

**SAP SE**

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Reference

Ms. Zöller joined the Products & Solutions - Lean Center department of our company as a Secretary on October 1, 2001. As a result of her very good performance, she was promoted to the position of a Management Assistant on March 1, 2008. On January 1, 2011, she transferred to the Product Engineering - Strategy & Operations - Development Learning department. As a result of her very good performance, she was promoted to the position of a Project Consultant - Development on May 1, 2011 as well as on January 1, 2013 she was promoted to the position of a Senior Project Consultant - Development. As a result of her very good performance, she was promoted to the position of a Project Expert - Development on January 1, 2015.

Her main tasks were:

- Facilitating public talks and workshops around the topic "Working out Loud" and "Future Learning Lab"
- Creating a human co-working space around the "Future Learning Lab" and "Working out Loud" with voluntary ambassadors who co-created ideas and spread the movement
- Organizing big creative events around the topic of "the Learning of the future" with many inspirational speakers and workshop leads internally and externally
- Writing blogs around the topic of "Working out Loud" and New Work
- Founding the "Future Learning Lab" with own ideas on research activities, start-up trips, workshops as well as events and talks
- Creating the sector of gamification one big internal gamified learning platform called "G-learning" and one gamified mobile learning app called "Galaxy Learning App" with virtual reality option and winning two Brandon-Hall Gold Awards

Ms. Zöller was always a particularly committed and extremely flexible employee. Her very high degree of initiative always enabled her to identify new tasks independently and at an early stage and to produce excellent solutions at all times. Even in intensely busy phases, she always remained calm and in control of the situation. She possesses comprehensive analytical and conceptual skills and a strong organizational awareness. She was also a quick learner and was always extremely willing to acquire new skills and knowledge. Thanks to her excellent specialist knowledge, SAP product expertise, and her very strong understanding of the business context, she was always able to solve even the most difficult tasks with skill and competence. She worked especially independently, very reliably, and with the utmost degree of customer focus at all times. Ms. Zöller was always highly goal-oriented, displayed excellent quality awareness, and worked in a very efficient manner. She was always able to complete complex tasks and projects with a particularly high degree of success.

She always applied her excellent communication skills very successfully, particularly in various presentations and meetings. She was a proactive worker who showed an outstanding ability to persuade both customers and team members, to impart knowledge extremely effectively, and to promote collaboration actively. At the same time, she demonstrated outstanding negotiation skills in a variety of situations.

Ms. Zöller always performed her work to our utmost satisfaction.

Her high level of competence and her sense of team spirit earned her great popularity and respect among customers, superiors, and colleagues alike. She was always very friendly and helpful, and her conduct was exemplary at all times.

SAP SE

vertreten durch ihren Vorstand: Bill McDermott (CEO), Adaire Fox-Martin, Christian Klein, Michael Kleinemeier, Jennifer Morgan, Luka Mucic, Dr.-Ing. Jürgen Müller, Stefan Ries

Vorsitzender des Aufsichtsrats: Hasso Plattner, Registergericht Mannheim HRB 719915

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Ms. Zöller will leave our company on December 31, 2019 at her own request. We are very sorry to see her leave and thank her for her consistently very valuable and constructive contribution. We wish Ms. Zöller continued success in the future.

Walldorf, December 31, 2019

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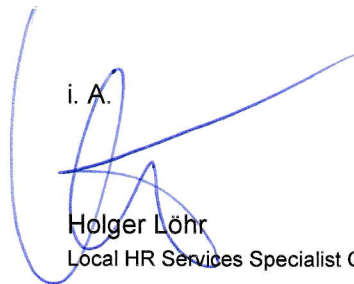
i. V.

A blue ink signature, appearing to be "Valeska Wölz", written over the text "i. V.".

Valeska Wölz

Local HR Service Manager GER

i. A.

A blue ink signature, appearing to be "Holger Löhner", written over the text "i. A.".

Holger Löhner

Local HR Services Specialist GER