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Date: 3/16/2021

Statement of Continuous Support for the UN Global Compact

Dear Readers,

2020 was a year none of us will ever forget. The coronavirus has turned the world upside down, and the year has also brought into focus other major challenges – just think climate change or social injustice. At SAP, we live by our purpose to help the world run better and improve people’s lives. So, as the pandemic took hold, in addition to supporting our communities, our priority was to ensure the safety of our employees, partners, and customers, while safeguarding business continuity. The challenges we faced over the last year reconfirmed the relevance of SAP as well as our extensive responsibility and the impact we can have on the economy, the society, and the environment:

We are honored to support the global fight against COVID-19. In Germany, together with Deutsche Telekom, we developed a contact tracing app (Corona-Warn-App), which is key to breaking infection chains. In fact, seventeen of the top 20 global vaccine producers run SAP solutions. We also support many logistics companies and organizations around the globe that are at the forefront of vaccine distribution.

We looked at ways we can drive social justice and equality. Among efforts worldwide, we have set a new goal to double the share of Black and African American employees in the workforce in the United States within the next three years. The share of women in management increased to 27.5%, and we remain committed to our goal of 30% by 2022.

We held digital skill-building and coding programs, training 117,000 teachers and engaging 2.3 million underserved people and youth, more than half of which were girls.

Turning to our responsibility to the environment, we have pulled forward our goal to become carbon neutral from 2025 to 2023.

As one of the first fifty signatory companies, we have been committed to the UN Global Compact since 2000. We continue to support the Ten Principles and the Sustainable Development Goals and are honored to be a founding partner of the [SDG Ambition](#).

SAP SE

represented by the Executive Board: Christian Klein (CEO), Sabine Bendiek, Luka Mucic, Dr.-Ing. Jürgen Müller, Scott Russell, Thomas Saueressig, Julia White
Chairman of the Supervisory Board: Hasso Plattner / Commercial Register Mannheim HRB 719915
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We invite you to read more about our ongoing work and progress in the [SAP Integrated Report 2020](#).

Sincerely,

A handwritten signature in black ink, appearing to read 'C Klein'.

Christian Klein
CEO, SAP SE