

Key Statements on Planned Elimination of Positions
(SAP AG Press Conference, Jan. 28, 2009, Frankfurt/Germany)

We want to secure SAP's global market leadership for the long-term and emerge out of this crisis stronger. To do so, we need to continue our cost savings-measures, ensure strict cost controls for all expenses, and hold no annual salary round in 2009. One of these cost-savings measures is the **elimination of positions**, while taking full advantage of attrition as a factor to reach this goal.

Our **goal** is to reduce the number of positions **globally** to 48,500. All countries will contribute to this goal – including Germany. We have entered into dialog with the works councils and we do not want to preempt this dialog.

In addition, we will take further **socially acceptable measures** while engaging in intense dialog with management, employees, and relevant representative bodies.

We estimate the elimination of positions will **cost about 200 to 300 million euros** this year. From 2010, we expect annual savings in the amount of 300 – 350 million euros.

If the market develops as we forecast and the business climate is as we expect, then no additional measures will be necessary. Our employees are very valuable to the success of the company. We will handle this situation with the utmost responsibility.

SAP has proven in the recent quarter that **management, employee representatives, and employees** together can react very quickly.

All measures contributed to the savings. Main contributors to the **savings of 200 million € in 2008** were restricted travelling and consistent use of modern virtual communications technologies.

That is an important strength in times of crisis. We will continue to act without hesitation to secure our **market leadership** in the long-term and emerge even stronger from the crisis.