



MEXICO ANNUAL REPORT
**CORPORATE SOCIAL
RESPONSIBILITY AND
SUSTAINABILITY**

2021

THE BEST RUN



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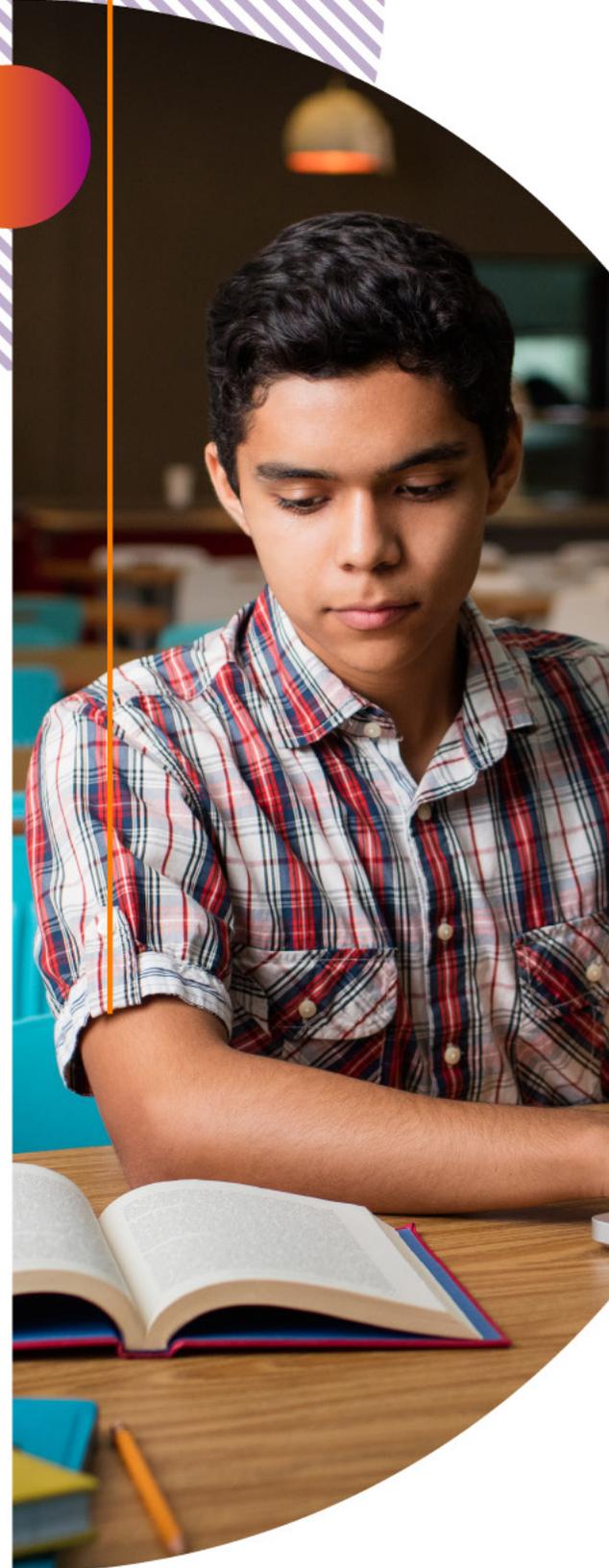
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ABOUT THIS REPORT

We at SAP are committed to **social progress**. This is why we connect and embrace the diverse experiences of our people, business partners, customers, NGOs and other stakeholders to build an **inclusive society** where everyone thrives.

This report is a compilation of the experiences recounted by our Mexican subsidiary in 2021. It outlines the **Corporate Social Responsibility** initiatives implemented in Mexico and the impact it made in the community. In addition, the appendices include a description of the practices and policies applicable to matters such as **diversity and inclusion, ethics and compliance, and environmental management**, which combined constitute a clear sustainability strategy for the company, and, in collaboration with other organizations, contribute to the development of Mexico.



CHASING ZERO INEQUALITY

**A message from Raquel Macias
Head Corporate Affairs & Corporate
Social Responsibility
SAP Mexico**

The last few years have brought about great changes in Mexico and the world. The health crisis –still ongoing– has motivated us to transform how we work and interact. We have even discovered that the support networks that unite us are stronger than the distance that separates us.

Collaboration has grown stronger during this time and has become a cornerstone of the efforts that both individuals and organizations are making to address the economic, social and environmental challenges our planet is facing, challenges that companies should not –and cannot– ignore. According to the most recent Sustainability Leaders Survey by GlobeScan and SustainAbility, while the pandemic has focused the private sector's attention on environmental issues, it will also emphasize the importance of addressing socio-economic issues such as poverty and inequality.

This means that beyond Corporate Social Responsibility, organizations must identify the best way in line with their purpose to contribute to the Sustainable Development Goals of the 2030 Agenda. Despite the countless negative effects of the pandemic, we are also optimistic about the opportunity that lies ahead of us to do things differently, to improve.



The page features a decorative graphic on the right side. It includes a large, semi-circular shape at the top with a purple-to-pink gradient and a circular pattern of white and purple lines. Below this is a solid orange-to-pink gradient circle. A vertical orange line runs down the right side of the page. The background of the right half of the page is a photograph of a hand reaching out to touch a stalk of green wheat in a field.

It is encouraging to see how the health crisis has accelerated and bolstered the sustainability agenda thanks to the voice of civil society. This has motivated organizations of all sizes and industries to act with greater awareness of their impact, innovating and seeking more sustainable business models.

In this context, I share with great pride that SAP has been driving sustainability for years through the power of its technology, used by more than 440,000 organizations around the world, while implementing the most advanced practices and policies for the benefit of its people and the communities where it operates.

Specifically in the area of Corporate Social Responsibility, we have reaffirmed our commitment to three key pillars to close the gaps: education, high-impact entrepreneurship, and engaging our people through volunteering. Thus, together with our employees, civil society organizations, clients and business partners, we work to provide more people with tools that will allow them to succeed in today's Digital Economy.

As a result of our efforts in Mexico, we had a positive impact on more than 150,000 lives in 2021, with almost 80% employees' participation and more than 5000 volunteer hours donated by our people. However, beyond these numbers are the stories of thousands of people who had the opportunity to continue their studies, maintain their businesses despite the crisis, learn a new language or acquire digital skills. And, on the other side, we have the stories of hundreds of people who changed their routines to build a better country.

I invite you to delve into this report and learn more about these stories and initiatives, hoping that they will inspire new opportunities for collaboration so that, together, we can continue helping the world run better.

1



PURPOSE AND SUSTAINABILITY

The number of weather, climate, and water extremes are increasing and will become more frequent and severe in many parts of the world as a result of climate change,” said World Meteorological Organization (WMO) Secretary-General Petteri Taalas¹.

Such events are a consequence of the linear “take-make-dispose” economy we follow: a model in which over 91% of our raw materials, fossil fuels included, are thrown away because they cannot be reused.²

This business model in which we mine, process, and then throw away must be replaced by a sustainable model based on a circular economy. This is why creating a cleaner, greener future with clean water, renewable energies and zero inequality is not only SAP’s ambition, but a goal it strives to achieve using technology.

This was the motivation behind Chasing Zero, a SAP initiative in partnership with the World Business Council for Sustainable Development (WBCSD), which aims to decarbonize the world focusing on the production chains of over 200 companies. Collecting data with SAP’s tech solutions will help organizations reduce their environmental footprint.

Path to Zero

SAP’s purpose is to help the world run better and improve people’s lives with sustainability at the core of its business model, and for such purpose it has defined three pathways.

Zero emissions: Sustainable, intelligent enterprises manage their “green line” to reduce their carbon footprint.

Zero waste: Rethinking business processes across the entire supply chain will protect our planet, its species, and our collective prosperity.

Zero inequality: As humans responsible for social progress, we must not only embrace, but also connect and intersect, our diverse experiences to build an inclusive society where everyone thrives.

Learn more about SAP’s sustainability solutions and Chasing Zero



¹ United Nations (UN). (2021). *Climate and weather-related disasters surge five-fold over 50 years, but early warnings save lives*. December 23, 2021, UN News website: <https://news.un.org/en/story/2021/09/1098662>.

² SAP. (2021). *Chasing Zero, la nueva apuesta de SAP para lograr la sostenibilidad*. December 18, 2021, SAP News Center Latinoamérica website: <https://news.sap.com/latinamerica/2021/07/chasing-zero-la-nueva-apuesta-de-sap-para-lograr-la-sostenibilidad/>

2



POSITIVE ECONOMIC, ENVIRONMENTAL, AND SOCIAL IMPACT WITHIN PLANETARY BOUNDARIES

At SAP, we believe that social, environmental, and economic performance are interrelated, with each creating tangible and positive impacts on the others.

- **To accelerate economic growth**

SAP helps improve global economy with innovations that strengthen industries and infrastructure.

- **To drive positive social impact**

SAP helps build a peaceful and fair society through better education and access to technology.

- **To safeguard the planet that sustains us**

SAP helps protect the environment by delivering solutions that address the challenges facing our planet today.

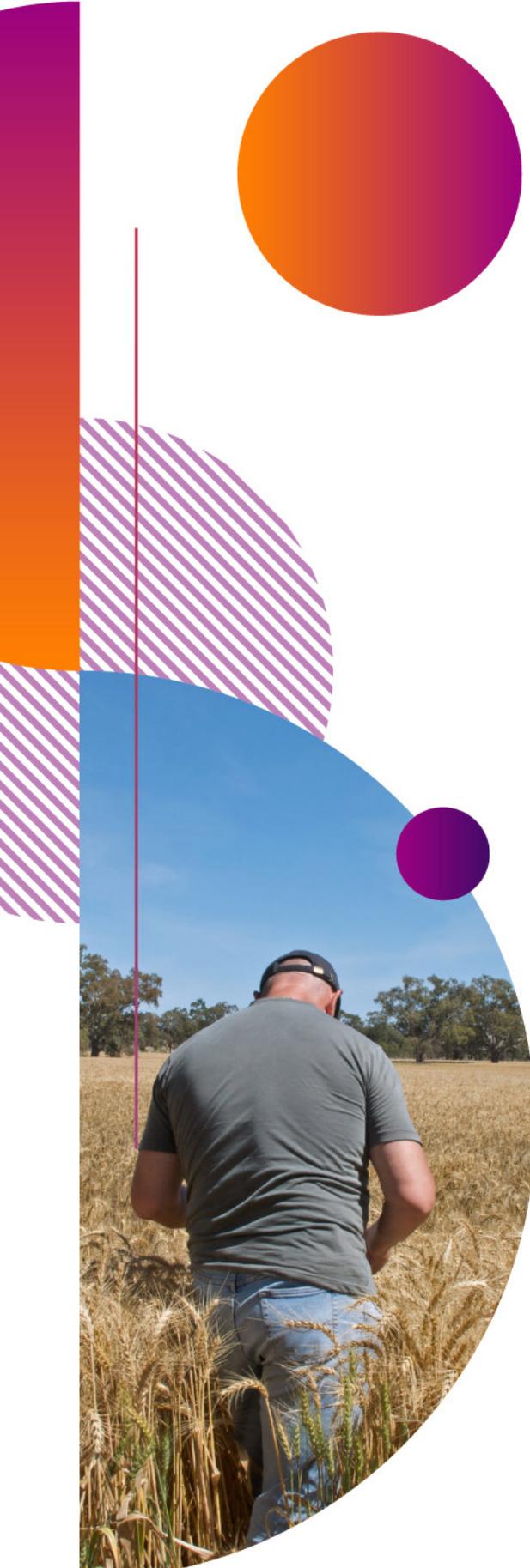
SAP supports the UN 2030 Agenda

In September 2015, world leaders adopted the United Nations Sustainable Development Goals (SDGs - also called UN Global Goals). The responsibility to embrace collaboration and innovate with the purpose to create a world without poverty, a healthier planet, and a just, peaceful society by 2030 must be shared globally.

As we look back at the sustainability journey that SAP has been on for more than a decade, we reinforce our pledge to make a positive global impact.

That is why we help countries, private and public sector organizations, and the society at large control risk, achieve regulatory compliance, use resources efficiently, measure and reduce carbon emissions, and innovate new business models to thrive in the digital economy.





Therefore, SAP solutions help eradicate unequal practices from supply chains, propel a low-carbon, zero waste and circular economy, eliminate inequality, and educate people who never had the chance to enter a classroom.

From purpose to action

Over the past years, SAP learned from its customers, partners, and other stakeholders that contributions to the SDGs require tangible links between an activity or tool and the intended social, environmental, and economic impact.

So, while SAP remains committed to the 17 SDGs, we decided to focus on eight specific SDGs that clearly illustrate the strategic link between our own operational activities or the use of our software and the impact we can make as a company.

SAP's purpose is to help the world run better and improve people's lives

Corporate Social Responsibility at SAP

Creating Positive Economic, Environmental and Social Impact within Planetary Boundaries

Enabler

Providing products and services that meet the sustainability challenges and opportunities of our customers

Exemplar

Leading by example in our own sustainable business operations and practices



Holistic Steering and Reporting



Circular Economy



Societal Impact



Responsible Business



Environmental Management

Committing to UN SDGs as common global framework



Learn more about SAP's pledge to the UN 2030 Agenda



ESG



PILLARS OF CORPORATE SOCIAL RESPONSIBILITY



As a global leader in technology and innovation, our purposes go beyond economic success. According to World Bank data, over half of the Latin American population remains excluded from the digital economy³. This is why SAP seeks to generate opportunities for all people to reap the benefits of today's digital world.

To achieve this goal, SAP's Corporate Social Responsibility (CSR) programs are focused on building, providing access, and applying 21st-century skills-based on three pillars: 1) building digital skills; 2) accelerating nonprofits and social enterprises (ONGs); and 3) connecting employees with purpose.

While the first pillar is centered on SAP's actions, the second and third pillars are the basis upon which SAP conducts such actions. Further, the programs in each pillar respond to the UN SDGs, especially to three of the total 17 SDGs: Quality Education (SDG 4); Decent work and economic growth (SDG 8); and Partnerships for the goals (SDG 17).

While SAP's CSR programs have been governed by these pillars for years, the disparities

exacerbated by the health emergency of the past two years made it urgent to respond with initiatives to buffer any impact caused by the crisis to various groups, such as students, teachers, MSMEs and NGOs.

Building Digital Skills

Undoubtedly, the health crisis of 2020 and 2021 heightened the need to design inclusive education and development programs for underserved people, communities and nations. This is why education and closing the digital gap are still central to our activities.

On the other hand, the world context in the past years also opened opportunities to pivot and innovate SAP's Corporate Social Responsibility strategy. In the case of SAP Mexico, given the country's context, education programs were adapted to a hybrid format, making it possible for more boys, girls, and young people in need to take part. Online teacher training was also consolidated (i.e., training trainers), and partnerships were strengthened with strategic NGOs to improve their reach.

Thus, SAP implemented various programs in

³ Jaramillo, C. (2020). *Closing the digital gap to end poverty in Latin America and the Caribbean*. December 21, 2021, World Bank website: <https://blogs.worldbank.org/latinamerica/closing-digital-gap-end-poverty-latin-america-and-caribbean>

Mexico throughout 2021, in an effort to ensure training for young talent and help them engage successfully with the digital economy.

Accelerating Nonprofits and Social Enterprises

SAP's CSR strategy is closely linked to our corporate purpose: While we provide technology to help our customers run better, in the Corporate Social Responsibility side we help non-profits and social enterprises adopt innovation and best business practices. Therefore, when we at SAP help all these organizations run better, we make a positive, long-lasting impact on millions of lives.

In this sense, SAP Mexico worked closely with NGOs and universities to support enterprises that currently benefit their communities from a sustainable development perspective. Entrepreneurs in receipt of this support received training and mentoring in areas such as technological skills, digital transformation, and market access.

SAP also walked with various NGOs through the transformation of CSR programs so that they could be replicated, more sustainable, and cause greater impact.

Connecting Employees with Purpose

SAP is a company that actively encourages employees to be involved in volunteering as a way of supporting social causes that matter to them. Therefore, employees have year-round access to various volunteering opportunities that can be categorized in two groups:

- **Skills-Based volunteering:** Initiatives that offer employees a chance to put their expertise, knowledge, and leadership into action, delivering strategic, long-lasting impact. Some examples are mentoring, workshops or specialized consulting.
- **Traditional volunteering:** Initiatives that allow employees to connect with their personal passions, supporting specific causes. Some examples include helping in the revamp of schools or parks or in reforestation programs, as well as donating materials.

Here at SAP, volunteering is an essential part of our CSR strategy: It not only has a significant social impact, but also helps employees grow professionally. Employees involved in SAP initiatives receive constant training and guidance, motiva-

ting them to strengthen skills such as leadership, teamwork, and empathy, while they contribute to society.

In 2021, a year in which in-person volunteering was still limited as a result of health measures, around 80% of SAP employees devoted over 5,000 hours to volunteering, impacting more than 150,000 lives, practically doubling the impact of 2020. Not only that, but over 80% of the initiatives they were involved in were skills-based, thus adding to strategic programs.

To achieve these results, SAP worked with partner NGOs to expand virtual volunteering opportunities at a local and a global level. This allowed us to connect employees from all over the world who share passions, knowledge, and leadership, to tackle the most urgent challenges in the world, irrespective of geographical barriers.



4



STRATEGIC PARTNERSHIPS

Social Partners

eNDEAVOR

In Mexico, there are 4 million SMEs, 97% of which are micro-enterprises with a 12% share of GDP, and which employ almost 50% of the labor force⁴. This is why supporting them and offering them specialized mentoring programs, as well as for their digitalization, is vital.

For the past five years, SAP Mexico has worked with Endeavor to strengthen the entrepreneurship ecosystem in Mexico, creating programs both for university enterprises and startups with a long track record. We have also worked closely to generate data and high-value information as well as promote the creation of more startups based on innovation and technology.

Endeavor is a non-profit organization that has, for more than 20 years, led a global movement to catalyze long-term economic, social, and cultural growth by selecting, mentoring, and accelerating the best high-impact entrepreneurs around the world.



⁴ Organization for Economic Cooperation and Development (OECD). (2020). *Financing SMEs and Entrepreneurs 2020*. December 27, 2021, OECD website: <https://www.oecd-ilibrary.org/sites/c2314a63-en/index.html?itemId=/content/component/c2314a63-en>



EDUCA

FUNDACIÓN EDUCA MÉXICO A.C.

According to a survey on the impact of COVID-19 on education (ECOVIED-ED 2020) conducted by the National Institute of Statistics and Geography (INEGI, for its Spanish acronym), more than 5 million people aged 3-29 i.e., 10% of the population in that age range, failed to enroll to the 2020-2021 school year for reasons related to COVID-19 or owing to a lack of money or resources⁵.

In this context, SAP Mexico fostered collaboration between the private sector and the civil society to promote more affordable education for every person. This is why as a tech company we have been working since 2012 with Fundación EDUCA, a non-profit organization that helps girls, boys and young people from low-income backgrounds in Mexico receive a quality education and continue the school.

At this moment, Fundación EDUCA is supporting 95 schools in 13 states of Mexico (Mexico City, State of Mexico, Morelos, Querétaro, Aguascalientes, Guanajuato, San Luis Potosí, Jalisco, Michoacán, Baja California Sur, Nuevo León, Chihuahua and Chiapas.) This network of schools called RED EDUCA brings together 17,041 boys and girls, 2,156 teachers, management, and operating personnel, 300 board members, and 23,539 parents.

⁵ INEGI. (2020). *Encuesta para la Medición del Impacto COVID-19 en la Educación (ECOVIED-ED)*. December 27, 2021, INEGI website: https://www.inegi.org.mx/contenidos/saladeprensa/boletines/2021/OtrTemEcon/ECOVIED-ED_2021_03.pdf



Young people between 15 and 24 years of age are particularly exposed to the socio-economic consequences of the pandemic as a result of school closures and the lack of training spaces which can impact their learning. At the same time, the current global context requires them to develop, throughout their school years and lives, a set of skills including basic (reading, writing, math); transferable; digital; and role-specific skills⁶.

In response, in partnership with Junior Achievement, SAP Mexico provides future generations with tools and skills for the labor market and entrepreneurship, turning them into agents of change able to contribute to the country's economic development. This SAP Mexico-Junior Achievement partnership has produced various learning, innovation and training spaces for young people nationwide since 2014.

Junior Achievement Mexico is a non-profit organization member of JA Worldwide, NGO created more than 100 years ago with operations in 119 countries. The branch of this organization operating in Mexico offers young people tools to build a successful future.



⁶ United Nations Children's Fund (UNICEF). (2021). *Importancia del desarrollo de habilidades transferibles en América Latina y el Caribe. Document for discussion*. December 27, 2021, UNICEF website: https://www.unicef.org/lac/media/21536/file/Importancia_Desarrollo_Habilidades_Transferibles_ALC_v_actualizada_marzo2021.pdf



< Laboratoria >

The study “El futuro es diverso: mujeres en la industria tecnológica”, published by SAP and Laboratoria in 2020, points out that only 47% of women are part of the labor force in Mexico. Not only this, but the percentage of women in technology is alarming: only 10% of software development or programming and 14% of ICT professionals, respectively, are women⁷.

As part of SAP Mexico’s pledge to help close the gender gap, SAP started in 2019 a partnership with Laboratoria aiming to provide mentoring and training to students in Mexico City. To date, our company has guided four generations of their students and developed various initiatives to promote female talent in the industry.

Laboratoria is a non-profit organization devoted to the recruitment and training of talented young women without access to job and/or quality education opportunities, offering them the skills and tools needed to find a job in the tech sector and have a successful career that may benefit them and their communities.

⁷ Laboratoria. (2020). *El futuro es diverso: mujeres en la industria tecnológica*. December 27, 2021. SAP website: https://news.sap.com/latinamerica/files/2020/02/Laboratoria_El-futuro-es-diverso-Mujeres-en-tech-en-Mexico.pdf

WEConnect

INTERNATIONAL

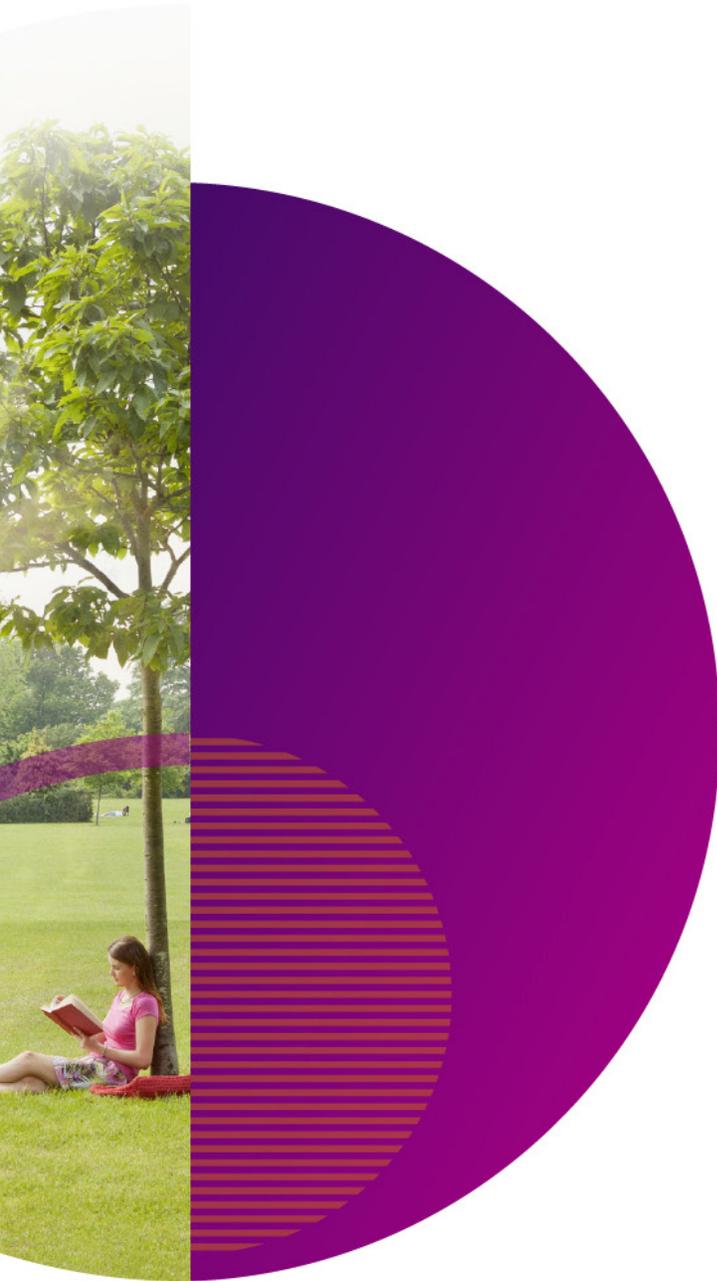
The Mexican Institute for Competitiveness (IMCO, for its Spanish acronym) estimates that, if the share of women in the economy were to increase 11 percentage points, up from the current 45% to 56% (the average in OECD countries), by 2030, Mexico's GDP would rise 15%. In this sense, developing and implementing gender-responsive strategies in value chain processes, with the support of digitalization, is a way to help Mexico achieve sustainable development and improved competitiveness⁸.

This is why SAP has been since 2016 a global member of WEConnect International, a global NGO connecting women-led companies with business opportunities in global supply chains. In Mexico they have worked since 2019 to train female entrepreneurs in digital tools, helping them to be more competitive, improve the quality of jobs created, and innovate in their businesses to access value chains and foster Mexico's economic development.

Worldwide, WEConnect International brings together over 11,000 women-led companies, while in Mexico over 4,000 female entrepreneurs, who have benefitted from training programs, workshops and other business development activities, are members currently.



⁸ WEConnect International. (2021). *Diversidad y digitalización: pilares para la competitividad de cadenas de suministro en México*. December 27, 2021. SAP website: <https://news.sap.com/latinamerica/files/2021/10/01/Diversidad-y-digitalizacion-pilares-para-la-competitividad-de-las-cadenas-de-suministro-en-Mexico.pdf>



Collaboration for Mexico

Given that the deadline set to achieve the SDGs is fast approaching, the government, as well as the social and the private sectors, must work in close collaboration. In this context of urgency, SAP has prioritized working together, strategic partnerships, and the construction of bridges as key elements of its CSR practices.

The expertise that all stakeholders bring to the table, as well as their varied perspectives, are combined together to build programs with huge social impact that are also sustainable in the long term, developing at the same time the potential of each organization involved.

Some collaborations that happened in 2021

“With the strengthening of the digital economy worldwide, young people face increasingly complex challenges. In this context, valuable partnerships such as that between SAP and Accenture are key to developing programs focused on closing digital and technological gaps, thus contributing to sustainable development in Mexico.”

Mariana Alarcón
Corporate Citizenship Lead

 accenture

“Digital inclusion is key to tackling structural inequalities in our countries. We at Centro-i are proud to work closely with SAP to build together a more just and equitable society.”

María Elena Estavillo
General Director



“The support startups receive from companies such as SAP makes available to us mentoring and experiences that strengthen our business model. At the same time, as startups we can contribute to innovation in these big companies for the benefit of our community.”

Regina Athie
CEO



“Education plays a key role in the development of Mexico; however, we still face huge challenges to ensure the whole population has access to education. Digital transformation is an invaluable strategy to close social and education gaps, and to achieve significant inclusion. That is why our partnership with SAP is valuable.”

Jordi Rosquillas
General Director and Co-founder



“Including more women and persons from other underrepresented groups in public and private sector initiatives is more urgent now than ever. We at IMCO are proud to work with SAP Mexico and contribute to the sustainable development of our country with a diverse and inclusive perspective.”

Fátima Masse
Director, Inclusive Society



Instituto Mexicano para la Competitividad A.C.



“Innovation and digitalization are elements that should be part of the DNA of every organization. This is why we are excited to work with SAP in promoting innovative, resilient, inclusive, digital and sustainable business models, enabling together more people and companies to benefit from the current Digital Economy.”

Guillermo Ortega
CEO



“The expertise and support of a leading tech company such as SAP strengthens the entrepreneurship ecosystem at UNAM, promoting innovation and technology as pillars for the development of young university students seeking to tackle global challenges through entrepreneurship.”

Verónica Maldonado
Head of Enterprise Promotion and Institutional Exchange
and Collaboration



5



IMPACT AND SOCIAL WELL-BEING: INITIATIVES IN MEXICO

Entrepreneurship

Acelera UNAM: innovation and entrepreneurship



In 2020, the National Autonomous University of Mexico and SAP Mexico signed a collaboration agreement with the purpose of promoting, strengthening and accelerating enterprises within the university community. This partnership was bolstered by the “Acelera UNAM: innovation and entrepreneurship” program, implemented with Endeavor Mexico, which received applications of over 50 startups interested in developing their business, strategic, and competitive skills.

This initiative focused on two factors:

- 1) **Strengthening the mentorship scheme:** Both UNAM alumni and lecturers were asked to share their experiences with program participants through mentoring, so that their knowledge could be passed down to future generations to promote entrepreneurship.
- 2) **Call for entrepreneurs:** With the support of 15 incubators (members of the InnovaUNAM system), the entire university community was invited to register; then, 10 finalists were selected and, after a deep diagnostic analysis, five winners were selected based on factors such as impact, scalability and sustainability. The five selected startups were accelerated for 3 months, with mentoring and workshops facilitated by 26 specialists from SAP, UNAM, and Endeavor.

This program delivered over 50 hours of training, allowing male and female entrepreneurs to gain knowledge and improve in areas including legal, tech adoption and sales strategy, and learn about fund raising, leadership, innovation, tax, and other key topics.

The beneficiaries of this program were:

- **Quimiometría Alimentaria.** Company providing microbiological analyses and consulting services for the interpretation and use of lab results to improve food manufacturing processes.
- **Moles Mitzel.** This company offers a new range of extra fine mole sauces with one-of-a-kind flavors which are an alternative product free of hard-to-digest substances.
- **Deltia.** This is a digital platform that helps small businesses keep records of sales and expenses, allowing them to make decisions based on data.
- **Credit Cloud Solutions.** Cloud platform supporting financial micro enterprises (SOFOM) to improve efficiency and traceability in the credit cycle.
- **Yeyeko Inc.** Consulting company specialized in the development of customized chemical and biotechnological projects.

Learn more about
this program



Schools for the Earth



Escuelas por la Tierra is a project designed by Fundación EDUCA Mexico in collaboration with World Environmental Education (WEE), with the purpose of making available to students of all levels the Climate and Environmental Education to achieve sustainability.

Escuelas por la Tierra is a response to realize the second strategy of WEE: Implement Environmental Education (EE) for sustainability in every school (formal and otherwise) around the world, as a tactic to achieve sustainability by 2030 following a bottom-up approach, linking individual actions, thoughts, and changes with an entire system (community, citizens, world).

Specific goals of *Escuelas por la Tierra*

- Promote environmental management practices for the sustainable operation of education centers
- Develop competencies for sustainability in faculty members
- Develop competencies for sustainability in students
- Organize climate and environmental sensitization activities so that each member of the school community can be transformed into an agent of change.

Learn more about
this program



In 2021, this program was conducted with the support of SAP Mexico. In partnership with other organizations, SAP Mexico assessed enterprise projects focused on the environment and sustainability and prepared by students from over 4,000 schools of Mexico and other countries from the region, such as Argentina, Peru, Colombia, Panama, Bolivia and Costa Rica. In total, over 800,000 students benefited from this initiative.

International Entrepreneurship Forum



The International Entrepreneurship Forum (FIE, for its Spanish acronym) runs an educational program called Junior Achievement Mexico, designed to develop in 15- to 23-year-old participants entrepreneurial skills and help them strengthen their values. For more than 35 years, over 20,000 young people had a chance to attend this forum in person; however, as a result of the COVID-19 crisis, the 2020 and 2021 editions were held virtually.

More than 800 teachers and students across Latin America took part in FIE 2021. In addition to the usual training in digital and entrepreneurial skills, they had sessions focused on human development, empathy, and resilience.

SAP at FIE

PANEL

Being different is incredible

The Diversity and Inclusion networks of SAP Mexico (Autism at Work, Business Women's Network, Cultures@SAP and Pride@SAP) shared their view on the inclusion of every person as a fundamental principle to eradicate inequality.

KEYNOTE

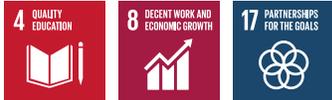
People at the center of enterprises

Julia Isaurralde, Director of Human Resources at SAP Mexico, shared her view on the new normal in the workplace, mental health, and skills for the future.

Learn more about this program



Entrepreneurship to Business



The 2021 generation of the *Emprendedores y Empresarios* program included more than 600 young people from Junior Achievement Mexico. Participants worked over a period of 15 weeks on the creation of a company, developing their entrepreneurial spirit and learning about marketing, finance and project management.

SAP Mexico was among the companies that provided mentorship to the 60 teams of participants.

Learn more about this program



Software as a Service startups in Mexico



SaaS startups provide cloud solutions to various challenges, optimizing execution times, providing the best user experience, and reducing infrastructure costs by eliminating traditional software and hardware models.

Given the importance of this vertical in Mexico's entrepreneurial ecosystem, SAP and Endeavor published the study "Panorama del ecosistema de emprendimiento Software as a Service (SaaS) en México". This report is meant to be an educational tool for the SaaS entrepreneurship ecosystem in Mexico and presents the main trends, challenges, risks, and implications of the growing presence of software and service startups in Mexico.

The findings of this study were discussed with more than 10 public and private universities in Mexico in order to deal as a whole with some of the main challenges identified, such as training tech talent and fostering an entrepreneurial culture within the student community.

Further, master classes were offered nationwide to students and startups to highlight trends in the SaaS industry:

- Context of the health crisis as an opportunity for the sector
- Growth projections
- Access to funding
- Success stories in the Mexican ecosystem
- Initiatives to support enterprises, such as SAPIO
- Promotion of sustainability in business models

This initiative of SAP Mexico was made possible with the cooperation of multiple corporations, startups, civil society organizations, chambers of commerce, and universities. Thus, this effort impacted over a thousand lives, setting up support channels for SaaS enterprises to grow and, as a result, for the country to grow.

Download the study "Panorama del ecosistema de emprendimiento Software as a Service (SaaS) en México"



Education and digital inclusion

EDUCA Annual Congress



A bet to improve the quality of education is the assessment, training and continuing professional development of teachers. This is why, since 2003, Fundación EDUCA has been organizing the annual congress.

This initiative is designed to strengthen the skills of teachers with the purpose of closing education gaps in Mexico, particularly in the context of the new challenges and opportunities faced by organizations devoted to education, such as the effects of the pandemic.

In this sense, the 2021 conference (held virtually) focused on fostering and helping more than 800 teachers across the country develop tech, academic and socio-emotional skills.

Topics covered in Congreso EDUCA 2021

- Technology applied to education for all teaching levels (preschool to high school)

- Development of didactic strategies to create environments that foster learning
- Knowledge, didactic and pedagogical strategies to strengthen teachers' teaching and learning processes
- School management to promote efficiently run schools
- Education leadership and motivation
- Environmental education and sustainable development

In line with its second Corporate Social Responsibility pillar, in 2021 the SAP Committee was created, formed by experts in innovation and design thinking, to work with Fundación EDUCA on the creation of EDUCA Congress with a new perspective. As a result, this year's edition incorporated key elements such as resilience and digitalization into the program's DNA.

Learn more about this program



Innovation in Education Award



The impact of COVID-19 on the education sector stems from challenges such as the digital gap: according to the Economic Commission for Latin America and the Caribbean (ECLAC), only 70% of Latin American students have Internet access, and more than 40% of education centers in Mexico said that their technology was insufficient⁹.

In view of such challenges, teachers across the country were forced to innovate and adapt their teaching models, combining technological tools with didactic elements available to their students. With the purpose of identifying the most innovative, replicable practices with the highest impact, SAP and Fundación EDUCA called schools all over the country to take part in the Innovation in Education Award.

Applications were received from over 50 schools offering different levels of education, out of which six finalist projects were selected and evaluated by a panel formed by SAP Mexico, Google Mexico, and UNAM.

The first prize went to a project called “Carre-ra de carritos”, a methodology to engage female students with Scratch, the programming language platform with a visual interface created by the Massachusetts Institute of Technology that teaches teenagers and children to code computer programs, helping them develop logical-mathematical skills, creativity, and teamwork.

Learn more about
this program



⁹ ECLAC. (2020). *La educación en tiempos de la pandemia de COVID-19*. December 27, 2021. CEPAL website: <https://www.cepal.org/fr/node/51998>

Light up Christmas



Since 2014, every year SAP has worked with Fundación EDUCA to give out toys to boys and girls from low-income households at Christmas and for the Epiphany (Día de Reyes).

In 2021, we did not fall short on our pledge to give out smiles and boost the future of hundreds of Mexican children, managing, with the help of employees from our subsidiary in Mexico, to benefit more than 300 students in Ecatepec, State of Mexico.

Gender equality

Education and technology for women



SAP Mexico supported more than 90 students belonging to the 10th and 11th generations of Laboratoria graduates in Mexico City with English mentoring and workshops specialized on soft and hard skills required to enter the labor market.

SAP also participated as a judge in the Virtual Talent Fest of the 10th generation hackathon, during which Laboratoria graduates developed technological solutions to challenges set by other participating companies. This event, held at the end of each Bootcamp, seeks to build bridges between graduates and organizations looking for diverse talent.

Relive the latest Talent Fest of Laboratoria Mexico



Women in Data Science Iberoamerica



Women in Data Science (WiDS) seeks to inspire and train data science professionals, irrespective of their gender, to support women in this field. Since 2016, SAP has been a proud global partner and sponsor of WiDS, empowering women who embark on science, technology, engineering, and mathematics (STEM) career paths.

In 2021, this initiative was implemented in various regions, including Latin America. Speakers of all ethnicities and backgrounds took part in this event, representing regional diversity. On the other hand, speakers came from all kinds of sectors: academia, private sector, entrepreneurship ecosystem, etc. Among the sessions offered, it is worth mentioning the expert panel *Data Science: desde la teoría hasta la implementación* (from theory to implementation), the talk *Cómo resolver problemas reales usando SAP* (Solving real problems with SAP), and a session on the applications of data science in primary education.

For women and young girls interested in this field, WiDS was an opportunity to learn how companies and organizations use data science to reach their goals. This event also gave them an opportunity to meet and connect with potential mentors.

For the past six years, the WiDS initiative (launched at Stanford University in the United States) has been recreated in over 150 locations in 50 countries around the world, including presentations, an annual datathon and a podcast series.

Learn more about this program



Supplier Diversity

Diversity and digitalization in supply chains



In order to identify the challenges faced by women-led enterprises and promote specific actions to better leverage innovation within their organizations, SAP Mexico and WEConnect International published the report “Diversity and digitalization: Pillars to increase the competitiveness of Mexican supply chains.”

Given the varied aspects involved in women fully entering procurement chains and the digitalization of their businesses, this report works as a guide that the private sector, the government, academia, and the society can all equally embrace to accelerate the gender gap in this area. Some actions proposed are:

- Promote the participation of women (from childhood) in STEM careers, jobs, and enterprises
- Reinforce gender equality policies in all business activities
- Develop gender-responsive programs to boost productivity, both within the government and in the private sector
- Make it easier to implement digital solutions in companies led and founded by women

- Encourage the creation of female entrepreneur networks to share experiences and knowledge
- Promote inclusive procurement initiatives to foster the participation of women-led enterprises in local and international supply chains
- Have more women in leadership roles in both associations and chambers of commerce
- Incorporate a gender-responsive approach into academic research on topics such as digitalization and entrepreneurship ecosystem
- Promote government procurement programs that adopt diversity and gender equality criteria
- Develop gender-responsive funding products, both in the public and private sectors, considering the specific needs of female entrepreneurs and women business owners
- Look for free business development opportunities in the public and private sectors, such as Ariba Network

It is worth mentioning that, although this study is focused on incorporating women-led enterprises into procurement chains, the notion of inclusive procurement extends to all procurement completed with a strategy devised to promote equality of opportunity in companies led by people facing inequality gaps.

Download the study “Diversidad y digitalización: pilares para la competitividad de cadenas de suministro en México.”



GroWomen with Tech



In order to establish an immediate plan of action following the findings of the report “Diversity and digitalization: Pillars to increase the competitiveness of Mexican supply chains” on the challenges faced by Mexican female entrepreneurs to enter global value chains, SAP and WEConnect International launched the program called **GroWomen with Tech** to accelerate the digital transformation of thousands of women-led businesses in Latin America.

In December 2021, the first group of 50 female entrepreneurs completed six weeks of training delivered by SAP experts, who shared their knowledge to help them take their business to the next level through digitalization; these efforts impacted more than 1,200 people in the circle of influence of beneficiary Women-Owned Businesses.

A guest for the closing ceremony of this program was **Gabriela Warkentin**, a renowned journalist, an opinion leader, and entrepreneur, who pointed out that initiatives like this enable a more human approach to technology, building resilience to present and future impacts.

GroWomen with Tech is a program available on demand and free of charge to more than 4,000 female entrepreneurs, members of WEConnect



International in the region, and is focused on three fundamental aspects for the future of companies in the Digital Economy:

- **Digitalization of Talent Management.** With the emergence of hybrid and remote models, which gained force in recent months, companies were forced to incorporate technology to offer their employees a work model that may allow them to balance their personal and work live, meeting their business goals.
- **Digitalization of supply chains.** Ensuring continuity in the operations of production chains and procurement chains became a priority during the pandemic. In this program, female entrepreneurs were trained to use the Ariba Network platform, a global network connecting buyers and suppliers.
- **Consumer experience.** E-commerce is becoming increasingly relevant; consumers want to enjoy a seamless purchase experience irrespective of the channel used to interact with the brand.

Learn more about
this program





Decent work with equal opportunities

Mentoring for LGBTQ+ refugees



As part of the partnership between SAP and Tent Partnership for Refugees, a non-profit organization created in 2016 with the purpose of mobilizing the business community worldwide in support of refugees, the tech company agreed to provide advisory services for three years to 50 LGBTQ+ refugees in various cities of Canada, the United States and Mexico.

This initiative has been in place since 2020 in cities including Atlanta, Boston, Minneapolis, New York, San Francisco, Seattle, Mexico City and Toronto, and in 2021 the first generation of participants completed the program.

In Mexico, 2020-2021 graduates were 10 refugees who, with the support of SAP mentors, enhanced their professional development and the acquisition of skills required by the labor market, and built a professional and support network.

Learn more about this program



6



REGIONAL IMPACT

Latin Code Week



Latin Code Week (LCW) is SAP's signature program in Latin America. Thus far, LCW has had impact on over 6,000 students aged 16 to 20 years, increasing their interest in digital skills, and instilling in them an entrepreneurial mindset through the creation of innovative, scalable, and sustainable social impact solutions.

The program also enables students to develop an app prototype aimed at solving a social or environmental challenge. This year, it focused on young people's insertion in the job market.

In 2021, in collaboration with Junior Achievement Americas, SAP launched the program's sixth edition virtually in 11 of the region's countries (Argentina, Brazil, Chile, Colombia, Costa Rica, Peru, Ecuador, Mexico, Miami, Paraguay, and Venezuela), with contributions from business partners such as Accenture México.

In Mexico, over 700 students participated, and **Unique Talent**, the country's representative team in the regional competition, was crowned the winner of Latin Code Week 2021. This team's proposal is to develop a job search app for people with disabilities and pregnant women, contributing to the population's awareness of the negative stereotypes these people face in the workplace.

Learn more about
this program



SAP Social Innomarathon



SAP Social Innomarathon is a program hosted by SAP, in partnership with Sociallab, that aims to promote Latin American ventures that have a sustainable and scalable business vision with social impact, in which technology plays a leading role.

The challenge laid out by the program's 2021 edition focused on Latin American ventures that help alleviate poverty, eradicate hunger, ensure quality education, or promote decent work and economic growth for their communities through innovation, in line with four of the United Nations SDGs.

The program's call received almost 100 applications from 15 countries across the region, out of which the **Fundación para la Equidad Educativa** (Educational Equity Foundation) from Colombia was named the winning startup, earning USD \$6,000, as well as personalized, yearlong support from SAP Labs Latin America and Sociallab to bolster its project.

Fundación para la Equidad Educativa seeks to blend technology, pedagogy, and social work to trigger a structural change through education.

Learn more about
this program





APPENDICES

Our people

An organization's most important asset is its people. Therefore, it is essential for people to feel and have the freedom to be authentic, as well as the support and tools for their professional growth, and work-life balance.

SAP Mexico, with over 1,000 employees of up to 15 nationalities, has adopted diversity as a key element of its organization, promoting inclusion as a hallmark of its practice. This unique combination of cultures, races, ages, sexual orientations, gender identities or expressions, physical or mental capacities, and work life situations, is one of the organization's main strengths, thus ensuring a healthy work environment and a high sense of belonging.

Additionally, one of SAP's standards to assure talent development is connecting its people to social impact initiatives, effectively turning them into agents of change. This is how the company shares its internal practices with the community, which helps build a society that is more equal, fair, and inclusive.



Diversity and inclusion

SAP strives to be one of the world's most diverse and inclusive software companies, proactively promoting diversity, inclusion, and social justice, working to ensure its workforce reflects gender parity and demographics from all the regions where it operates.

Since diversity and inclusion are of such great value to SAP, the company has established employee-led networks to ensure that all people are included in the organization, with no fear of discrimination. Mexico's branch has three of these networks: Cultures@SAP, Business Women's Network, and Pride@SAP.

Business Women's Network

To further women's professional development in the company, SAP created the Business Women's Network (BWN), which promotes gender equality within the organization. The BWN has more than 60 chapters around the world that create professional and personal development opportunities for SAP's female employees through mentoring, courses, trainings, and interrelation sessions.

Since its foundation in Mexico in 2015 —the second one in Latin America— this network has established itself as an initiative that nurtures an equitable and inclusive work environment with the support of over 170 allies.



33%
of the
leadership team
of the subsidiary in
Mexico was integrated
by women in 2021.

Cultures@SAP

The Cultures@SAP network, founded in 2006, has members from over 40 nationalities around the world. Under its motto “by people, for people,” Cultures@SAP aims to foster multicultural understanding and help employees become acquainted with a multinational company.

This initiative provides various opportunities for SAP talent to learn more about the array of cultures represented in the company, as well as a wide range of services to help newcomers settle in their new locations. Its Mexican chapter was launched in 2020.

Pride@SAP

In 2001, the Pride@SAP movement was born in Germany with the purpose of fostering LGBT+ inclusion within the company. In 2021, it celebrated 20 years of pride. This network currently has more than 8000 members and allies around the world, and it seeks to raise awareness, attract and retain diverse talent, regardless of their gender identity and expression, or sexual orientation. The Mexican chapter, which celebrated its fifth anniversary in 2021, is one of 38 around the world.

Through Pride@SAP, the company is a member of Pride Connection, the largest business network for LGBT+ inclusion best practices in Latin America since 2016.

Learn more about SAP's Diversity and Inclusion practices



Autism at Work Program

Since 2013, SAP set out to ensure that at least 1% of its employees worldwide were people with autism spectrum disorders (ASD). This objective resulted in Autism at Work, a program that currently has more than 178 autistic employees in 15 countries. Today, the program is proud to have a 90% retention rate thanks to its support and accompaniment system.

SAP's groundbreaking Autism at Work program harnesses the unique skills and perspectives of people with autism to foster innovation as it helps its clients become smart businesses.

This project was launched in Argentina in 2017, and it was introduced in Colombia and Mexico in 2019. To date, SAP Mexico has hired almost 10 people on the autism spectrum between its Mexico City and Monterrey branches.

Learn more about this program



Commitment to the environment

As part of its mission to help better the world and benefit people's lives, SAP is part of a growing movement of policymakers, NGOs, social groups, and leading companies working together on solutions to create a restorative and regenerative economy.

In order to see a world without waste and meet the UN Sustainable Development Goals, SAP has partnered with the World Economic Forum's Global Plastic Action Partnership and other organizations to contribute to a circular economy.

Furthermore, after frequently collaborating with industry partners to contribute to SDG 12, SAP has taken the next step by joining forces with the Ellen MacArthur Foundation (EMF). The goal is to create new circular solutions that accelerate waste management markets and enable more responsible production methods using advanced data.

To further scale the impact, SAP is collaborating with clients and business partners to jointly create innovative solutions that allow for a systemic shift towards a more inclusive, circular, and decarbonized economy. And so, Climate 21 was

launched in 2020 to develop analytical and transactional capabilities in business applications, which can help clients understand and minimize their products and operations' carbon footprint throughout their value chains.

SAP also makes sure to purchase products and services from suppliers that meet high environmental and social standards. These procurement practices help create a positive impact and provide tools to reduce emissions. In 2020, SAP announced the **5 & 5 by '25** initiative, which aims to allocate at least 5% of SAP's spending to diverse businesses and social enterprises by 2025. With this goal, SAP hopes to inspire organizations across the globe to buy more goods and services from suppliers committed to diversity and the environment.

Climate protection to achieve carbon neutrality by 2023

In March 2021, SAP announced its commitment to achieve carbon neutrality within its own operations by the end of 2023, two years ahead of schedule. In 2020, the company reduced more greenhouse gas emissions than it previously planned, mainly due to changes in the way its 100,000 international employees worked and traveled during the COVID-19 pandemic.

In order to meet this goal, SAP takes into account all its direct and indirect emissions, as well as those that arise from the supply chain, including those linked to business flights, business trips in rental cars, and third-party data centers. The company uses an “avoid first, reduce second, and offset third” approach. Wherever possible, SAP prevents greenhouse gas emissions through a variety of business practices, such as using telecommunications technologies instead of traveling. If emissions cannot be avoided, SAP makes the most of innovations, such as energy efficient lighting in offices, efficient cooling systems in data centers, and alternative mobility solutions. Lastly, SAP offsets unavoidable emissions by supporting climate projects and working

with partners that meet the gold standard set by the Gold Standard Foundation, or equivalent quality standards.

SAP will plant 21 million trees by 2025

In support of the UN Decade on Ecosystem Restoration 2021-2030, SAP recently joined the **1t.org** corporate alliance that intends to preserve, restore and grow trees around the world. The company has pledged to plant 21 million trees by the end of 2025.

SAP Mexico's contribution

Given the urgency of designing and implementing strategies to face climate change, particularly in Mexico, the company has carried out actions such as:

- Continuing its recycling program of solid waste such as paper, cardboard, or aluminum, alongside the proper management of hazardous waste
- Maintaining its global ISO 14001 certification, seeing its Mexico City and Monterrey branches as key to this international distinction
- Reducing its carbon footprint impact in 2023 through steps like downsizing physical spaces
- Contributing local actions to the global Single use plastics strategy aimed at eliminating plastic use



Learn more about SAP's Climate Action and Circular Economy practices



Ethics and compliance

By doing business the right way, SAP can have a positive impact on social and economic development, advocating for education, justice, democracy, prosperity, and health around the world.

Therefore, SAP has pledged to comply with the highest business ethics standards. Globally, the company strives to conduct business with integrity by doing the right thing and obeying the law in all the markets where it operates.

Prevention through learning

SAP has a solid business ethics culture. It leverages technology to actively and continuously foster this culture by providing its employees, partners and suppliers with a clear and complete guide on its high compliance and ethical standards, through its codes of business conduct, policies, due diligence processes and consulting.

Anomaly identification

At SAP, all employees have an equal responsibility to uphold the company's high business ethics standards and are encouraged to voice their concerns about any anomaly without fear of personal retaliation. The company also encourages its business partners to report any situation through its Field Compliance Officers network or anonymously via its Speak Out at SAP reporting tool.

Problem management

Compliance issues related to potential bribery, corruption and/or fraud are investigated by an inquiry team, which is part of SAP's Ethics and Compliance Office. This team takes appropriate measures to deal with all parties (employees, partners, or suppliers) who have violated the SAP Code of Ethics and Conduct. Additionally, the organization integrates findings from audits, inquiries, data analysis and industry best practices to continually strengthen the elements of its investigations regarding compliance and the management system.

Learn more about SAP's Ethics and Compliance practices



2030 Agenda Task Force on Innovation and Technology

The Global Compact was introduced by the UN in 2000. It calls on companies to align their strategies and operations with the Ten Principles in the areas of Human Rights, Labor, the Environment and Anti-corruption, as well as to take actions conducive to the SDGs.

Today, the UN Global Compact has over 14,000 companies and more than 3,000 organizations, based in over 160 countries and more than 70 local networks.

The 2030 Agenda Task Forces

The 2030 Agenda Task Forces stem from a collaboration agreement signed by Mexico's Global Compact, the Business Coordinating Council and the Mexican government as the private sector's response to carry out actions that drive the 17 Sustainable Development Goals.

As part of this collaboration, SAP Mexico led the **Innovation and Technology Task Force** focused on SDG 9 "Industry, Innovation and Infrastructure." This task force has the purpose of promoting modern, inclusive, and sustainable industrialization through technological tools, and fostering the digitization of operational processes across the country's companies.

For over six months, SAP Mexico has worked with more than 30 organizations, including companies of all sizes, national and transnational, civil society organizations, academia groups, and multilateral organizations, to define and select concrete actions to propel an inclusive and sustainable digital transformation.

The full document with all the final actions will be published in 2022.

Learn more about the 2030
Agenda Task Forces



Awards and certifications

Leadership

Mexico's 100 Most Powerful Women - Forbes

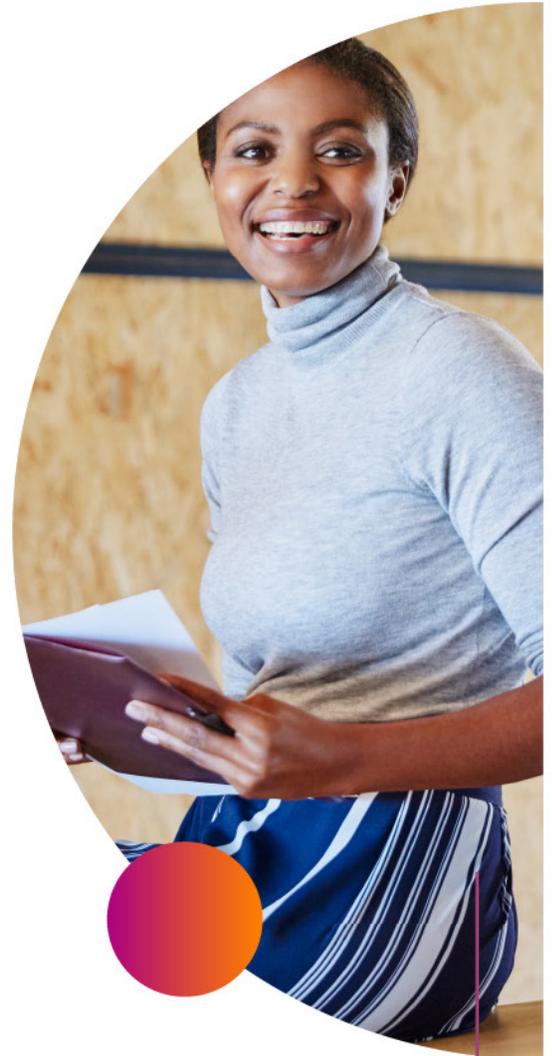
Angela Gomez, president of SAP Mexico was acknowledged as one of “Mexico’s 100 Most Powerful Women”, in the 2021 edition of Forbes México’s annual list. This publication is meant to recognize the work of 100 women who, by leading businesses, representing entire unions or contributing from the scientific, academic, social, artistic or sports sectors, make a difference and reiterate that women’s progress in the field of recovery has no limits.

The 41+1 LGBT Executives – Expansión

Angel Morfin, director of SAP Concur in Mexico and executive leader of Pride@SAP, was listed as one of “The 41+1 LGBT Executives of 2021” by Expansión. This list is made to recognize openly LGBT+ people in high decision-making positions at companies with operations in Mexico, as proof of the strides made every day on inclusion and diversity in organizations, and in society as a whole.

32 Sustainability Leaders – Las Empresas Verdes

Raquel Macias, director of Corporate Affairs and Social Responsibility at SAP Mexico, was included in this list by “Las Empresas Verdes”, a sustainability magazine, for her perseverance, consistency, and commitment to generating changes that benefit all actors of society.





Performance and Work Culture

Global Top Employers

For the fourth consecutive year, SAP was recognized as a Global Top Employer of 2021 by the Top Employers Institute. Mexico, as a country, and North America, as a region, are included in the list of the multinational's subsidiaries that provide the best working conditions for their employees.

The Top Employers Institute acknowledges leading companies in terms of employment worldwide for offering excellent working conditions to their employees, promoting, and developing talent at all levels of the organization, and continually striving to optimize their labor practices. This certification is the result of thorough research stemming from the HR Best Practices Survey, which encompasses and ranks six major topics, as well as 20 subtopics.

Great Place to Work®

Great Place to Work® awarded SAP Mexico as one of the best places to work in the country in 2021, ranking second in the “500 – 5000 employees” category.

GPTW® is the global authority on high-trust and high-performance cultures in the workplace, with offices across nearly 60 countries.

Mexico's 500 Most Important Companies – Expansión

This ranking was first published in 1975 and serves as a benchmark for the country's business sector. Each year, more than 2,000 companies are evaluated for it, which offers an overview of the performance level in Mexico's main companies and a landscape of the country's most representative sectors.

In its 2021 edition, SAP Mexico ranked 267th, up almost 30 slots from 2020.

Los Mejores Lugares para Trabajar® En Tiempos de Reto®

SAP Mexico was named “one of the best places to work in challenging times” by Great Place to Work® within the technology sector and in the “500 – 5000 employees” category.

Corporate Social Responsibility and Diversity

Responsible Companies – Expansión

Since 2014, Expansión and the Schulich School of Business have drawn up a ranking of the companies most committed to adopting and promoting the ESG (environmental, social and governance) criteria in their business operations.

For the third consecutive year, SAP Mexico was included in this list, ranking 104th and improving its standing on the social and environmental standards versus 2020.

HRC Equidad MX

For the fifth consecutive year, SAP Mexico received the HRC Equidad MX certification, an evaluation of LGBT+ inclusion in the workplace in Mexico's main multinational companies, by the Human Rights Campaign Foundation.

Los Mejores Lugares para Trabajar®. Social contribution and care as perceived by its employees

SAP Mexico was recognized by Great Place to Work® for the commitment, social responsibility and care it displays towards its people and the environment. This honor was only awarded to 10 other organizations and is based on employees'

ratings of their workplaces regarding three premises:

1. I feel good about the way we contribute to society
2. My company is a place where people care about others
3. I can count on people's help

Los Mejores Lugares para Trabajar® For All®

SAP Mexico was named "one of the best places to work FOR ALL" by Great Place to Work®, ranking second in the "500 – 5000 employees" category.

Ranking Best Workplaces for Women

SAP Mexico was recognized by Great Place to Work® as one of the best places to work for women, landing 4th place in the “500 – 5000 employees” category.

Ethics and Compliance

500 Companies Against Corruption

Every year, Expansión, in collaboration with Transparencia Mexicana and Mexicanos Contra la Corrupción y la Impunidad, publishes a ranking based on the Corporate Integrity 500 index (IC500). This is the first analysis and evaluation of the existence, content and publicity of the integrity policies applied in Mexico’s 500 most important companies, according to Expansión’s annual ranking.

IC500 rates the existence of codes of ethics and other expressions of companies’ anti-corruption commitment, and bases its ranking on their transparency, publicity, accuracy and scope as part of a broader commitment against corruption.

SAP Mexico was included in this ranking for the second consecutive year, landing 247th place.



PREVIOUS REPORTS

2020

SAP Integrated Report 2020

**Powering Opportunity. SAP
Corporate Social Responsibility 2020**

**SAP Mexico's Corporate Social
Responsibility. 2020 Report**

2019

SAP Integrated Report 2019

**Powering Opportunity Through
Digital Inclusion. SAP Corporate
Social Responsibility 2019**

**SAP Mexico's Corporate Social
Responsibility. 2019 Report**



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