I became more active with neurodiversity advocacy during the six years.”

Carrie Hall
Autism Inclusion Network Co-Leader

In 2019, Nicolas Neumann won the Hasso Plattner Founders’ Award for his innovation posting automation which radically simplifies accounting processes.

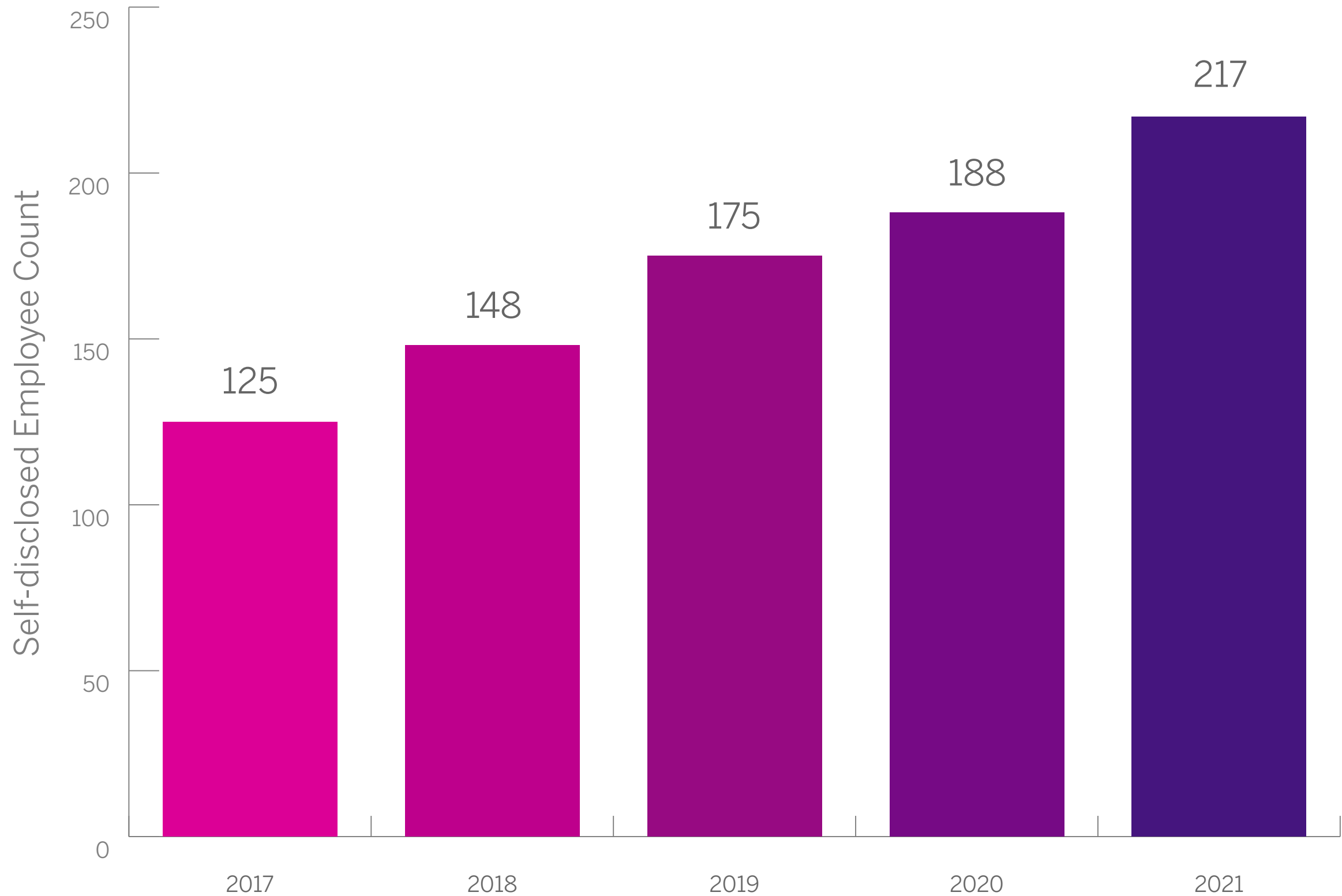
The Hasso Plattner Founders’ Award is the highest employee recognition at SAP. He is the first individual winner of the Hasso Plattner Founders’ Award. Neumann joined SAP in 2016 through the [Autism at Work program](#).

Note: SAP Autism at Work recognizes and respects individual preferences regarding identity-first and person-first terminology.



“Since I was personally engaged in the Autism at Work initiative from the very beginning, the program has a very special place in my heart. When we started onboarding our first colleagues on the autism spectrum, little did we know how much all of us would benefit and how these colleagues had a lasting positive impact on the teams they joined. I will be the first to admit that I didn’t get it in the beginning. I was motivated by the desire to do the right thing and we looked at the program from a perspective of “what unique abilities will the new colleagues bring”. In the end it was so much more than this. Now we know that team cultures will evolve to the better, the quality of meetings, communications, and decisions gets much better. Everybody wins!”

Andreas Heckmann
Autism at Work Executive Advisory Committee member



Workplace Inclusion

Empowering Inclusion and Systemic Inclusion: Two prongs to achieve a sense of belonging

Inclusion is a crucial part of any progressive workplace. That's why we're proud of the steps we've taken to ensure that everyone who works here can feel they truly belong. From active support groups and feedback surveys to a thriving autism inclusion program and a way for us to think about and challenge our own behaviors, we're making sure everyone is heard and respected.



"Diversity is a reality and inclusion a choice. Employee Network Groups (ENGs) are a choice that SAP has taken to create spaces of belonging to everyone. As an ENG leader for Pride, I am fueled by the passion to make a difference advancing this agenda of creating a space of belonging for all. It takes a lot of courage to make this difference and I am proud to be part of this journey."

Daniel Kasonde
Global Lead, Pride@SAP,
Employee Network Group



"Diversity and inclusion are about giving value and space to every employee to be their best creative version, no matter our differences and this is how I feel working at SAP."

Nada Shalaby
Business Women's Network (BWN),
Egypt Chapter Lead

Image Description: Two professionals in office collaboration.



Empowering Inclusion

Employee Network Groups

Employee Network Groups (ENGs) are a voluntary, employee-led diversity and inclusion initiative, and they have our formal support. They're usually organized around common identities, interests, or backgrounds. All of them look to support employees and create an inclusive workplace by providing opportunities for networking, professional development, and community outreach. The Business Women Network , Black Employee Network and Pride at SAP are some of the oldest network groups in SAP. Pride at SAP celebrated its 20-year anniversary in 2021.



"It's been wonderful to see the level of support for our D&I programs at SAP, including executive sponsorship at the board level for our Employee Network Groups. As a Global Co-Lead for Pride@SAP, I feel extremely lucky to have the opportunity to help make SAP an increasingly welcoming workplace for LGBTQ+ people and see so many allies supporting that effort."

Andy Rubinson
Global Lead, Pride@SAP Employee Network Group

Business Women's Network

- Women's development
- EB Sponsor:** Julia White and Thomas Saueressig

Pride@SAP

- Support LGBTQ+ community and allies
- EB Sponsor:** Julia White

Autism Inclusion Network

- Drive inclusion-affirming workplaces for those on the autism spectrum
- EB Sponsor:** Juergen Mueller

Black Employee Network

- Inclusion and awareness of employees of African descent
- EB Sponsor:** Sabine Bendiek and Julia White

Latinos@SAP

- Inclusion and awareness of employees of Latino descent
- EB Sponsor:** Sabine Bendiek

Pan-Asians@SAP

- Inclusion and awareness of employees of Pan-Asian descent
- EB Sponsor:** Scott Russell

Cultures@SAP

- Inclusiveness and multicultural understanding
- EB Sponsor:** Luka Mucic

Caregivers@SAP

- Connection and exchange for parents and caregivers
 - Partnership with Family Dimensions Networks
- EB Sponsor:** Scott Russell

enABLED

- Inclusion and accessibility
 - Partnership between Differently Abled People, HEAR and Vision
- EB Sponsor:** Thomas Saueressig

Veterans@SAP

- Community building and inclusion of Veterans
- EB Sponsor:** pending

SAP Interfaith Alliance

- Creating a safe and open platform for employees to discuss faith
- EB Sponsor:** pending

Generations@SAP

- Cross-generation inclusion and networking
- EB Sponsor:** pending

While these are the global Employee Network Groups, we also have others that are growing in prominence in certain regions and countries. (e.g. Indigenous Network).

Women in Tech

SAP Women in Tech is a global, cross-board area team that wants to inspire and enlighten all women at SAP to become more visible as experts. The team is providing them a network, support, and a platform to demonstrate their business expertise to a broad audience and is focused on three main areas:

- **'Get Ready'** focuses on speaker enablement, speaker search and the global WiT multiplier network
- **'Inspire colleagues'** provides a platform to demonstrate the business expertise in different levels of corporate events
- **'Conquer the world'** raises the external visibility of SAP women experts, leveraging strategic partnerships like:
 - The United Nations EQUALS program "Girls and Women Talking Tech"
 - Online Content Partners, e.g. the Female One Zero "Tech Agenda"
 - Engagement in events like the Grace Hopper Celebration, #SheTransformsIT and African Women in Tech



"SAP's inclusive culture has not tolerated my diverse background but accepted it. By providing a prayer room at Sapphire, SAP has moved the needle by integrating my faith and practices into business as usual, not accommodating it."

Batool Hussain
Co-Founder, Co-Chair, SAP Interfaith Alliance, Employee Network Group

Our approach to systemic inclusion:

Inclusive Mindset Challenge

Launched in 2021 and rolled out globally in 2022, the Inclusive Mindset Challenge is an employee curated platform designed to raise awareness and drive inclusive behaviors. The micro-learning offerings and challenges help our employees build up their acumen on diversity and inclusion. This interactive platform has received two Brandon Hall Awards Gold and Silver for Excellence in D&I Learning and Learning Innovation.

SAP’s Leadership Credo includes “Being Inclusive” as a core expectation of our leaders and is supported by deep learning offerings through the leadership development portal.

Measurement of Equal Opportunity Experience

The #Unfiltered survey captures the crucial aspects of how employees experience the company culture and processes. The D&I Culture Index specifically measures the sense of inclusion and equal opportunities our employees experience at work. The 2021 result was an 87% favorable response.

Fair Pay

Fair Pay supports our diverse and inclusive culture through equitable compensation decisions regardless of culture, race, ethnicity, age, gender, sexual orientation, gender identity or expression, physical or mental ability, and work-life situations. Our compensation framework and pay ranges create transparency, and we review them annually to ensure external competitiveness and similar pay for similar roles internally. We pay for performance through our compensation programs so that everyone’s unique contribution can be fairly and clearly reflected.

Accessibility

We’re committed to removing barriers and supporting accessibility in the workplace. SAP offers subtitles for company-wide meetings to support hard of hearing/ deaf colleagues and non-native speakers, and provides simultaneous sign language for global meetings and events leveraging the accessibility features of our communication and collaboration tools. The Global Diversity and Inclusion Office’s (GDIO) internal site provides guidance and practical tips for accessible communication that include program topics and resources about our ecosystem. All mandatory learning trainings are accessible to all our colleagues.



“Diversity and Inclusion plays a significant role in the SWICS (SAP Women in Cyber Security) team. We have established leaders and subject matter experts as a result of initiatives that mentored and sponsored our workforce. We are fortunate at SAP to have a diverse workplace and an inclusive culture; both of which have helped us get through challenging times in the past and will continue to do so in the future.”

Sailaja Vadlamudi
Global Application Security Lead & Senior Director of Security & Data Privacy



“I am passionate about women’s equality and empowerment. Being a leader for the Business Women’s Network has allowed me to put my passion to work not only for myself, but for many others at SAP. Helping to lift up voices, facilitate connections, and being an ally to so many is what makes me proud to be a part of SAP and the BWN.”

Cayley Sheehan
North America Regional Lead, Business Women’s Network, Employee Network Group



“I believe, the feeling of belonging — despite all the differences — makes people unfold themselves in the best way. After all, it is not just about bits and bytes, it is about people.”

Masoumeh Moghaddam
Global Lead, Cultures @SAP

Marketplace Leadership

Diversity and inclusion shouldn't end at our door. Our commitment outside these walls is just as important — and we've taken steps to show how D&I is now part of our DNA. Whether it's supporting inclusive entrepreneurship or making our software work for more people, we're proud of what we're achieving, and honored when it's recognized.

Supplier Diversity

To support supplier diversity, the SAP Global Procurement Organization (GPO) established the Procurement with Purpose Ambassador Network. This network consists of volunteers within the GPO to engage with certified diverse suppliers and social enterprises, and act as a multiplier for passing on Procurement with Purpose knowledge, learning, and training opportunities.

SAP aims to direct 5% of addressable procurement spend to social enterprises and another 5% addressable spend to diverse suppliers by 2025. This initiative, named 5 & 5 by '25, invites organizations around the world to join SAP in buying more goods and services from purposeful suppliers. In 2022, we onboarded Supplier.iO as our global diverse spend reporting partner. Supplier.iO also has a global network of over 1.5mil certified diverse suppliers.

Inclusive Entrepreneurship

The [SAP.iO program](#) aims to build the most comprehensive, innovative, and diverse startup ecosystem in the enterprise software industry. Since 2017, we've helped 400+ external startups and internal ventures accelerate their growth while enabling thousands of our customers to access innovation. SAP.iO No Boundaries empowers entrepreneurs from all backgrounds to chase their dream in B2B software and we are proud that more than 45% of the startups in our portfolio are founded or led by an underrepresented entrepreneur.

University Alliances

University Alliances (UA) supports the teaching of SAP software and solutions via teaching faculty at academic institutions globally and works to create an active student community who recognizes SAP as the innovative leader in end-to-end enterprise solutions. Our goal is to inspire, educate and co-innovate with our partners and customers. There are close to three thousand university members, many of whom also serve on our Academic Boards. Over the last two years, UA has made a concerted effort to ensure all the learning assets available to our university partners are also available to Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), and other historically underserved communities (defined differently around the world). Most recently UA in NA has partnered with our Cybersecurity colleagues to fund several programs as pilots. These programs include a 'Data Science for Good' summer Bootcamp at the Atlanta University Consortium which includes four HBCUs. UA recently sponsored 20 BIPOC (Black, Indigenous, and People of Color) students to attend a 10-day Bootcamp to upskill the candidates in preparation to become SAP consultants by providing the training needed to pass the TS-410 Certification. The course was funded at Fayetteville State University's Broadwell College of Business and Economics.

SAP Autism Inclusion Pledge

SAP Autism at Work is a force multiplier for autism inclusion, and uses its position as a frontrunner in the space to inspire more employers to include talented autistic individuals in their workforce. To broaden the program's impact within our ecosystem, we launched the SAP Autism Inclusion Pledge in November 2019.

The Pledge aims to re-shape thinking about employment possibilities for autistic individuals. Its site has a wide range of complimentary resources based on SAP's best practices and learnings from the Autism at Work

program to help accelerate the autism inclusion journey of employers worldwide. The initiative encourages customers and partners to join an ever-growing community of companies leading the way to support autism inclusion in the workplace.

[SAP Autism Inclusion Pledge](#)



"The diversity of thinking of autistic adults, coupled with the change of mindset of leaders in our organisation, has made our Autism at Work Program one of the most successful programs at SAP Ireland. Our culture at SAP Ireland has revolved around expertise and how we use it for the benefit of our customers. Autistic individuals thrive on expertise and SAP knows that hiring neuro-diverse employees drives innovation and makes us a better company."

Liam Ryan
Autism at Work Executive
Advisory Committee member

Inclusive Software Solutions

Accessibility isn't only important for our employees, but for our customers as well. In fact, we're proud to say that making our software work for more people has been — and continues to be — a high priority. We bring accessibility to life with design and development: accessibility features, defined accessibility requirements, and processes are the keys to making our products more accessible. More information can be found in: [sap.com/accessibility](#).

Moreover, we are strongly committed to respecting and protecting human rights throughout the lifecycle of our products and services; from design through development to use. Hence, our products are increasingly guided by the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA, included in US Section 508, and the harmonized EN 301 549 including WCAG 2.1 Level AA.

SAP software solutions can also help our customers build inclusive business processes in many different areas. Some examples include:

- SAP [SuccessFactors](#) Human Experience Management (HXM) Suite offers the tools to help discover and minimize unconscious bias and embed inclusion and diversity into people processes
- [Qualtrics Employee Experience Management](#) solutions can be leveraged to design a culture of belonging and help leaders close inclusion experience gaps
- [SAP Ariba supply chain solutions](#) enable our customers to achieve their supplier diversity spend goals by finding diverse suppliers
- [SAP Fieldglass](#), in partnership with organizations like Daivergent and The Mom Project, enables companies to increase the diversity of their external workforce
- Analyzing diversity and inclusion metrics for better decision making can be achieved with Dashboards created with SAP Analytics Cloud, and by leveraging the SAP [Sustainability Control Tower](#)

Corporate Social Responsibility

SAP’s sustainability efforts go beyond inclusion of people within SAP. The Corporate Social Responsibility report highlights SAP’s contributions to creating equitable access economic opportunities, education, and employment. Initiatives such as building future skills with 3.5m youth, Africa Code Week with over 10m children participating in coding workshops till date, and Pro Bono for Economic Equity’ are a few examples. [Moving Forward Together SAP Corporate Social Responsibility 2021 In Review.](#)

SAP America invests in several funds which have a social mandate including the Northern Government Portfolio Williams Capital share class, Blackrock’s Liquid Federal Trust Fund and the Goldman Sachs Financial Square Government Fund Loop share class.

Elevating Social Equity

SAP reaffirms its commitment to D&I by actively hiring individuals from Under-Represented Ethnicities (URE), specifically Black/African American, Latino, Asian Pacific Islander, and Native American ethnicities. We’ve achieved this milestone by developing qualified pipelines in the technology industry in support of Black-owned businesses and social enterprises, and by organizing career advancement and development programs for our internal URE colleagues.

The following measures have been taken to execute on its strategy to develop and attract diverse talent to further increase representation in the workforce:

SAP Project Propel

Through Project Propel, we engage with HBCUs to empower their students with knowledge of the latest SAP technologies and overall business best practices. SAP leaders and the university faculty help them acquire skills needed for the next generation of the workforce, which will enhance their academic and career outcomes. We target Project Propel member schools for diverse hiring into SAP and SAP’s ecosystem by implementing:

- Support for 40 universities across North America~ 400k student enrollment at HBCU and other prominent Minority Serving Institutions
- Strategic alignment with Atlanta University Consortium (AUC) Data Science Institute (DSI)
- A data science multi-year talent partnership with The Coca Cola Corporation and SAP (started Dec 2020) offering computer science, STEM and research fellowship programs
- Internships from Code2040, GEM and Stanford School of Engineering (2020-2021)
- Partnership with Fayetteville State University (FSU) to develop a diverse talent pipeline trained and certified with SAP S4/HANA skills among students within the URE attending HBCU and HSIs.

Black Talent Attraction and Development Program, SAP Brazil

Talent Attraction, in partnership with the D&I team at SAP Brazil and SAP Labs Latin America created the [Black Attraction and Development Program](#), which aims to promote and encourage the hiring of black people in all sectors of the company.

SAP Spotlight Black Businesses

[Spotlight Black Businesses](#) was launched in 2020 to assist small, Black-owned businesses with access to marketing dollars whose visibility and market share had been adversely impacted by COVID-19 and social unrest. Through the new program, SAP offered support to raise awareness for these businesses.

Building Marketplace Leadership through Partnerships

In 2022, we became a corporate member of the [Equal@Work Platform of ENAR](#), the European Network Against Racism. The membership allows us to partner with other businesses, social partners, non-profits, public authorities, and academics to foster the inclusion of ethnic and religious minorities in the labor market.



“We are continuously striving to create an ecosystem in which we celebrate diversity and promote authenticity in all that we do.”

Dominic Haeusler
Executive Communications & Business Assistant | Former Regional Lead Pride@SAP



“SAP has and continues to value its military veterans on a regular basis. The sense of comradeship and collaboration is deeply felt and appreciated by the international community of Veterans at SAP.”

Adolphus Gwynn
Global Lead, Veterans@SAP

2021 Rewards and Recognitions

While we don't drive forward diversity and inclusion simply to win awards and recognitions, these accolades help us understand our strengths and opportunities. We are grateful to these organizations that have rated us positively. We are motivated to keep moving ahead on our journey.

Global Rewards & Recognitions

Top Employer Institute

Top Employer

Also in the following countries: Israel, South Africa, Brazil, Canada, Mexico, USA, China, India, Belgium, Czech Republic, France, Germany, Greece, Italy, Poland, Portugal, Russia, Spain, Turkey, UK.

Bloomberg Finance L.P.

Bloomberg Gender-Equality Index

Comparably

31st for Best Global Culture

Great Place to Work

World's Best Workplaces

LinkedIn

LinkedIn Talent Award – Best Employer Brand

Universum

33rd for World's Most Attractive Employer

Notable Country / Regional Rewards & Recognition

Gender

Great Places to Work

Best Places to Work for Women

For the following countries: Argentina, Colombia, Peru, Canada, Chile, UK.

Beyond Gender Agenda (Germany)

1st Place Germany Diversity Index DAX 30

European Union Chamber of Commerce (China)

EUCCC CSR Award "Women Empowerment"

European Women on Boards Gender Equality Index Report

Best Practice Leader

Forbes

Top Female Friendly Companies listing

Pride

LGBT Chamber of Commerce (Argentina)

Gnetwork 360 Awards

Human Rights Campaign (USA)

Best Places to Work for LGBTQ Equality

Pride Connection (Chile)

A+ on Pride Connection

Human Rights Campaign (Chile)

2021 – Best Place to Work for LGBTI Talent in Chile

Presente (Peru)

2nd Place for Best Places to Work for LGBTI+ Talent in Peru

UHLALA Group (Germany)

1st Place for Pride Index

Diversity

Mediacorp Canada Inc. (Canada)

Canada's Best Diversity Employers

Equal Opportunity Publications Inc. (USA)

28th Place for Top 50 Employers in Minority Engineer magazine

Forbes & Statista (USA)

America's Best Employers for Diversity

Defis RSE (France)

Inclusion Award

Disability Inclusion

Disability: IN (USA)

100% for Best Place to Work for Disability Inclusion

HM Government (UK)

Disability Confident Employer

Others

Community Business (India)

D&I in India Best Practice Award

Fundacion Alares (Spain)

Winner of Alares National Awards for Work-Life Balance, Family, and Personal Life and Social Responsibility

The German Diversity Index

SAP scored 67.5 out of 100

SAP is proud to have been recognized for 160 employer awards globally, besting the previous year by 35 awards, recognitions, and certifications.

With **34** recognitions for equality, **32** for early career talent, **eight** for work-life, and **37** for best workplaces, we have once again have proven to be best run.

[Learn more.](#)

Since 2018, SAP has achieved a 100 score on the Disability:IN Disability Equality Index. Disability:IN is the leading nonprofit resource for business disability inclusion worldwide.

Next Steps

The data and this entire report are intended to provide a baseline of SAP's current diversity and inclusion efforts. Our aim is to publish this report annually, so we can see what we have achieved, work on areas that need improvement, and set new goals.

We recognize that this is a journey – one that requires all of us to work together. We have three bold ambitions:

1. **Building up diverse representation** at all levels of the organization, with a lens on diversity that is broad and all-encompassing of different human factors
2. **Cultivating a culture of inclusion** that is based on respect, mutual understanding, and shared values
3. **Extending the impact** of diversity and inclusion efforts to the communities and clients we serve

We will not walk this journey alone and we know that our culture at SAP is ours to own and co-create. Together we can accomplish endless possibilities as we strengthen our organization through diversity and inclusion. Looking forward to achieving great outcomes!



From Our Employees:



"Caregivers@SAP drives me to help my SAP colleagues feel supported, have a sense of community, and build a personal human connection in a virtual world. SAP allows me to make a difference in people's lives through our ENG and develop meaningful connections with my peers."

Larissa Kim
Caregivers@SAP Co-Leader



"Joining the Diversity & Inclusion team I found a new purpose for this moment of my personal and professional life. This is particularly important for the area of age diversity where I am working, in the sense of having a meaningful impact for my colleagues in SAP and the community, and I am very grateful to SAP for giving me this unique opportunity."

Gerardo Winocur
Generations@SAP Argentina Chapter Co-Leader



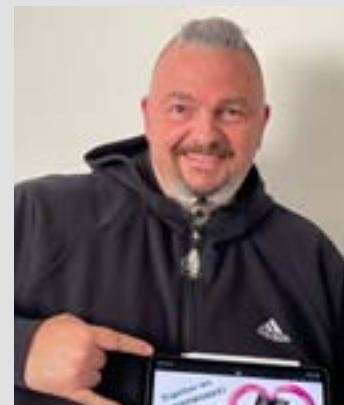
"The IT industry is far too interesting to be left to men alone."

Claire Zschiesche
BWN Walldorf Chapter Lead



"D&I isn't just a thing that we talk about, it's what we do. Year over year SAP has continued to show investments in the programs and activities that matter to our Employee Network Group like doubling down in the number of black employees in SAP NA. We've done that by hosting hiring events at HBCU's or having designated TA representatives supporting BEN to ensure that we influence hiring best practices."

Steve Filus
Member of the Black Employee Network Leadership Team



"Together we (all NETWORKS) push the limits!!!!"

Thomas Angerstein
VP – Co-Head of Mission-Critical Support EMEA/MEE



"I'm grateful for the friendship and support I've received in the last 23 years at SAP. In vulnerable times I always felt safe to share with my colleagues. To reciprocate that is what drives me to lead the Business Women's Network (BWN) and Pride@SAP in Japan."

Natsuko Tsuji
Services Account Executive BWN Japan and
Pride@SAP Japan Chapter Lead



"Our values are our guiding principles! Performing in a collaborative environment that promotes respect, encourages initiatives and aligns with my core values, is what motivates me doing my best and feel fulfilled."

Rosie Tsela
Business Manager CSR & University Alliances Country Lead



"Latinos@SAP is "mi casa" because I was able to drive impact and create a sense of belonging for myself and other Hispanics with support from the D&I leadership at SAP."

Alejandro L. Barajas
Latinos@SAP Palo Alto Chapter Lead



"The SAP D&I programs give me and my colleagues a psychologically safe environment to discuss and improve how the dimensions of our identities are affecting our work. The most valuable element of our D&I program at SAP is that it enables us to find ways to up-level the performance of – if there is something we are missing, we have channels and means to address and improve the way we express the full dimensions of our identities."

Ben Christensen
Co-Founder, Co-Chair of SAP Interfaith Alliance,
Employee Network Group



"I really love working for a company that gives me the freedom to be me! All of us here at SAP are made up of a complexity of cultures, which makes our human experience special and unique. So I really love and appreciate working at an organization that can celebrate our unique identities and also experience it with us."

Stephanie Watson
BEN Pittsburgh Chapter Lead/2022 BEN Global Committee
Co-Lead



"I'm a fast learner and very good on details and routine, so this is the right job for me. I'm now surrounded by people who are accepting, friendly, and inclusive. The best part for me is being appreciated for my work by a strong community of colleagues and friends."

Asha Sreedhar
Autism at Work employee



"Being a part of Latinos@SAP is important to me in creating a sense of belonging and elevating our community. There is always room for diversity of thought and of people in leadership and ENGs are a great platform to bring new voices to light."

Thamara Ramirez-Walker
Latinos@SAP New York Chapter Lead



“SAP makes it possible for you to have a job and still be able to fight for what you are passionate about, all in the same space.”

Sarah Borda
Member of the BEN Global Leadership Team and Co-Chapter Lead for BEN Germany.



“With 109,000+ employees globally, SAP has a wealth of diversity giving us a unique opportunity to highlight personal stories that celebrate our differences and through greater visibility enriching the lives of everyone in the organization. With D&I programs, we are able to build a more inclusive and a safe space for all employees to be their authentic self and to flourish.”

Russell Britton
Senior Customer Success Partner, SAP Concur & Pride@SAP Co-Lead Singapore Chapter



“A team that has a diverse background and experience can bring more to the table, improve results, create new synergies, and happier customers. It's beneficial to the company, and for the employees who get to learn more about their peers, about other cultures, and customers. This is what drives me to continue, to stay involved - helping people, inspiring people, learning from others.”

Daniela Paula Dumitru
Business Enablement Sr. Specialist for RISE with SAP



“Being part of a Diversity & Inclusion network allows me to make a difference creating a better today and a better tomorrow in the workplace and beyond, while contributing to make SAP´s purpose to help the world run better and improving people's lives a reality.”

Andrea Rapallini
Experience and Events Marketing, SAP Latin America | Generations@SAP Argentina Co-Leader



“SAP's D&I is the bridge of empowerment that allows you to create concrete ideas into reality.”

Christopher Robinson
Member of the Black Employee Network Global Committee



“Being part of the SAP Business Women's Network (BWN) and Black Employee Network groups gave me a sense of belonging, especially during the pandemic when we were all forced to work remotely. The opportunity to connect, coordinate and drive discussions on various topics that sometimes even challenge the status quo has allowed me to appreciate our diverse perspectives on life. It has also allowed me to expand my networks beyond my ISBN team and develop relationships with allies AND the sisterhood that is BWN.”

Rosy Baker-Zwambila
ISBN Senior Solutions Sales Executive – Africa



“My last 14 years involved with SAP's D&I has been a great experience; from founding an ENG to participating in SAP's process of becoming a more inclusive and equitable company. Latinos@SAP has evolved as a community to be more engaged with the company and other ENGs and has given me with colleagues who I now call 'my friends'.”

Luis Colmenares
Latinos@SAP Global Leader