

SAP SE Supervisory Board

The SAP SE Supervisory Board advises and supervises the Executive Board. The num ber ofm em bers in and the com position of the Supervisory Board are determ ined by the Articles of Incorporation and the Agreem entof the Involvem entof the European Em p byees in SAP SE. SAP's Supervisory Board currently com prises nine m em bers elected by the shareholders at their Genera IM eeting and nine m em bers representing the European em p byees of the SAP group.



Prof. Dr. h.c. m u lt. H asso P lattner C hairm an of the Supervisory Board SAP SE

- Year of B irth: 1944
- Nationality:Germ an
- Firstelected:2003
- Term expires:2022



M arg ret K le in -M agar Deputy Chairperson of the Supervisory Board SAP SE

Add itional Positions:
Chairperson of the
Spokespersons'Committee of
Senior Managers of SAPSE;
Vice President Head of SAP



Pekka A la-P ietilä Chairm an of the Board of D irectors, Huhtam äki Oyj Espoo, Fin land

- Year of B irth: 1957
- Nationality: Finnish
- Firstelected:2002
- Term expires:2022

Learn m ore about P rof. D r. h.c. m u lt. H asso P lattner • A lum niRe lations

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

Learn m ore about M argret K lein-M agar • Learn m ore aboutPekka A la-P ietilä •

Supervisory Board | Governance | SAP Investor Relations

https://www.sap.com/investors/en/governance/supervisory-board.html

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Supervisory Board Comm ittees

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

General and Compensation Committee

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

M em bers:

- Prof.Dr.HassoPlattner (Chairm an)
- Pekka A la-P ietilä
- Aicha Evans
- Bernard Liautaud
- Dr. Friederike Rotsch
- Panagiotis Bissiritsas
- MargretKlein-Magar
- Lars Lam adé
- Christine Regitz
- RalfZeiger



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

M em bers:

- Dr.GunnarWiedenfels (Chaimman)
- Gerhard 0 sw ald
- Dr. Friederike Rotsch
- Panagiotis Bissiritsas
- M argretK lein-M agar
- Jam esWright

Finance and InvestmentCommittee

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

M em bers:

- Dr. Friederike Rotsch (Chairm an)
- Gerhard 0 sw ald
- Dr.GunnarWiedenfels
- Panagiotis Bissiritsas
- Christine Regitz
- Jam esWright

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.

Mem bers:

- Prof.Dr.HassoPlattner (Chairm an)
- Christine Regitz (Vice Chairperson)
- Aicha Evans
- Diane Greene
- Prof. D r. G esche Joost
- Bernard Liautaud
- Gerhard 0 sw ald
- Monika Kovachka-Dimitrova
- Lars Lam adé
- H e ike S teck
- Christa Vergien-Knopf
- Jam esWright

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Nom ination Comm ittee

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.

M em bers:

- Prof.Dr.HassoPlattner (Chairm an)
- Pekka A la-P ietilä
- Diane Greene
- Bernard Liautaud

Peop le and O rgan ization Com m ittee

The People and Organization Committee deliberates on key personnelmatters and major organizational changes be by 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 consist of eightmembers of the Supervisory Board.

M em bers:

- Gerhard Oswald (Chairm an)
- Pekka A la-P ietilä
- A icha Evans
- Prof.Dr.Gesche Joost
- Monika Kovachka-Dimitrova
- H e ike S teck
- Christa Vergien-Knopf
- RalfZeiger

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Pro le of Skills and Expertise

The proper consultation with and supervision of the Executive Board requires specic knowledge, capabilities, and professional experience among the members of the Supervisory Board. To this end, the Supervisory Board of SAP SE adopted a prole 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.

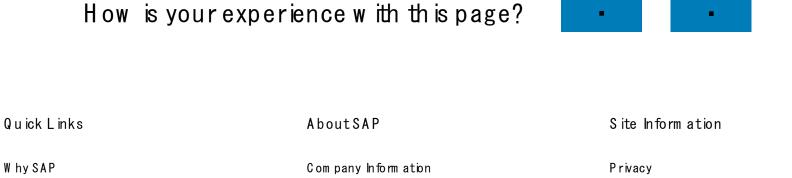
Pro le of Skills and Expertise for the Supervisory Board of SAP SE

M eeting Participation

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Overview of the participation of the Supervisory Board M em bersm eetings and the comm ittee m eetings

M eeting Participation



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