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.

Your Benefits
Your choice!

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LOCAL OFFERS
MEXICO
CONCUR

GLOBAL OFFERS

WANT TO LEARN MORE?
LOCAL BENEFITS
MEXICO
CONCUR

WELL-BEING
FINANCIAL SERVICES
WORK-LIFE
TRANSPORTATION
FAMILY PROTECTION
OTHER BENEFITS
WELL-BEING

Your Health

- Choose from six different medical benefit options that best suits you and dependents.
- Choose between further options through the Beneflex plan.
- Dental, optical (eye) or medical assistance.
- You are eligible for a per-diem in case of hospitalization for more than 24 hours.
- Annual health screening.

FINANCIAL SERVICES

- Benefit from our food allowances.
- You can plan for your retirement by participating in the pension plan (mandatory).
- Get a monthly amount to spend on buying food or medicine in the network of accepted stores.
- Contribute an amount of your monthly salary to benefit from the savings fund plan and get matched 1:1 by SAP monthly.
- Obtain tuition reimbursement to support your development.
WORK-LIFE

Making the Most of Your Time
At Concur, you can:

- Request one day off for academic reasons (i.e. exams).
- Take up to 2 paid days to attend funerals and take care of personal matters related to death.
- Benefit from 84 days of paid maternity leave.
- Take up to 5 days paid parental leave when you and your partner have a baby (also in case of adoption).
- In case of adoption, mothers are eligible to have 6 weeks paid leave.
- Short-term disability: If you are unable to perform your duties due to illness, you can take up to 104 weeks of leave.
- Take up to 12 months of unpaid leave in case of medical or personal reasons.
- My-Time-Program (SAP days): Benefit from up to 7 days-off to contribute to your work-life-balance.

TRANSPORTATION

Options for Everyone

- Benefit from transportation allowances on a monthly basis.
FAMILY PROTECTION

- Get life insurance for your spouse.
- Get reimburse for funeral expenses of immediate family members.
- In case of death, 30 month of salary (in case of accidental death 60 month of salary) will be paid out as life insurance to your beneficiaries.
- You are eligible to receive an annual amount (based on your family dependents) to pay for medical exams and consultations.

OTHER BENEFITS

Employment Anniversary
- Enjoy congratulatory cards and special jubilee events for your employment anniversary.
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 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

Our culture of appreciation acknowledges your excellence

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

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 AND INCLUSION

We offer an inclusive environment

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

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.
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 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.
WANT TO LEARN MORE?

INTERNAL
/go/benefits

EXTERNAL
Global SAP Career Page