



# Your Benefits Your choice!

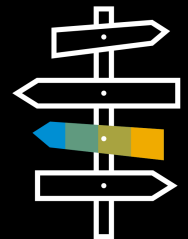
Invest in yourself. Our goal is to enable you to have everything you need so you can become everything you want to be and perform at your best. **Here's what SAP offers you.**



**LOCAL OFFERS**  
**INDIA**



**GLOBAL**  
**OFFERS**



**WANT TO**  
**LEARN MORE?**



# LOCAL BENEFITS

**INDIA**



**WELL-BEING**



**TRANSPORTATION**



**WORK-LIFE**



**FINANCIAL  
SERVICES**



**FAMILY  
PROTECTION**



**OTHER  
BENEFITS**

# WELL-BEING



## WELL-BEING

### Your Health

- Industry best medical insurance scheme, covering you and your family - spouse/partner, children, parents/-in laws.
- New addition to medical insurance coverage includes mental health and gender-affirmation surgery.
- An on-campus doctor is available.
- Get wellness coverage (for you, spouse, children and your parents) for health check ups, consultations, etc.
- We support a healthy lifestyle by providing healthy food options to you on all workdays, free of cost (lunch/dinner and snacks).
- You can use our inhouse gym facility/tie ups with gym providers.
- Get reimbursed for a range of Health & Wellness benefits under FlexBen.



# TRANSPORT



## TRANSPORT

### Options for Everyone

- You can benefit from our Corporate Car Lease policy.
- We offer you a free shuttle service to commute to the office and home every day.



# WORK-LIFE



## WORK-LIFE

### Make the Most of Your Time

- Make use of a flexible work schedule, along with the option to work from home (depending on your needs).
- Benefit from a variety of leave options, such as privilege leave, illness leave, hospitalization leave, marriage leave, maternity and paternity benefits, and floating holidays.
- Newly introducing family care leaves to take care of your family during illness or hospitalization. Family members under this policy can also extend to members of your family who are not declared as dependents under your insurance (siblings, grandparents, pets).



# FINANCE



## FINANCE

### Planning for Tomorrow

- National Pension Scheme for tax benefits and retirement corpus.
- Our superannuation scheme provides adequate security to you during your retirement, or to your dependents (in the event of your death).
- Gratuity is payable on completion of 2 years of service.
- Receive one-to-one financial consultation under FlexBen.



# FAMILY PROTECTION



## FAMILY PROTECTION

- Benefit from our Accident Insurance policy and our Life Insurance policy.
- Our Care for Life Fund provides you with financial support in unexpected situations, such as serious illnesses.
- Receive additional Flex Points on life events, such as your birthday, wedding day, and the birth of your child, under FlexBen.
- Day care services for children of our employees.
- We provide cab support for office commuting for expecting mothers.



# FLEXIBLE BENEFITS



## FLEXIBLE BENEFITS

- Our FlexBen (Flexible Benefits) Program empowers you to customize your benefits package according to your needs. FlexBen comprises core benefits and optional benefits under four different themes: Health & Wellness, Diversity & Inclusion, Personal Development, and Lifestyle.
- We provide you with Flex Points in addition to your TTC (total target cash), which can be used for optional benefits.





# GLOBAL BENEFITS



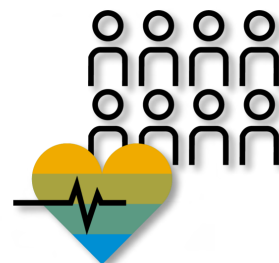
**COMPENSATION**



**EQUITY**



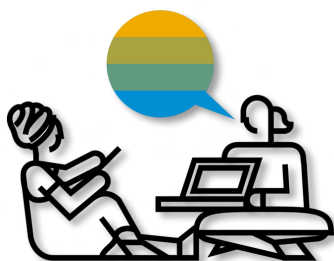
**RECOGNITION**



**HEALTH**



**DIVERSITY**



**LEARNING**



**SOCIAL RESPONSIBILITY**



**CAREER DEVELOPMENT**

# CASH

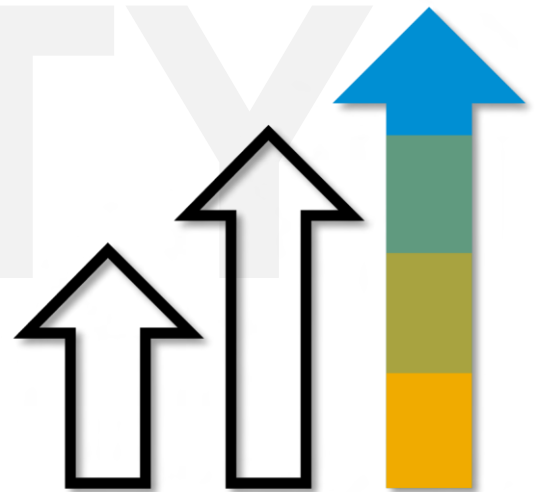


## CASH COMPENSATION

- Competitive base pay depending on your job responsibilities and the required skill-set.
- Annual bonus reflecting your contribution to SAP's success.



# EQUITY



## EQUITY PROGRAMS

- Own SAP: Become a shareholder at preferred conditions. Own a part of SAP - participate in our success.
- Move SAP: Our share program for select employees who provide a significant impact to business success.



# RECOGNITION



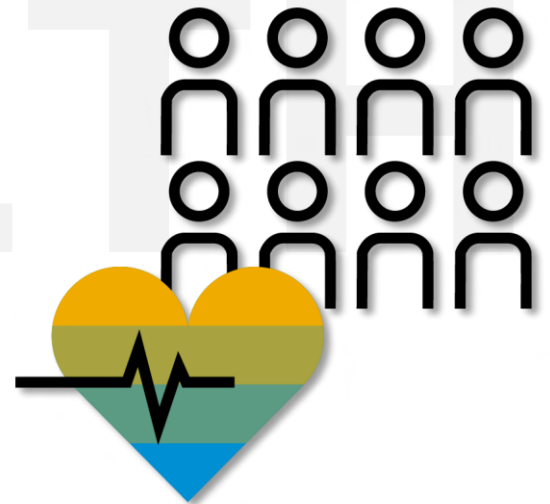
## RECOGNITION

Our culture of appreciation acknowledges your excellence

- Appreciate colleagues for demonstrating excellence.
- Hasso Plattner Founders' Award for innovation, entrepreneurialism, and courage.



# HEALTH



## HEALTH AND WELL-BEING

- Fitness and health programs.
- Employee Assistance Program emergency hotline for you and your direct dependents.
- Healthy leadership training, health awareness sessions, mental health care, and more.
- Mindfulness programs.





# DIVERSITY



## DIVERSITY AND INCLUSION

We offer an inclusive environment

- Success for everyone – across generations, cultures, and identities.
- Support for gender diversity and differently-abled people.



# LEARNING



## LEARNING

We offer you personalized learning

- Enjoy the robust learning and development portfolio.
- Learn through experiences like coaching, mentoring, internal rotations, shadowing, and more.
- Strengthen your professional skills.



# RESPONSIBILITY



## **CORPORATE SOCIAL RESPONSIBILITY**

- You receive time for volunteering.
- We help nongovernmental organizations run better through social sabbaticals and volunteering.
- We host digital literacy programs, such as SAP “code weeks”.



# CAREER

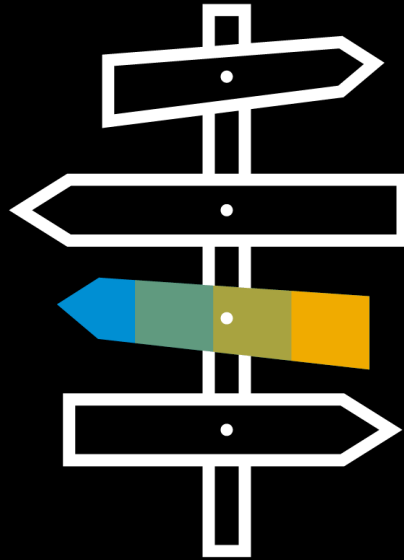


## **CAREER DEVELOPMENT**

- We offer career advice, coaching, and training with one-on-one consultations.
- You can attend trainings such as Jump-Start Your Career, Build Your Personal Brand, or CV training.



# MORE



## WANT TO LEARN MORE?

### INTERNAL

[/go/benefits](#)

### EXTERNAL

[Global SAP Career Page](#)



**EXPERIENCES**  
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