

SUPPLEMENTARY AGREEMENT

to the

Agreement on the Involvement of Employees in SAP SE

dated March 10, 2014

between

SE Works Council (Europe) of SAP SE

and

SAP SE

With regard to the likely withdrawal of the United Kingdom (UK) from the European Union ("Brexit"), the Parties enter into the following "Agreement supplementing the Agreement on the Involvement of Employees in SAP SE" dated March 10, 2014 ("Employee Involvement Agreement", "EIA"):

1. Withdrawal from the European Union

If the United Kingdom withdraws from the European Union without acceding to the European Economic Area, the scope of the Employee Involvement Agreement will be extended for a limited period of time as follows:

The scope of application pursuant to Part I, Section 1.1 (3) of the Employee Involvement Agreement covers the United Kingdom beyond the date of the Brexit as follows:

(1) for the SAP Employees' Representatives in the SE Works Council:

until the end of the regular term of office of the Supervisory Board which begins with the Annual General Meeting on May 15, 2019, but no longer than the Annual General Meeting 2024.

(2) for the SAP Employees' Representatives in the Supervisory Board of SAP SE:

until the end of the regular term of office of the Supervisory Board which begins with the Annual General Meeting on May 15, 2019, but no longer than the Annual General Meeting 2024.

Should the elected or appointed Employees' Representatives from the United Kingdom terminate their office prematurely before the end of their term according to (1) or (2) above, the respective substitute members shall succeed them. If there is no substitute member or if the substitute member's office also ends prematurely before the end of its term of office, a new Employees' Representative from the United Kingdom shall be elected or, respectively appointed.

2. Withdrawal from the European Union upon accession to the European Economic Area (EEA)

The Parties agree that the United Kingdom, as a member of the EEA, would remain covered by the scope of application pursuant to Part I, Section 1.1 (3) of the Employee Involvement Agreement as it was as a member of the European Union.

3. Entry into force, term

This Supplementary Agreement is subject to the condition precedent that the United Kingdom withdraws from the European Union effective the lapse of March 29, 2019 (CET), or within six months thereafter. This Supplementary Agreement may be amended or supplemented by agreement between the Parties. Any amendments and supplements must be in written form in order to be effective.

This Supplementary Agreement shall be governed by German law. The German version shall prevail.

Walldorf, March 22, 2019

SAP SE

Luka Mucic

Member of the Executive Board/
Chief Financial Officer

Stefan Ries

Member of the Executive Board/
Chief Humans Resources Officer

On behalf of the SE Works Council (Europe)

James Wright

Chairman of the
SE Works Council (Europe) of SAP SE

Michael Uckermann

Deputy Chairman of the
SE Works Council (Europe) of SAP SE