

EU Pay Transparency

Helping our customers confidently navigate the latest requirements

May 29th, 2026



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Addressing the gender pay gap

12%

average gender pay gap in the EU

Despite progress in reducing pay discrimination, a significant gender pay gap still exists in the EU.

This gap can negatively impact quality of life and has contributed to an even larger **pension pay gap of 26%**.

Closing the gap with transparent pay

New rules aim to close the gender pay gap by requiring companies to adopt **transparent and equitable pay processes**.



Access to information

Job candidates and employees will have greater pay visibility and will receive additional pay discrimination protections



Reporting obligation

Employers will be held accountable for providing equal pay for equal work and must justify or mitigate any gaps

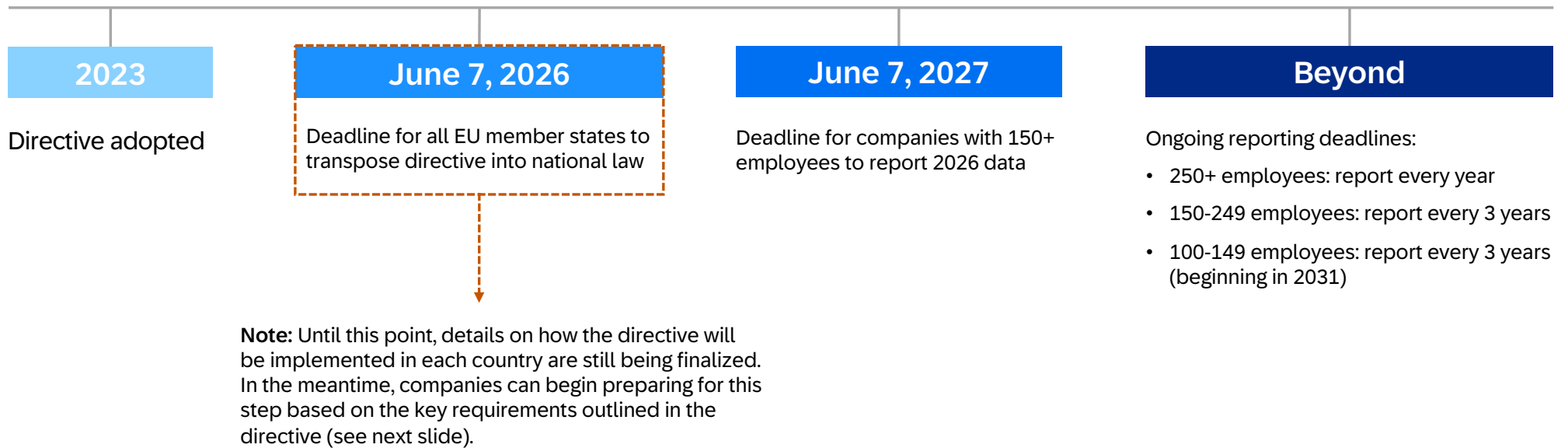


Access to justice

Workers that experience pay discrimination may receive compensation and employers can be fined for violating EU rules



EU Pay Transparency Directive | Timeline



EU Pay Transparency Directive | Key requirements

1

Candidate pay transparency

- ✓ Pay information given prior to job interview
- ✓ Prohibited from asking about salary history

2

Employee pay transparency

- ✓ Right to information on average level of pay for the category of workers performing equal work or work of equal value
- ✓ Report to be delivered within 2 months from request date

3

Pay reporting and assessment

- ✓ Report on pay gaps at company level and pay gaps for categories of employees doing equal work or work of equal value
- ✓ Gender pay gap of 5% or more in any category needs to be justified or mitigated



**Confidently navigate the new
directive with **SAP solutions****





Candidate pay transparency

Build a transparent recruiting process by giving candidates clear visibility into pay ranges.

Key Capabilities

- Enable visibility into expected pay by bringing pay ranges from SAP SuccessFactors Employee Central into job requisitions
- Tailor the information shown on job postings using custom fields and flexible business rules

The screenshot displays a SAP Career page for a job requisition. The page includes a navigation bar with 'SAP Careers' and various filters like 'Students and graduates', 'Professionals', 'Leaders', 'Locations', and 'How we hire'. The main content area is divided into sections: 'Role description' with a bulleted list of responsibilities, 'Experience' with a bulleted list of requirements, and 'Compensation Range Transparency' which is highlighted with an orange border. The 'Compensation Range Transparency' section states: 'We believe the value of pay transparency contributes towards an honest and supportive culture and is a significant step toward demonstrating our commitment to pay equity. We provide the annualized compensation range inclusive of base salary and variable incentive target for the career level applicable to the posted role. The targeted combined range for this position is 100,000 - 200,000 (EUR). The actual amount to be offered to the successful candidate will be within that range, dependent upon the key aspects of each case which may include education, skills, experience, scope of the role, location, etc. as determined through the selection process. Any variable incentive includes a targeted dollar amount and any actual payout amount is dependent on company and personal performance.' To the right of the main content is a sidebar with a blue 'Apply now »' button, a 'Back to search results' link, and a list of job details: 'Requisition ID: 123456', 'Posted Date: Nov 3, 2025', 'Work Area: Solution and Product Management', 'Career Status: Professional', 'Employment Type: Regular Full Time', and 'Expected Travel: 0 - 10%'. At the bottom of the sidebar is a 'Job alert' section with the text 'Select how often (in days) to receive an alert:' followed by a text input field containing the number '7' and a blue 'Create Alert' button.



Employee pay transparency

Provide employees with a self-service experience for requesting individual pay transparency reports.

Key Capabilities

- Allow employees to generate an individual pay transparency report directly from the People Profile
- Give clear insight into the employee's annual pay and the average pay of the same worker category broken down by gender
- Incorporate data from external sources with custom objects and built-in data import tools

Generate Document

Country/Region*

Netherlands

Templates*

Individual Pay Transparency

Template Description

Individual Pay Transparency Report

As of Date

Jan 27, 2026

[Download](#) [Send Directly by Email](#) [Cancel](#)



Section 3: Data Comparison**

Average Total Pay for Same Role (Gross Annual): € [Insert Average]

Gender Distribution in Comparable Roles: ♂ [X]% / ♀ [X]%

Average Pay by Gender (Comparable Roles): ♂ € [Insert] / ♀ € [Insert]

Job Evaluation Criteria Used: [List of the objective, gender-neutral criteria used]

** Total previous ca

Section 4: Add

This informatio
country legal tri
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This form and
purpose of ena

Note 1: XX
Note 2: XX
Note 3: XX

Section 5: Con

If you have any
HR advisor (Lin

Date Issued: [E
Prepared by: F

Individual Pay Transparency Information Report

In compliance with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 and country legal transposition

Section 1: Employee Information

Full Name: [Employee Full Name]
Employee ID: [Employee ID]
Job Title: [Job Title]*
Grade Level: [Grade Level]*
Global Grade: [Global Grade] *
Organization: [Organization Name] *
Legal Entity: [Legal Entity Name] *
Country: [Country Name] *
Date of Request: [Date of Request Submission]
Prepared by: F

*Dec 31" previous year data

Section 2: Employee Pay Information**

Base Annual Salary (Gross): € [Amount]
Actual Variable Pay / Bonuses: € [Amount or N/A]
Benefits (Cash and in kind): € [Amount]
Equity (Cash and in kind): € [Amount or N/A]
Recognition (Cash and in kind): € [Amount or N/A]
TOTAL: € [Amount]

Employee information report (1/6) – Generate report from the People Profile

The image shows a screenshot of the SAP Employee Files interface. The main view is the 'People Profile' for Jada Baker. A search bar at the top contains 'Search for actions or people'. The profile is divided into sections: 'Job Data', 'Job Information', and 'Job Relationships'. An 'All Actions' button is visible in the top right of the profile card. A search bar is also present within the 'Actions' menu.

The 'Actions' menu is open, showing a list of options. The 'Generate Document' option is highlighted with an orange border. Other options include 'One Time Deduction', 'Links', 'Career Worksheet', 'Development Plan', 'Goal Plan', 'Growth Portfolio', 'Job Profiles', 'Org Chart', 'Performance Review', 'Succession Org Chart', and 'Upcoming Pay Statement'. A 'Close' button is at the bottom right of the menu.

An arrow points from the 'Generate Document' option in the menu to a 'Generate Document' dialog box. The dialog box contains the following fields:

- Country/Region ***: Netherlands
- Templates ***: Individual Pay Transparency (dropdown)
- Template Description**: Individual Pay Transparency Report
- As of Date**: Jan 27, 2026 (calendar icon)

At the bottom of the dialog box, there are three buttons: 'Download', 'Send Directly by Email', and 'Cancel'.

Employee information report (2/6) – View personalized report

IndividualPayTransparencyInformationReport.pdf

1 / 2 | - 100% + | [Icons]

Individual Pay Transparency Information Report

In compliance with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 and country legal transposition

Section 1: Employee Information

Full Name: [Employee Full Name]
Employee ID: [Employee ID]
Job Title: [Job Title]*
Grade Level: [Grade Level]*
Global Grade: [Global Grade] *
Organization: [Organization Name] *
Legal Entity: [Legal Entity Name] *
Country: [Country Name] *
Date of Request: [Date of Request Submission]

*Dec 31st previous year data

Section 2: Employee Pay Information**

Base Annual Salary (Gross): € [Amount]
Actual Variable Pay / Bonuses: € [Amount or N/A]
Benefits (Cash and in kind): € [Amount]

Employee information report (3/6) – Manage report template

The screenshot shows the SAP Admin Center interface for managing document templates. The page title is 'Manage Document Template'. At the top, there is a search bar with the text 'Search for actions or people' and a search icon. Below the search bar, there are several filters and controls: 'Search' with a dropdown menu set to 'Document Generation Template', a search input field containing 'Individual Pay Transparency In...', 'Include Inactive Records' set to 'No', 'Search As Of' set to '02/10/2026', and a 'Create New' button with a dropdown menu set to 'No Selection'. On the left side, there is a 'History' section with a 'History <<' link and a table entry for '11/04/2025' with a 'Take Action' dropdown menu. The main content area is titled 'Document Generation Template:' and includes an 'Insert New Record' button. The template details are as follows:

- Template ID * EMP_EU_PAY_TRANSPARENCY
- Template Name * Individual Pay Transparency Information Report
- Short Description Individual Pay Transparency Information Report
- Category * Document Generation
- Country Netherlands
- Calendar * Gregorian
- Status * Active

The 'Template Content *' section displays the following report content:

Individual Pay Transparency Information Report

In compliance with Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 and country legal transposition

Section 1: Employee Information

Full Name:	[Employee Full Name]
Employee ID:	[Employee ID]
Job Title:	[Job Title]*
Grade Level:	[Grade Level]*
Global Grade:	[Global Grade]*
Organization:	[Organization Name]*
Legal Entity:	[Legal Entity Name]*

Employee information report (4/6) – Employee pay by category

The image shows two overlapping screenshots from the SAP Admin Center. The background screenshot is the 'Manage Data' page for 'Employee Pay Aggregated Result: Jada Baker'. It displays search filters (Employee Pay Aggreg..., Jada Baker, No) and a table of aggregated pay data for calendar year 2026. The table shows Basic Wage (20,250), Variable Pay (2,025), and Total Pay (22,300). A blue arrow points from the 'Total Pay' row to the foreground screenshot.

The foreground screenshot is the 'Individual Pay Transparency Information Report' for Jada Baker. It is divided into two sections:

- Section 1: Employee Information**
 - Full Name: [Employee Full Name]
 - Employee ID: [Employee ID]
 - Job Title: [Job Title]*
 - Grade Level: [Grade Level]*
 - Global Grade: [Global Grade]*
 - Organization: [Organization Name]*
 - Legal Entity: [Legal Entity Name]*
 - Country: [Country Name]*
 - Date of Request: [Date of Request Submission]
- Section 2: Employee Pay Information****
 - Base Annual Salary (Gross): € [Amount]
 - Actual Variable Pay / Bonuses: € [Amount or N/A]
 - Benefits (Cash and in kind): € [Amount]
 - Equity (Cash and in kind): € [Amount or N/A]
 - Recognition (Cash and in kind): € [Amount or N/A]
 - TOTAL: € [Amount]

Employee information report (5/6) – Peer pay by category

Admin Center Search for actions

Back to: [Admin Center](#)

Manage Data

Search: Peer Pay Aggregation ... C01_2026 (C01_2026) Include Inactive Records: No

Peer Pay Aggregation By Category: C01_2026 (C01_2026)

calendarYear 2026
category C01

averageTotalPay	23,718.86
averageMaleTotalPay	24,004.25
averageFemaleTotalPay	23,338.33
averageTotalPayAggregationCount	15
averageMaleTotalPayAggregationCount	8
averageFemaleTotalPayAggregationCount	7
Male Distribution%	57
Female Distribution%	43

mdfSystemExternalCode C01_2026
legalEntity A11 (A11)

Section 3: Data Comparison**

Average Total Pay for Same Role (Gross Annual): € [Insert Average]

Gender Distribution in Comparable Roles: ♂ [X]% / ♀ [X]%

Average Pay by Gender (Comparable Roles): ♂ € [Insert] / ♀ € [Insert]

Job Evaluation Criteria Used: [List of the objective, gender-neutral criteria used]

Section 4: Additional Notes and clarifications

This information has been provided in accordance with Article 7 of Directive (EU) 2023/970 and country legal transposition. All pay comparisons are based on employees performing the same work or work of equal value.

This form and its contents are confidential. Disclosure of comparative pay data is for the sole purpose of enabling transparency and may not be shared externally without authorization.

Note 1: XX
Note 2: XX
Note 3: XX

Section 5: Contact for Questions

If you have any questions regarding the content of this form, please contact:
HR advisor [Link]

Date Issued: [Date]
Prepared by: HR in alignment with other functions and teams

Employee information report (6/6) – Import and export data

Peer Pay Aggregation.csv

Read options Write options Preview

+ Add row + Add column Apply changes to file and save

		column 10	column 11	column 12
1	OrLevel	cust_country.externalCode	mdfSystemExternalCode	cust_averageTotalPay
2	evel	Picklist Value.External Code	mdfSystemExternalCode	averageTotalPay
3				

SAP Admin Center

Back to: Admin Center

Import and Export Data

Select the action to perform: Import Data

CSV File ZIP File SuccessStore

Select Generic Object: Peer Pay Aggregation

* File: Choose file No file chosen

File Encoding: Western European (Wi...)

Purge Type: Incremental Load

Suppress Redundant Date-Effective Records: Yes

Key Preference: Business Key

Use Locale Format: No

Identity Type: User ID

Date Format: MM/DD/YYYY

Import Validate View Result