



Mental Health and Well-Being at SAP

Fostering a healthy culture to make employees run at their best

Dr. Natalie Lotzmann, Future of Work
Global Head of Health, Safety & Well-Being, SAP SE
for Mental Health & Well-Being in the Workplace, Copenhagen, September 14, 2022

Public



About SAP

- Market leader in enterprise application software, helping companies of all sizes and in all industries run at their best
- 87% of global goods & services have touched SAP software.
- SAP's machine learning, Internet of Things (IoT), and advanced analytics technologies help turn customers' businesses into intelligent enterprises.



105,000+

Employees from
140+ countries

22,000

SAP partner
companies globally

27.34_{b€}

Total Revenue
(Non-IFRS) in FY 2021

200m+

Subscribers in our
cloud user base

100+

Development locations
worldwide

1

Software company in
Dow Jones Sustainability Index
for 14 years

92% are
proud to
work for
SAP

81% Business Health
Culture Index

83% Employee Engagement

160 **Employer of Choice**
awards in 2021

24,000 Hiring cases
overall in 2021

28.3% Women in management
in 2021

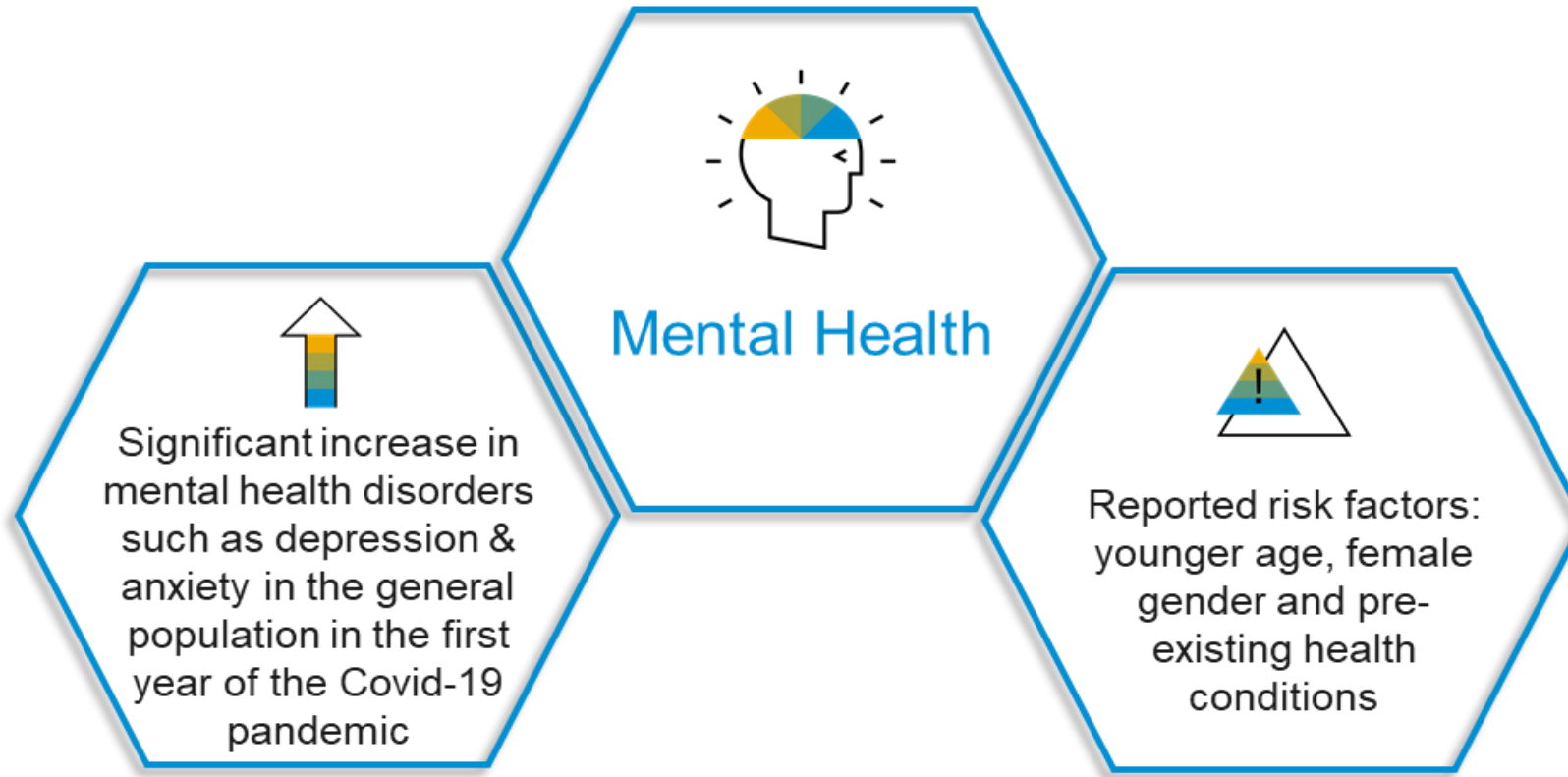
1.3m Learning
Offerings in 2021

Caring for Mental Health in the Workplace: A Long Tradition at SAP



- **Definition:** “Health” was defined in the broad sense of WHO: A state of physical, mental and social well-being – not merely the absence of disease or infirmity
- **Set Up:** Corporate Health Management was built on the two pillars **physical health** and **mental health**
- **Continuous Listening & Learning:** Health & Well-Being are integral part of bi-annual employee surveys. Top three health risks are **stress**, **life balance** and **sedentary life style**
- **Strategy Integration:** Health & Well-Being are integrated into SAP’s overarching People Strategy
- **Health Portfolio:** Leaders & employees are educated in self-care and empathy- driving high expectations of a comprehensive supporting **health portfolio** and **ambitious campaigns**

Prevalence of **Mental Health Disorders** during the Covid 19 pandemic



Current WHO review-data base on evidence from research commissioned by WHO, including an recently published umbrella review of systematic reviews and meta-analyses of worldwide mental health research and an update to a living systematic review, representing the current best overview of evidence about possible changes of the prevalence of mental health disorders before vs. during the Covid-19 pandemic of the psychiatric field. Current **key findings** are:

Source: WHO/2019-nCoV/Sci_Brief/Mental_health/2022.1

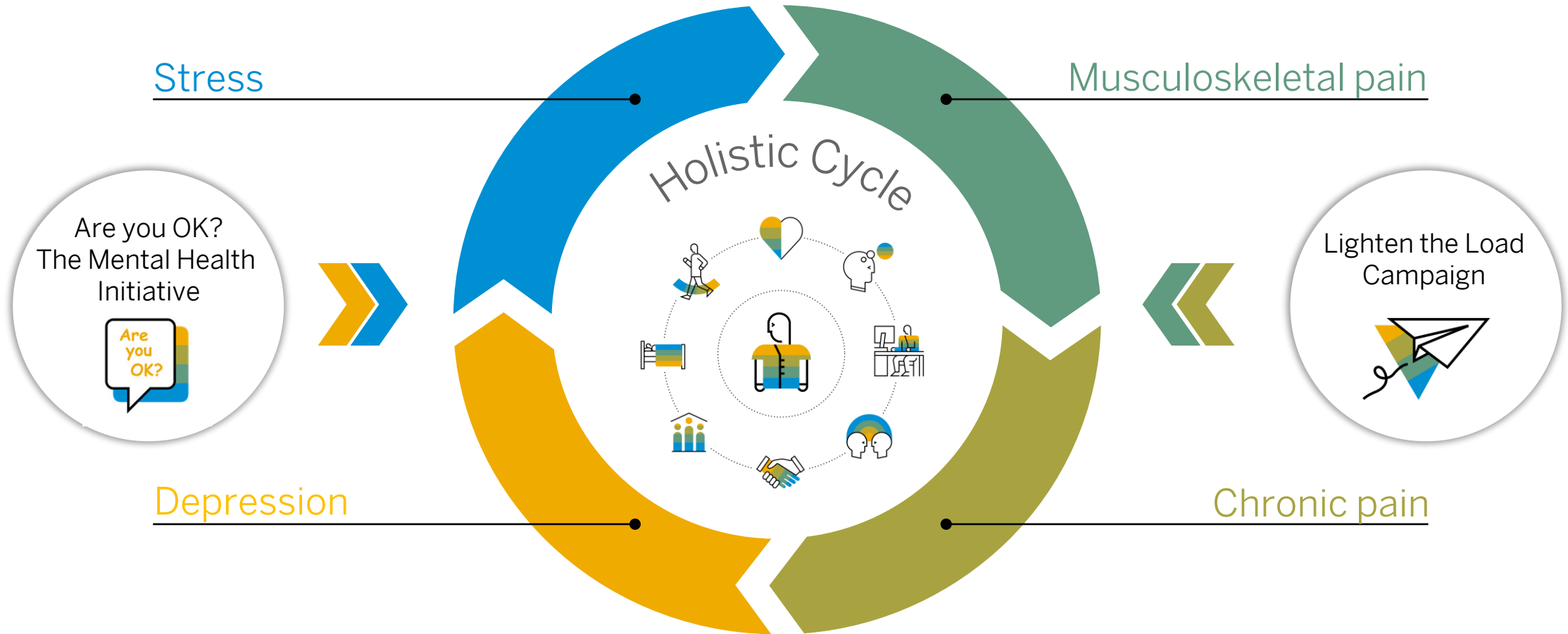
Prevalence of **MSDs** during the Covid 19 pandemic



Large studies and systematic reviews and meta analysis measured the impact of the Covid-19 pandemic on musculoskeletal diseases.

Sources: [Braz J Phys Ther](#), 2021 Nov-Dec; 25(6): 819–825. | [Int J Environ Res Public Health](#) 2022 Apr; 19(8): 4599. | [EU-OSHA MSDs Facts & Figures](#) | [EO-OSHA Impact of Long Covid on Workers](#)

The **holistic** Cycle between mental health and musculoskeletal pain development and SAP's 2-way-approach to fight it via the Mental Health Initiative and the Lighten the Load Campaign



Demand Support needs

- ✓ Leaders need support in caring for their people.
- ✓ Employees need support to cope with mental issues and to set up their workplace at home in the best possible way



Solution Targeted offers:

1. Integrating and promoting campaigns to support Mental Health

Mental Health Initiative, “Are you OK?”
Lighten the Load campaign & SAP



By taking care of your physical and mental health, YOU empower YOURSELF to thrive and run at your best! This document provides resources to help you foster healthy habits which can be easily integrated into your daily life.

- Explore this to kick start your:
- Integrate physical activity into your daily routine, etc.
 - Set up your workspace ergonomically
 - Develop new strategies to deal stress
 - Foster a healthy sleeping routine
 - 30 minutes!

Get active today and discover your way to lighten the load!

SAP is a certified partner of [Fit to Thrive](#) and [Mindfulness](#).



2. Early Warning Signs & Stress-Satisfaction Index

Helping leaders care for employees' well-being by identifying needs to lower stress and increase satisfaction, and reduce long-term high basic tension line.

EXAMPLE

On average- how stressed do you feel with work?



On average- how satisfied are you with your job?



TAKE ACTION IF:

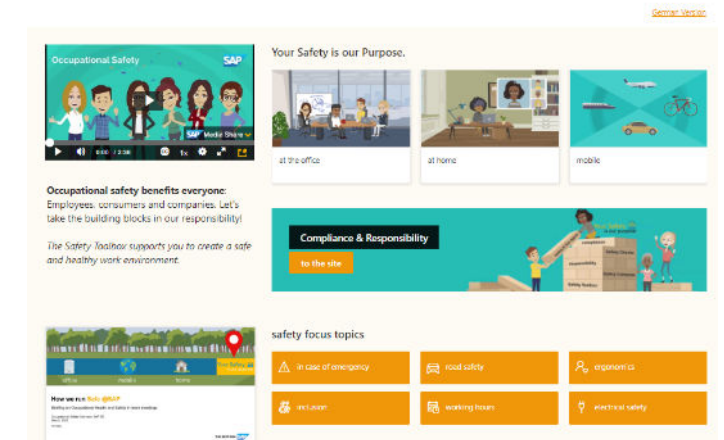
- Stress > 8
- Stress > Satisfaction

○ INITIAL RATINGS
○ REALISTIC TARGETS
○ CALIBRATION

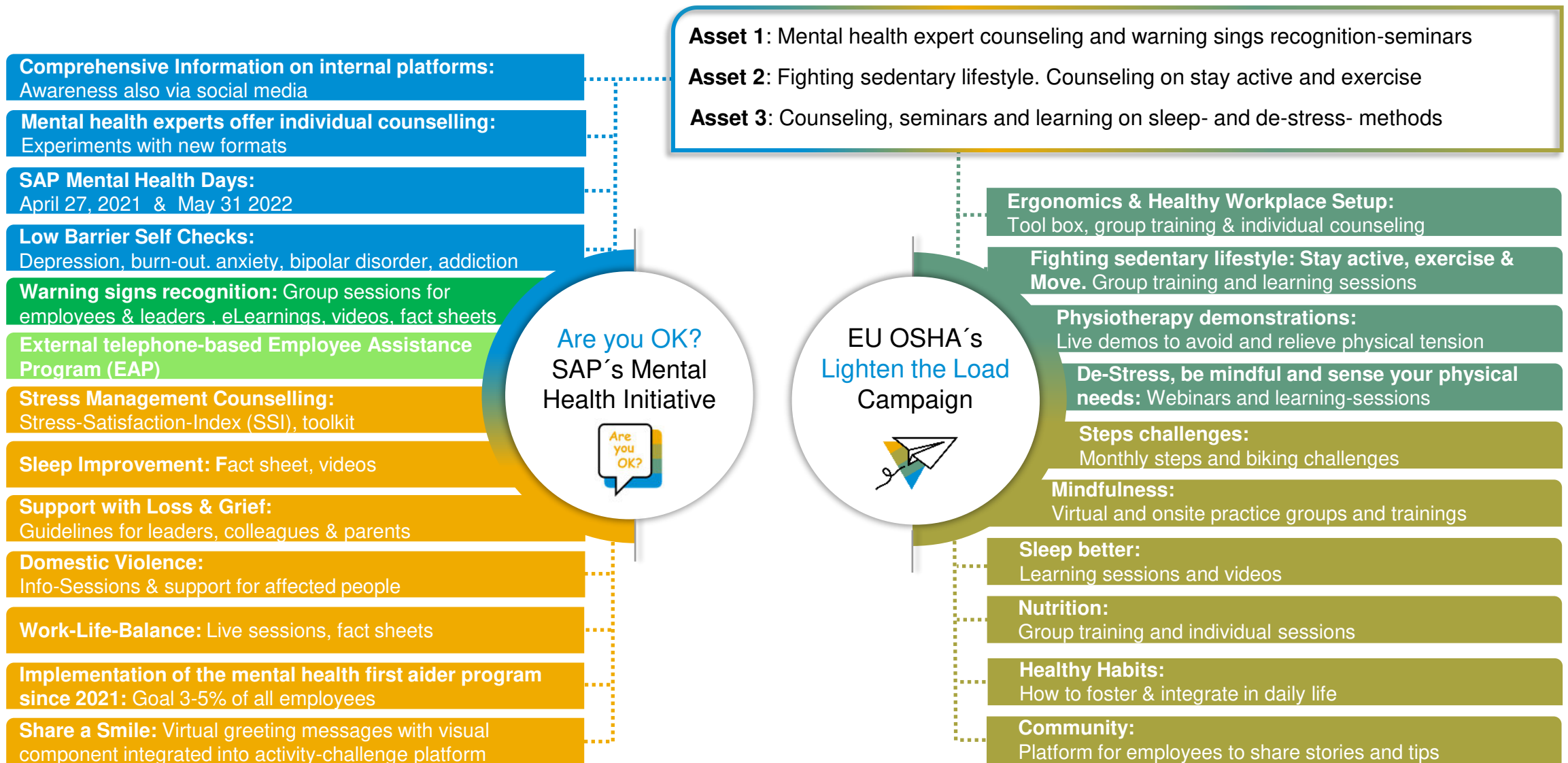
3. Ergonomics Toolbox & Individual Counselling

Providing self-guided tips and resources, plus ergonomic counselling for the home office set up

FOR EMPLOYEES AND MANAGERS
Safety Toolbox



Campaign details



Thank you.



Dr. Natalie Lotzmann, MD, MBA

Global Vice President People & Operations, Future of Work,
Chief Medical Officer, Global Head of Health & Well-Being

SAP SE

n.lotzmann@sap.com