

# Investor Relations



< Investor Relations  
**Governance**

Policies and Statutes

Executive Board

Supervisory Board

Managers' Transactions

Annual General Meeting

## SAP SE Corporate Governance

At SAP, we believe that we have a responsibility to maintain shareholder, customer, and employee confidence in the Company's high standards of governance and accountability. This confidence is essential to everything we do in business and allows us to measure our level of success.



# SAP SE Supervisory Board

The SAP SE Supervisory Board advises and supervises the Executive Board. The number of members in and the composition of the Supervisory Board are determined by the Articles of Incorporation and the Agreement of the Involvement of the European Employees in SAP SE. SAP's Supervisory Board currently comprises nine members elected by the shareholders at their General Meeting and nine members representing the European employees of the SAP group.



**Prof. Dr. h.c. mult. Hasso Plattner**  
Chairman of the Supervisory Board  
SAP SE

- Year of Birth: 1944
- Nationality: German
- First elected: 2003
- Term expires: 2022



**Margret Klein-Magar**  
Deputy Chairperson of the Supervisory  
Board SAP SE

- Additional Positions:  
Chairperson of the  
Spokespersons' Committee of  
Senior Managers of SAP SE;  
Vice President, Head of SAP



**Pekka Ala-Pietilä**  
Chairman of the Board of Directors,  
Huhtamäki Oy Espoo, Finland

- Year of Birth: 1957
- Nationality: Finnish
- First elected: 2002
- Term expires: 2022

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[Learn more about Prof. Dr. h.c. mult.  
Hasso Plattner](#)

#### Alumni Relations

- Year of Birth: 1964
- Nationality: German
- First elected: 2012
- Term expires: 2024

[Learn more about Margret  
Klein-Magar](#)

[Learn more about Pekka Ala-Pietilä](#)

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# Supervisory Board Committees

The SAP Supervisory Board has appointed committees to prepare its deliberations and implement resolutions - a measure allowed by the law.

- ■ General and Compensation Committee

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The General Compensation Committee coordinates the work of the Supervisory Board and prepares the meetings of the Supervisory Board. Also, the Committee carries out the preparatory work necessary for the personnel decisions made by the Supervisory Board, e.g. remuneration as well as conclusion of, amendments to, and termination of Executive Board members' work contracts. Further, the General Committee handles matters concerning Corporate Governance.

#### Members:

- Prof. Dr. Hasso Plattner (Chairman)
- Pekka Ala-Pietilä
- Aicha Evans
- Bernard Liautaud
- Dr. Friederike Rotsch
- Panagiotis Bissiritsas
- Margret Klein-Magar
- Lars Lamadé
- Christine Regitz
- Ralf Zeiger

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- ■ [Audit Committee](#)



The Audit Committee handles matters concerning the financial statements and the auditing of the Group accounts.

Members:

- Dr. Gunnar Wiedenfels (Chairman)
- Gerhard Oswald
- Dr. Friederike Rotsch
- Panagiotis Bissiritsas
- Margret Klein-Magar
- James Wright

- - [Finance and Investment Committee](#)

The Finance and Investment Committee is responsible for matters related to financing as well as for strategic and venture capital investments.

Members:

- Dr. Friederike Rotsch (Chairman)
- Gerhard Oswald
- Dr. Gunnar Wiedenfels
- Panagiotis Bissiritsas
- Christine Regitz
- James Wright

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- ■ [Technology and Strategy Committee](#)

The Technology and Strategy Committee observes the latest technological developments and advises the Supervisory Board, especially when decisions require detailed technological knowledge.

Members:

- Prof. Dr. Hasso Plattner (Chairman)
- Christine Regitz (Vice Chairperson)
- Aicha Evans
- Diane Greene
- Prof. Dr. Gesche Joost
- Bernard Liautaud
- Gerhard Oswald
- Monika Kovachka-Dimitrova
- Lars Lamadé
- Heike Steck
- Christa Vergien-Knopf
- James Wright

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- ■ [Nomination Committee](#)

In accordance with a recommendation in the German Corporate Governance Code, SAP has a Nomination Committee. The purpose of the Nomination Committee is to propose suitable candidates for the Supervisory Board to recommend when the Annual General Meeting of Shareholders elects Supervisory Board members. The membership of the Nomination Committee is drawn entirely from among the shareholder-elected Supervisory Board members.

Members:

- Prof. Dr. Hasso Plattner (Chairman)
- Pekka Ala-Pietilä
- Diane Greene
- Bernard Liautaud

- [People and Organization Committee](#)

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The People and Organization Committee deliberates on key personnel matters and major organizational changes below Executive Board level; it also deliberates on equal opportunities for women at SAP. The Committee only advises the Executive and Supervisory Board on these matters and consists of eight members of the Supervisory Board.

Members:

- Gerhard Oswald (Chairman)
- Pekka Ala-Pietilä
- Aicha Evans
- Prof. Dr. Gesche Joost
- Monika Kovachka-Dimitrova
- Heike Steck
- Christa Vergien-Knopf
- Ralf Zeiger

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## Profile of Skills and Expertise

The proper consultation with and supervision of the Executive Board requires specific knowledge, capabilities, and professional experience among the members of the Supervisory Board. To this end, the Supervisory Board of SAP SE adopted a profile of the skills and expertise that the full Supervisory Board must possess. It thus follows the recommendation in section 5.4.1 (2) of the German Corporate Governance Code.

Profile of Skills and Expertise for the Supervisory Board of SAP SE

# Meeting Participation

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Overview of the participation of the Supervisory Board Members meetings and the committee meetings

Meeting Participation

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