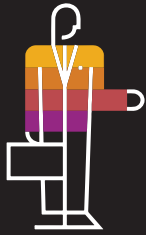


Employee Participant Impact

The Social Sabbatical Program provides positive long-term impacts on the SAP employee participants who serve as pro bono volunteer consultants both professionally and personally.

Professional Growth



74%

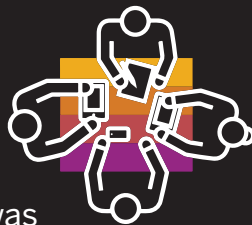
of employees report a long-term impact on their professional careers.

Top reported changes:

- Gained new perspective and different way of thinking
- Increased confidence
- Improved networking

86%

said their ability to collaborate with global and diverse colleagues was improved by their participation in the Social Sabbatical.



50%

of participants associate their career growth to the Social Sabbatical



Personal Growth



88%

of employees report a long-term impact on their personal life.

Top reported changes:

- Social awareness
- Forming a network
- Recognizing what's important



79%

of employees report a better sense of purpose.

51%

have better engagement with their communities.



SAP Social Sabbatical Program empowered me. This program made me step outside of my comfort zone and helped me realize all the things that I'm capable of. In some way, I consider that this program gave me the confidence to aim for more and obtain the leadership role that I nowadays have. – SAP participant, Argentina

