

II. REPORTS OF THE EXECUTIVE BOARD

1. Report of the Executive Board concerning Item 9 on the agenda

Under Item 9 on the agenda for the General Meeting of Shareholders of June 8, 2010, the Executive Board and the Supervisory Board propose to cancel the previous Authorized Capital Ia and IIa and to replace them by new Authorized Capital I and II. Pursuant to Section 203 (2) in conjunction with Section 186 (4) sentence 2 AktG, the Executive Board submits the following report on the reasons for the authorizations to exclude the shareholders' subscription rights in connection with the issue of the new shares, which report, constituting an integral part of the present invitation, is available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders.

a) Current Authorized Capital I and II and current Authorized Capital Ia and IIa, and reason for the proposed amendment

In Section 4 (5) and (7), the Articles of Incorporation provide for Authorized Capital I and II, under which the Executive Board is authorized to increase the capital stock by up to € 60 million against contributions in cash by issuing new no-par value ordinary voting bearer shares (Authorized Capital I) and by up to € 60 million against contributions in cash or in kind by issuing new no-par value ordinary voting bearer shares (Authorized Capital II). These authorizations have not been utilized to date. The current Authorized Capital I and II will expire on May 11, 2010, and thus before the date of the 2010 General Meeting of Shareholders. Paragraphs (5) and (7) of Section 4 of the Articles of Incorporation are therefore to be deleted.

Moreover, the Executive Board and the Supervisory Board propose to the General Meeting of Shareholders of June 8, 2010 to cancel the previous Authorized Capital Ia and IIa and to create new Authorized Capital I and II. In Section 4 (5) and (7), the Articles of Incorporation as currently in force provide for Authorized Capital Ia and IIa, under which the Executive Board is authorized to increase the capital stock by an aggregate amount of up to € 180 million against contributions in cash by issuing new no-par value ordinary voting bearer shares (Authorized Capital Ia) and by up to € 180 million against contributions in cash or in kind by issuing new no-par value ordinary voting bearer shares (Authorized Capital IIa). These authorizations have not been utilized to date. The authorizations will expire on May 8, 2011, and thus presumably before the date of the annual General Meeting of Shareholders planned for 2011. In order to ensure that the Company will be able also in the future to react to market conditions and to perform capital increases against contributions both in cash and in kind, the Executive Board is to be given the option, by creating corresponding new authorizations that will apply beyond May 8, 2011, to increase the Company's capital stock by issuing new no-par value ordinary voting bearer shares.

b) New Authorized Capital facilities and associated benefits for the Company

It is intended to create new Authorized Capital I and II in an aggregate amount of € 500 million.

Under the new Authorized Capital I as proposed under Item 9 subsection b) on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board is to be authorized, subject to the consent of the Supervisory Board, to increase the Company's capital stock on one or more occasions by an aggregate amount of up to € 250 million against contributions in cash by issuing new no-par value ordinary voting bearer shares. The new shares are to be offered to the shareholders for subscription, with an indirect subscription right within the meaning of Section 186 (5) sentence 1 AktG being sufficient in this context. According to the relevant statutory provisions alone, an issuance of shares in respect of which such an indirect subscription right is granted is not to be regarded as a case of exclusion of shareholders' subscription rights. The Executive Board is to be authorized, however, subject to the consent of the Supervisory Board, to exclude fractional shares from the shareholders' subscription rights (see subsection c) below). Under the new Authorized Capital II as proposed under Item 9 subsection c) on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board is to be authorized, subject to the consent of the Supervisory Board, to increase the Company's capital stock on one or more occasions by an aggregate amount of up to € 250 million against contributions in cash or in kind by issuing new no-par value ordinary voting bearer shares. The Executive Board is to be authorized to exclude the shareholders' statutory subscription rights (see subsection d) below). Both authorizations are to be granted for the maximum period permitted by law, i.e. until June 7, 2015.

The proposed authorizations to issue new shares from Authorized Capital I and II are to enable the Company to react to financing needs and opportunities to merge with other enterprises or to acquire enterprises or parts thereof or interests therein that may arise at short notice.

c) Exclusion of subscription rights in respect of the new Authorized Capital I

In connection with Authorized Capital I, the Executive Board is to be authorized to exclude the shareholders' subscription rights in respect of fractional shares, subject to the consent of the Supervisory Board. The exclusion of subscription rights in respect of fractional shares in connection with Authorized Capital I is required in order to ensure a technically feasible subscription ratio. The fractions of shares excluded from the shareholders' subscription rights will be realized either by sale on the stock exchange or in any other manner so as to best further the Company's interests. The potential dilutive effect is low due to the limitation to fractional shares. For these reasons, the Executive Board and the Supervisory Board consider the potential exclusion of the shareholders' subscription rights to be justified in view of the circumstances and reasonable for the shareholders.

d) Exclusion of subscription rights in respect of the new Authorized Capital II

Under Authorized Capital II, the Executive Board is to be authorized, subject to the consent of the Supervisory Board, to exclude the shareholders' subscription rights in connection with capital increases against contributions in cash if the total pro rata

amount of capital stock represented by the new shares in respect of which the shareholders' subscription rights are excluded does not exceed 10% of the Company's capital stock existing on June 8, 2010 or at the time the authorization is registered or at the time the new shares are issued and the issue price of the new shares is not substantially below the trading price of listed shares of the same class carrying the same rights at the time the Executive Board finally determines the issue price. The statutory basis for this so-called simplified exclusion of shareholders' subscription rights is Section 203 (1) and (2) in conjunction with Section 186 (3) sentence 4 AktG. A possible deduction from the relevant trading price will presumably not exceed 3%, and in no event 5%, of the trading price. This option to exclude the shareholders' subscription rights as provided for in Section 186 (3) sentence 4 AktG will enable the Company to quickly, flexibly and cost-effectively exploit opportunities arising as a result of prevailing stock exchange conditions. The sales proceeds that can be realized by fixing a price that is close to market will as a rule result in a significantly higher inflow of funds per share than in the case of a placement of shares with subscription rights, thus ensuring the highest possible inflow of equity. By avoiding the time-consuming and expensive handling of subscription rights, the Company will furthermore be able to meet its equity requirements quickly when market opportunities arise at short notice. Section 186 (2) sentence 2 AktG allows the subscription price to be published three days prior to the expiration of the subscription period at the latest. However, in light of the volatility in the stock markets, this still involves a market risk, in particular a price change risk, for several days, which may lead to safety margins being deducted when the selling price is determined and, therefore, to conditions that are not close to market. In addition, if the Company granted subscription rights, it would not be in a position to react quickly to favorable market conditions due to the length of the subscription period. The authorization to use treasury shares as set out in subsection e) of the resolution to purchase and use treasury shares proposed under Item 11 on the agenda also serves this purpose. However, the intention is to provide the Company with the necessary flexibility to be able to achieve this purpose also independently of a repurchase of treasury shares on the basis of the acquisition authorization proposed under Item 11 on the agenda. In order to ensure that the threshold of 10% of the capital stock stipulated in Section 186 (3) sentence 4 AktG for the simplified exclusion of shareholders' subscription rights is complied with, the authorization to issue new shares subject to a simplified exclusion of shareholders' subscription rights is limited to shares representing a pro rata amount of 10% of the Company's capital stock. The calculation of the 10% threshold is ultimately to be made on the basis of the amount of capital stock existing on June 8, 2010, at the time the authorization is entered in the commercial register, or at the time the shares are issued, whichever is the lowest. Moreover, the resolution proposal provides for a deduction clause, according to which the authorization volume will be reduced to the extent that other authorizations concerning the simplified exclusion of shareholders' subscription rights are exercised from the date of the General Meeting of Shareholders. This is to ensure that the 10% threshold stipulated in Section 186 (3) sentence 4 AktG is observed, taking into account all authorizations providing for the option to exclude subscription rights in accordance with Section 186 (3) sentence 4 AktG, whether applied directly, analogously or *mutatis mutandis*. For the stated reasons, the proposed authorization is in the interests of the Company and its shareholders. Since the issue amount for the new

shares will have to be determined by reference to the trading price and the volume of the authorization is limited, the interests of the shareholders are adequately protected. Shareholders wishing to maintain their participation ratios can do so by acquiring additional shares on the stock exchange. The portion of freely floating shares of the Company is approximately 72.40%. In the 2009 calendar year, the entire volume of trading in SAP shares on German exchanges amounted to more than 104% of the Company's capital stock.

Moreover, the Executive Board is to be authorized under Authorized Capital II, subject to the consent of the Supervisory Board, to exclude the shareholders' subscription rights in the context of capital increases against contributions in kind where shares are granted as consideration in connection with mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein. SAP AG has to cope with global competition. The Company must always be in a position to act promptly and flexibly in the national and international markets in the interests of its shareholders. This also includes the option to acquire enterprises or parts thereof or interests therein with a view to enhancing the Company's competitive position or to merge with other enterprises. In individual cases, the best possible way of implementing this option in the interests of the shareholders and the Company may consist in merging with another enterprise or acquiring an enterprise or parts thereof or interests therein by way of granting shares in the acquiring company. Practical experience shows that the shareholders of companies that are attractive acquisition targets frequently request the delivery of shares in the acquiring company as consideration for the respective sale. In order to be in a position to also acquire such companies, SAP AG must be able to grant new shares as consideration. The authorization to use treasury shares as set out in subsection f) of the resolution to purchase and use treasury shares proposed under Item 11 on the agenda also serves this purpose. However, the intention is to provide the Company with the necessary flexibility to be able to achieve this purpose also independently of a repurchase of treasury shares on the basis of the acquisition authorization proposed under Item 11 on the agenda. SAP AG will not suffer any disadvantage in this context, as the issue of shares against contributions in kind requires that the value of the contribution in kind be in reasonable proportion to the value of the shares. By contrast, if shareholder subscription rights were to be maintained, mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein involving the granting of new shares in the Company would be impossible, rendering the associated benefits for the Company and the shareholders unattainable.

The Company is currently not contemplating any specific merger or acquisition in respect of which it intends to make use of this option. Should any specific opportunities open up with regard to mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein, the Executive Board will carefully assess in each individual case whether or not to exercise the authorization to increase the capital by granting new shares. The Executive Board will do so only if it arrives at the conclusion that the relevant merger or the acquisition of the relevant enterprise or part thereof or interest therein in return for the granting of SAP shares is in the best interests of the Company. The Supervisory Board will give its required consent only if it arrives at the same conclusion.

Having considered all of the above circumstances, the Executive Board, acting with the consent of the Supervisory Board, considers the potential exclusion of shareholders' subscription rights in the specified cases to be justified in view of the circumstances and reasonable for the shareholders for the stated reasons, in particular if the potential dilutive effects are taken into account.

In the event that the Executive Board does not utilize the above authorizations concerning the exclusion of the shareholders' subscription rights, the Executive Board is to be authorized under Authorized Capital II, as under Authorized Capital I, to exclude the shareholders' subscription rights in respect of fractional shares, subject to the consent of the Supervisory Board. The reasons for such an exclusion of subscription rights, as well as its justification in view of the circumstances and its reasonableness for the shareholders have already been discussed in the section of this report dealing with Authorized Capital I (see subsection c) above) and apply *mutatis mutandis* in the present context.

e) Report of the Executive Board on a utilization of the new Authorized Capital I and II

The Executive Board will report to the General Meeting of Shareholders on any utilization of Authorized Capital I and II.

2. Report of the Executive Board concerning Item 10 on the agenda

Under Item 10 on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board and the Supervisory Board propose that new Authorized Capital III be created for the purpose of granting shares to employees of SAP AG and its downstream affiliates. Pursuant to Section 203 (1) in conjunction with Section 186 (4) sentence 2 AktG, the Executive Board submits the following report on the reasons for the exclusion of the shareholders' subscription rights in connection with the issue of the new shares, which report, constituting an integral part of the present invitation, is available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders.

In the context of the issue of shares from Authorized Capital III as proposed under Item 10 on the agenda of the General Meeting of Shareholders of June 8, 2010, the shareholders' subscription rights are to be excluded. The new shares are to be used exclusively for the granting of shares to employees of SAP AG and its downstream affiliates (employee shares).

In the past, SAP AG already established various share-based participation programs to allow its executive staff and employees to participate in the success and the increase in the corporate value of SAP AG. The aim of any such share-based employee participation program which combines a long-term effect with a certain risk always is to create a specific incentive to achieve a sustainable increase in the corporate value of SAP AG, to strengthen the identification with and bond to the companies of the SAP group by rewarding the willingness to stay with the SAP group in the longer term, and to help develop a real and sustainable culture of employee shareholdership. With Authorized Capital III, SAP AG is to be placed in a position to promote employee

participation in the Company by granting shares to its employees. The granting of employee shares serves to improve employee integration, increase the willingness to take on responsibility and strengthen the bond between the employees and their employer. The issuance of employee shares is therefore in the interests of the Company and its shareholders. This approach is promoted by the legislator, who has provided for various ways to support companies in issuing such shares. Shares are to be offered only to employees of SAP AG and its downstream affiliates. By contrast, no shares are to be granted from Authorized Capital III to members of the Executive Board of SAP AG or the managing or supervisory bodies of its affiliates.

By issuing employee shares, the Company is in a position to offer a long-term incentive that reflects not only positive but also negative developments. By providing for a lock-up period of several years when granting such shares, or offering certain incentives to hold the shares over a certain period of time, the Company has a tool not only for granting a bonus but also for deducting a "malus" where developments have been negative. With this instrument, the willingness of employees and executive staff to take on commercial responsibility can thus be increased, which is in the interests of the Company and its shareholders.

Special conditions can be granted when new shares are issued to employees. Moreover, shares are to be issued to employees in such a manner that the contribution to be paid on such shares is covered by a part of the profit for the year which the Executive Board and the Supervisory Board may allocate to other revenue reserves under Section 58 (2) AktG. This option and the requirements to be satisfied in this context are governed by Section 204 (3) AktG.

Besides issuing the new shares directly, it is intended that the new shares may also be subscribed by a bank or other entity meeting the requirements of Section 186 (5) sentence 1 AktG subject to an undertaking to use them exclusively for the purpose of granting employee shares. In this case, the shares will be issued with the subscribing entity acting as an intermediary. This process can serve to facilitate the handling, for example by entrusting it to a bank to the greatest extent possible.

Moreover, it is intended that the shares may also be procured by a bank or other entity meeting the requirements of Section 186 (5) sentence 1 AktG by way of securities loans, with the new shares being used to redeem such securities loans. Procuring the shares by way of securities loans also serves to facilitate the handling. Accordingly, the new shares created from Authorized Capital III are to be used not only for the purpose of issuing them directly or indirectly to employees of SAP AG and its downstream affiliates but also for the purpose of satisfying the claims of lenders for the redemption of loans. In this case, the new shares will be issued against contributions in kind. In terms of the economic result, the new shares are used in this case, too, for the purpose of granting them to the employees.

The Company considers using shares from Authorized Capital III under a share matching plan in which executive staff and employees of SAP AG and its downstream affiliates as well as members of the managing bodies of downstream affiliates may participate. Under the share matching plan, SAP AG and its affiliates are to have the

option of offering their executive staff and employees to purchase SAP shares, which are generally subject to a lock-up period of three years, on preferential terms, i.e. at a reduced price, with the plan participants being entitled at a later stage (i.e. after expiry of the three-year lock-up period) to receive one additional SAP share (matching share) for three previously acquired SAP shares free of charge, provided that the plan participant's employment with SAP AG or an affiliate has continued without interruption and no notice of termination has been given during this period. Different terms will apply to certain executive staff members in strategic positions with global responsibilities, the Global Executives of SAP AG and its affiliates, who can purchase shares at a price that is not reduced and are then entitled to receive two matching shares for each three of these shares once the three-year lock-up period has expired. New tranches are to be issued each year on the basis of the share matching plan (plan tranches), and offers for the purchase of SAP shares will be made for each plan tranche. If, however, the plan participant's employment ends, the lock-up period will equally cease to apply. Authorized Capital III is also to be used for the purposes of the share matching plan, insofar as the participants are employees of SAP AG and its downstream affiliates.

The volume of the proposed Authorized Capital III is adequate in proportion to the number of employees of SAP AG and its downstream affiliates. Assuming that 70 to 90 shares are granted per employee and tranche on average (depending on the trading price at the time the shares are granted), the proposed volume will provide sufficient shares to operate the share matching plan as described above for a period of five years.

The authorization to use treasury shares as set out in subsection k) of the resolution to purchase and use treasury shares proposed under Item 11 on the agenda also serves this purpose. However, the intention is to provide the Company with the necessary flexibility to be able to achieve this purpose also independently of a repurchase of treasury shares on the basis of the acquisition authorization proposed under Item 11 on the agenda or any previous acquisition authorization.

In order for the Company to be able to issue new shares as employee shares or to use them for the redemption of securities loans utilized for this purpose, the shareholders' subscription rights must be excluded. Otherwise, it would not be possible to attain the associated benefits for the Company and its shareholders.

Having considered all of the above circumstances, the Executive Board, acting with the consent of the Supervisory Board, considers the exclusion of shareholders' subscription rights in the specified cases to be justified in view of the circumstances and reasonable for the shareholders for the stated reasons, in particular if potential dilutive effects are taken into account.

The Executive Board will report to the General Meeting of Shareholders on any utilization of Authorized Capital III.

3. Report of the Executive Board concerning Item 11 on the agenda

Under Item 11 on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board and the Supervisory Board propose that the Executive Board be authorized to acquire treasury shares on behalf of the Company and to either resell or redeem the shares so acquired without requiring a further resolution of the General Meeting of Shareholders. Pursuant to Section 71 (1) no. 8 sentence 5 in conjunction with Section 186 (4) sentence 2 AktG, the Executive Board submits the following report on the reasons for the exclusion of the shareholders' subscription rights in connection with the sale of treasury shares as well as the exclusion of a potential right to offer shares in connection with the acquisition of treasury shares, which report, constituting an integral part of the present invitation, is available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders.

a) Acquisition of treasury shares and exclusion of a potential right to offer shares

Under Item 11 on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board and the Supervisory Board propose that the Executive Board be authorized to acquire treasury shares on behalf of the Company. Under such authorization, the Executive Board is to have the option to acquire, on or before June 30, 2013, shares in the Company representing a pro rata amount of capital stock of up to € 120 million in aggregate (i.e. 120 million shares, based on a pro rata amount of capital stock represented by one share of € 1.00). The acquisition may also be effected by any dependent group company of SAP AG within the meaning of Section 17 AktG or by any third party for the account of such dependent group company or SAP AG. The repurchase may either be effected on the stock exchange or by way of a public purchase offer to all shareholders, as the Executive Board deems fit. In the event that the acquisition is effected by way of a purchase offer to all shareholders, the principle of equal treatment must be observed, as in connection with the acquisition of shares on the stock exchange. Should the volume offered at the stipulated price exceed the number of shares the Company wishes to acquire, it is intended, however, that the acquisition may be performed according to the proportion of offered shares (proportion offered). Only where acquisition is performed on the basis of the proportion offered as opposed to the proportion held can the acquisition process be executed along economically sound lines. Moreover, it is intended that offers pertaining to limited numbers of shares (up to 100 offered shares per shareholder) may be given preferential treatment. This option serves to avoid small, generally uneconomic, residual amounts and any corresponding factual disadvantage for minor shareholders. It also serves to simplify the actual execution of the acquisition procedure. Provision is also intended to be made for rounding to be performed according to commercial principles in order to avoid fractional shares. Thus, the acquisition ratio and/or the number of shares to be acquired from an individual offering shareholder may be rounded according to commercial principles in such a way as to ensure that only whole shares are acquired. The Executive Board and the Supervisory Board believe that the exclusion of any further right of the shareholders to offer shares is justified in view of the circumstances and reasonable from the shareholders' perspective.

b) Use of acquired treasury shares and exclusion of subscription rights pursuant to the resolution proposal under Item 11 on the agenda

Under the authorization proposed in Item 11 on the agenda of the General Meeting of Shareholders of June 8, 2010, the Executive Board is to be authorized to sell the shares acquired pursuant to such authorization on the stock exchange or to offer the shares to the shareholders for acquisition in connection with a public offer for sale while maintaining the shareholders' subscription rights. Where the Executive Board sells treasury shares on the stock exchange, shareholders will have no subscription rights. Under Section 71 (1) no. 8 sentence 4 AktG, however, a sale (or purchase) of treasury shares on the stock exchange is sufficient for the purposes of the principle of equal treatment within the meaning of Section 53a AktG.

It is furthermore proposed, however, that the Executive Board be authorized to redeem the acquired treasury shares without requiring a further resolution of the General Meeting of Shareholders. Such redemption will generally result in a capital reduction. It is proposed, however, that the Executive Board also be authorized to implement the redemption in accordance with Section 237 (3) no. 3 AktG without any changes to the capital stock. In such event, the redemption of shares is to result in an increase in the pro rata amount of capital stock represented by the remaining shares pursuant to Section 8 (3) AktG.

The resolution proposal under Item 11 on the agenda of the General Meeting of Shareholders of June 8, 2010 furthermore provides for the exclusion of the shareholders' subscription rights if the repurchased treasury shares are used as set out below, as well as, where shares are used that were previously acquired under authorizations granted at an earlier stage, in the circumstances described in subsection ee) below:

aa) Sale against cash payment at a price not substantially below the trading price

It is proposed that the Executive Board be authorized, subject to the consent of the Supervisory Board, to sell acquired treasury shares which account for a portion of up to 10% of the capital stock in aggregate other than on the stock exchange or by way of an offer for sale addressed to all shareholders against payment in cash at a price which is not substantially below the trading price of the Company's share on the Frankfurt Stock Exchange on the five trading days preceding the final determination of the selling price by the Executive Board, calculated on the basis of the arithmetic mean of the closing auction prices of the SAP share in the XETRA trading system (or any successor system) (subsection e) of the resolution proposal). The shareholders' subscription rights are to be excluded in respect of these shares. The statutory basis of this so-called simplified exclusion of shareholders' subscription rights is Section 71 (1) no. 8 sentence 5 in conjunction with Section 186 (3) sentence 4 AktG. A possible deduction from the relevant trading price will presumably not exceed 3%, and in no event 5%, of the trading price.

This option to exclude the shareholders' subscription rights as provided for in Section 186 (3) sentence 4 AktG will enable the Company to quickly, flexibly and cost-effectively exploit opportunities arising as a result of prevailing stock exchange

conditions. The sales proceeds that can be realized by fixing a price that is close to market will as a rule result in a significantly higher inflow of funds per share than in the case of a placement of shares with subscription rights, thus ensuring the highest possible inflow of equity. By avoiding the time-consuming and expensive handling of subscription rights, the Company will furthermore be able to meet its equity requirements quickly when market opportunities arise at short notice. Section 186 (2) sentence 2 AktG allows the subscription price to be published three days prior to the expiration of the subscription period at the latest. However, in light of the volatility in the stock markets, this still involves a market risk, in particular a price change risk, for several days, which may lead to safety margins being deducted when the selling price is determined and, therefore, to conditions which are not close to market. In addition, if the Company granted subscription rights, it would not be in a position to react quickly to favorable market conditions due to the length of the subscription period. Authorized Capital II as proposed under Item 9 subsection c) on the agenda also serves this purpose. However, the intention is to enable the Company to achieve this purpose after a repurchase of treasury shares, where appropriate, without having to perform a capital increase, which would require more time and effort especially due to the fact that such increase must be entered in the commercial register.

In order to comply with the limit applicable to the simplified exclusion of the shareholders' subscription rights as provided for in Section 186 (3) sentence 4 AktG of 10% of the capital stock, the authorization to dispose of acquired treasury shares subject to the simplified exclusion of the shareholders' subscription rights is limited to shares representing a pro rata amount of 10% of the Company's capital stock. For the purpose of calculating the 10% threshold, the lower of the amount of capital stock existing at the time the resolution concerning the authorization is adopted by the General Meeting of Shareholders of June 8, 2010 or the amount of capital stock existing at the time the authorization is exercised is to be relevant. The resolution proposal also provides for a deduction clause, pursuant to which the authorization volume will be reduced to the extent that other authorizations concerning the simplified exclusion of shareholders' subscription rights are exercised from the date of the General Meeting of Shareholders. This is to ensure that the 10% threshold stipulated in Section 186 (3) sentence 4 AktG is observed, taking into account all authorizations providing for the option to exclude subscription rights in accordance with Section 186 (3) sentence 4 AktG, whether applied directly, analogously or *mutatis mutandis*.

In light of the stated reasons, the proposed authorization to use treasury shares and the exclusion of subscription rights is in the interests of the Company and its shareholders. Since the selling price for treasury shares to be granted will have to be determined by reference to the trading price and the volume of the authorization is limited, the interests of the shareholders are adequately protected. Shareholders wishing to maintain their participation ratios can do so by acquiring additional shares on the stock exchange. The portion of freely floating shares of the Company is approximately 72.40%. In the 2009 calendar year, the entire volume of trading in SAP shares on German exchanges amounted to more than 104% of the Company's capital stock.

bb) Sale in connection with mergers with other enterprises or acquisitions of enterprises

It is further proposed that the Executive Board be authorized, subject to the consent of the Supervisory Board, to transfer the acquired treasury shares to third parties as consideration in connection with mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein (subsection f) of the resolution proposal). In this context, it is proposed that the shareholders' subscription rights be equally excluded.

SAP AG has to cope with global competition. The Company must always be in a position to act promptly and flexibly in the national and international markets in the interests of its shareholders. This also includes the option to acquire enterprises or parts thereof or interests therein with a view to enhancing the Company's competitive position or to merge with other enterprises. In individual cases, the best possible way of implementing this option in the interests of the shareholders and the Company may consist in merging with another enterprise or acquiring an enterprise or parts thereof or interests therein by way of granting shares in the acquiring company. Practical experience shows that the shareholders of companies that are attractive acquisition targets frequently request the delivery of shares in the acquiring company as consideration for the respective sale. In order to be in a position to also acquire such companies, SAP AG must be able to grant treasury shares as consideration. Authorized Capital II as proposed under Item 9 subsection c) on the agenda also serves this purpose. However, the intention is to enable the Company to achieve this purpose after a repurchase of treasury shares, where appropriate, without having to perform a capital increase, which would require more time and effort especially due to the fact that such increase must be entered in the commercial register.

By contrast, if shareholders' subscription rights were to be maintained, mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein in return for the granting of acquired treasury shares would be impossible, rendering the associated benefits for the Company and its shareholders unattainable.

The Company is currently not contemplating any specific merger or acquisition in respect of which it intends to make use of this option. Should any specific opportunities open up with regard to mergers with other enterprises or acquisitions of enterprises or parts thereof or interests therein, the Executive Board will carefully assess in each individual case whether or not to exercise the authorization concerning the granting of treasury shares. The Executive Board will do so only if it arrives at the conclusion that the relevant merger or the acquisition of the relevant enterprise, part thereof or interest therein in return for the granting of SAP shares is in the best interests of the Company. The same applies with regard to the consent of the Supervisory Board, which is required under the resolution proposal. The Executive Board will report on the details in connection with the exercise of the authorization to the General Meeting of Shareholders next following any merger or acquisition in return for the granting of SAP shares.

cc) Servicing of conversion and subscription rights under the SAP AG 2000 Long Term Incentive Plan and the SAP Stock Option Plan 2002

Furthermore, it is proposed that the Executive Board be authorized, subject to the consent of the Supervisory Board, and, to the extent that any members of the Executive Board are affected, the Supervisory Board be authorized to use acquired treasury shares, subject to an exclusion of the shareholders' subscription rights, for the purpose of servicing conversion and subscription rights under the SAP AG 2000 Long Term Incentive Plan and subscription rights under the SAP Stock Option Plan 2002 and to transfer these shares to the holders of such rights in accordance with the terms and conditions determined in the relevant resolutions of the General Meeting of Shareholders (subsections h) and i) of the resolution proposal). The transfer of treasury shares for the purpose of servicing these subscription rights instead of using the contingent capital will in particular help to prevent any dilutive effects which might otherwise occur. The exclusion of the shareholders' subscription rights is therefore also in the interests of the existing shareholders.

The authorizing resolution on the establishment of the SAP Stock Option Plan 2002 adopted by the General Meeting of Shareholders of May 3, 2002 is available for inspection at the commercial register of the Local Court of Mannheim as part of the notarial record of this General Meeting of Shareholders. It is also available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders. The contents of the authorizing resolution on the establishment of the SAP Stock Option Plan 2002 are further set out in the invitation to the annual General Meeting of Shareholders of May 3, 2002, which was published in the German Federal Gazette dated March 22, 2002.

The authorizing resolution on the establishment of the SAP AG 2000 Long Term Incentive Plan adopted by the General Meeting of Shareholders of January 18, 2000 as well as the resolutions supplementing and amending it that were adopted by the General Meeting of Shareholders of May 3, 2001 are available for inspection at the commercial register of the Local Court of Mannheim as part of the notarial records of these general meetings of shareholders. They are also available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders. The contents of the authorizing resolution on the establishment of the SAP AG 2000 Long Term Incentive Plan are further set out in the invitation to the extraordinary General Meeting of Shareholders of January 18, 2000, which was published in the German Federal Gazette dated December 9, 1999, and the contents of the resolutions supplementing and amending this authorizing resolution are set out in the invitation to the annual General Meeting of Shareholders of May 3, 2001, which was published in the German Federal Gazette dated March 23, 2001.

dd) Servicing of conversion or option rights under convertible and/or warrant-linked bonds

It is also proposed that the Executive Board, subject to the consent of the Supervisory Board, be authorized to use treasury shares, subject to an exclusion of the shareholders' subscription rights, for the purpose of servicing conversion or

option rights under convertible or warrant-linked bonds issued by the Company under the authorizations granted by the resolutions relating to Item 11 on the agenda of the General Meeting of Shareholders of May 9, 2006, subsections a) and b), and to transfer such shares to the holders of the conversion or option rights in accordance with the relevant terms and conditions determined in the aforementioned resolutions of the General Meeting of Shareholders (subsection j) of the resolution proposal). The transfer of treasury shares for the purpose of servicing these conversion or option rights instead of using the contingent capital will in particular help to prevent any dilutive effects which might otherwise occur. The exclusion of the shareholders' subscription rights is therefore also in the interests of the existing shareholders.

The authorizing resolutions adopted by the General Meeting of Shareholders of May 9, 2006 are available for inspection at the commercial register of the Local Court of Mannheim as part of the notarial record of this General Meeting of Shareholders. They are also available on the Internet at <http://www.sap.com/agm> and will be available for inspection at the General Meeting of Shareholders. The contents of these authorizing resolutions are further set out in the invitation to the annual General Meeting of Shareholders of May 9, 2006, which was published in the electronic version of the German Federal Gazette on March 30, 2006.

- ee) Offer or promise and/or transfer of shares to employees of the Company and its downstream affiliates as well as to members of the managing bodies of its downstream affiliates

It is also proposed that the Executive Board be authorized to offer for acquisition or to promise and/or transfer treasury shares to employees of the Company and its downstream affiliates (i.e. as employee shares (*Belegschaftsaktien*)) as well as to members of the managing bodies of its downstream affiliates, subject to an exclusion of the shareholders' subscription rights (subsection k) of the resolution proposal).

In the past, SAP AG already established various share-based participation programs to allow its executive staff and employees to participate in the success and the increase in the corporate value of SAP AG. The aim of any such share-based employee participation program which combines a long-term effect with a certain risk always is to create a specific incentive to achieve a sustainable increase in the corporate value of SAP AG, to strengthen the identification with and bond to the companies of the SAP group by rewarding the willingness to stay with the SAP group in the longer term, and to help develop a real and sustainable culture of employee shareholdership. The intention is to enable SAP AG to promote employee participation in the Company by granting employee shares. The granting of such employee shares serves to improve employee integration, increase the willingness to take on responsibility and strengthen the bond between the employees and their employer. The issuance of employee shares is therefore in the interests of the Company and its shareholders. This approach is promoted by the legislator, who has provided for various ways to support companies in issuing such shares. However, shares are to be offered not only to employees of SAP AG and its downstream affiliates but also to members of the managing bodies of downstream affiliates. These executive staff have a material influence on the development of

the SAP group and SAP AG. It is important therefore to offer them, too, a strong incentive to contribute to a sustainable increase in the corporate value of SAP AG and to strengthen their identification with and bond to the companies of the SAP group by rewarding their willingness to stay with the SAP group in the longer term.

By issuing shares to employees and members of the managing bodies of downstream affiliates, the Company is in a position to offer a long-term incentive that reflects not only positive but also negative developments. By providing for a lock-up period of several years when granting such shares, or offering certain incentives to hold the shares over a certain period of time, the Company has a tool not only for granting a bonus but also for deducting a "malus" where developments have been negative. With this instrument, the willingness of employees and executive staff to take on commercial responsibility can thus be increased, which is in the interests of the Company and its shareholders. Special conditions can be granted in connection with the granting of shares.

Besides granting the shares directly, it is intended that the acquired shares may also be transferred to a bank or other entity meeting the requirements of Section 186 (5) sentence 1 AktG which subscribes the shares subject to an undertaking to offer for acquisition or to promise and/or transfer them exclusively to employees of the Company and its downstream affiliates or to members of the managing bodies of downstream affiliates. This process can serve to facilitate the handling, for example by entrusting it to a bank to the greatest extent possible.

Moreover, it is intended that the shares may also be procured by a bank or other entity meeting the requirements of Section 186 (5) sentence 1 AktG by way of securities loans, with the acquired treasury shares being used to redeem such securities loans. Procuring the shares by way of securities loans also serves to facilitate the handling. Accordingly, the acquired shares are to be used not only for the purpose of granting them directly or indirectly to employees of SAP AG and its downstream affiliates as well as to members of the managing bodies of downstream affiliates but also for the purpose of satisfying the claims of lenders for the redemption of loans. In terms of the economic result, the shares are used in this case, too, for the purpose of granting them to employees of SAP AG and its downstream affiliates as well as to members of the managing bodies of downstream affiliates.

The Company considers using treasury shares under a share matching plan in which executive staff and employees of SAP AG and its downstream affiliates as well as members of the managing bodies of downstream affiliates may participate. Under the share matching plan, SAP AG and its affiliates are to have the option of offering their executive staff and employees to purchase SAP shares, which are generally subject to a lock-up period of three years, on preferential terms, i.e. at a reduced price, with the plan participants being entitled at a later stage (i.e. after expiry of the three-year lock-up period) to receive one additional SAP share (matching share) for three previously acquired SAP shares free of charge, provided that the plan participant's employment with SAP AG or an affiliate has continued without interruption and no notice of termination has been given during this

period. Different terms will apply to certain executive staff members in strategic positions with global responsibilities, the Global Executives of SAP AG and its affiliates, who can purchase shares at a price that is not reduced and are then entitled to receive two matching shares for each three of these shares once the three-year lock-up period has expired. New tranches are to be issued each year on the basis of the share matching plan (plan tranches), and offers for the purchase of SAP shares will be made for each plan tranche. If, however, the plan participant's employment ends, the lock-up period will equally cease to apply.

Authorized Capital III as proposed under Item 10 on the agenda also serves this purpose, at least in parts. However, the intention is to enable the Company to achieve this purpose after a repurchase of treasury shares, where appropriate, without having to perform a capital increase, which would require more time and effort especially due to the fact that such increase must be entered in the commercial register. In this context, it is intended that shares may be used that were previously acquired under acquisition authorizations granted at an earlier stage. The reasons set out for the exclusion of subscription rights will apply equally where these shares are used subject to an exclusion of the shareholders' subscription rights.

In order for the Company to be able to issue or to offer and/or transfer treasury shares to employees or members of the managing bodies of downstream affiliates, the shareholders' subscription rights must be excluded. Otherwise, it would not be possible to attain the associated benefits for the Company and its shareholders.

c) Authorization to exclude subscription rights in respect of fractional shares

Finally, it is proposed that the Executive Board be authorized, subject to the consent of the Supervisory Board, to exclude the shareholders' subscription rights in respect of fractional shares in the event of a sale of treasury shares by way of an offer for sale to all of the Company's shareholders (subsection 1) of the resolution proposal). The exclusion of the shareholders' subscription rights in respect of fractional shares is required in order to ensure a technically feasible subscription ratio. The fractions of shares excluded from the shareholders' subscription rights will be realized either by sale on the stock exchange or in any other manner so as to best further the Company's interests. The potential dilutive effect is low due to the limitation to fractional shares.

d) Final statement

Having considered all of the above circumstances, the Executive Board, acting with the consent of the Supervisory Board, considers the exclusion of the shareholders' subscription rights in the specified cases to be justified in view of the circumstances and reasonable for the shareholders for the stated reasons, in particular if potential dilutive effects are taken into account.