SAP Global SI Certifications
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Global Partners
Total certified consultants & certifications

Partner	Total Certified Individuals	Total Certifications Held
Accenture	3437	4984
Capgemini	2883	3596
IBM	2803	3745
Deloitte	2181	3035
NTT/Itelligence	1672	2169
Abeam	1516	2680
Atos	888	1121
Infosys	735	1269
TCS	631	938
Cognizant	463	615
Deutsche Telekom	457	602
KPMG	416	493
DXC	371	467
Indra	302	454
Wipro	286	374
HCL	214	345
TechMahindra	161	178

This table shows the total number of unique certified consultants per Global Partner and the number of certificates held by these individuals. If a consultant holds more than 1 certification, they will only be counted once in the 'Certified Individuals' columns.
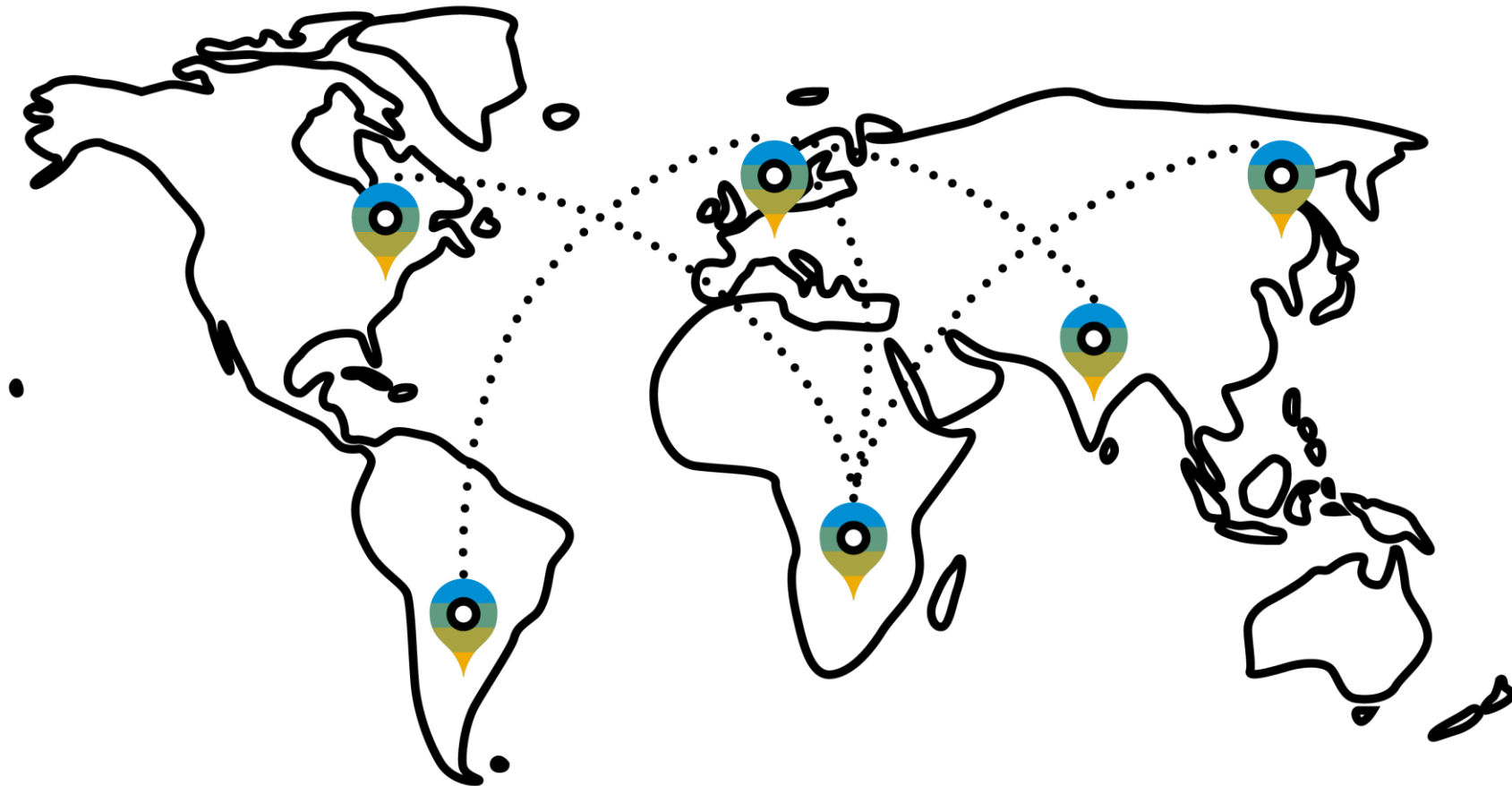
Global Partners: Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	Human Resources	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Accenture	99	231	575	60	406	99	968	26	119	761	435	3779	3437
IBM	60	124	273	51	437	120	1300	64	62	306	252	3049	2803
Capgemini	111	126	288	69	502	49	1206	65	65	225	341	3047	2883
Deloitte	55	173	230	26	354	70	439	130	60	496	268	2301	2181
Abeam	27	2	586	41	544	39	648	5	14	82	48	2036	1516
NTT/Itelligence	109	47	212	62	347	30	381	67	60	140	369	1824	1672
Atos	63	31	296	28	214	12	85	4	63	26	193	1015	888
Infosys	25	32	41	11	77	40	181	18	55	200	122	802	735
TCS	8	12	77	31	180	25	64	3	22	147	92	661	631
Deutsche Telekom	18	9	49	16	37	6	66	16	28	29	222	496	457
Cognizant	10	32	44	5	54	18	96	3	47	72	101	482	463
KPMG	17	2	119	12	20	11	200	2	13	10	32	438	416
DXC	18	13	37	9	49	4	113	4	30	25	86	388	371
Indra	15	10	64	13	49	12	80	24	29	14	55	365	302
Wipro	3	64	25	9	41	1	30	3	11	63	45	295	286
HCL	3	9	24	4	39	8	61	13	8	41	28	238	214
TechMahindra	1	1	25	6	57	7	29	4	2	2	31	165	161

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category see the last slide.

Regional certified consultants

Global Partners: <u>EMEA</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Accenture	60	51	158	10	209	46	382	5	51	214	239	1425	1287
NTT/Itelligence	65	24	95	37	158	17	143	31	22	69	195	856	784
Capgemini	51	28	140	15	170	23	191	39	7	57	111	832	780
Deloitte	31	26	49	12	101	11	94	37	18	64	99	542	510
IBM	23	6	33	11	77	34	163	9	5	41	20	422	372
Indra	15	10	49	13	33	12	76	24	29	10	53	324	261
Atos	13		82	2	16	4	9	2	4	12	45	189	158
Deutsche Telekom	5	2	16	13	18	4	10	1	1	5	49	124	110
DXC			6	1	6		30		7	6	5	61	58
KPMG			15	1	7		4		1	1	6	35	35
Cognizant	1	2	1		2	1	11		2	2	2	24	21
HCL			1	2	1	3	5	1		7		20	17
Wipro	1	2			3		1			3	4	14	13
Infosys		1	3		3		4	1				12	11
TCS		1	2		3	1	1			1	3	12	12
TechMahindra							3					3	3

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>MEE</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total		Unique Individuals
KPMG	16	2	89	9	8	5	168	2	12	2	15	328		310
IBM	11	67	14	1	25	3	47	1	15	24	86	294		280
Deutsche Telekom	12	7	26	2	16	2	22	14	24	20	146	291		269
Atos	17	4	44	10	60	5	43		21	6	61	271		251
Capgemini	28	1	24	4	59	2	52	4	4	19	12	209		196
NTT/Itelligence	18	3	14	6	34		19	1	12	17	45	169		160
Accenture	5	11	24	6	18	7	37		1	29	12	150		139
Deloitte	6	2	24	3	14	10	11	3	1	31	21	126		118
Infosys		1	1	1	9		42	2	3	3	14	76		66
DXC	1		2	2	9		3		1		7	25		25
Cognizant	1		1		4		1			1	1	9		9
Indra			1		1							2		2

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

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Global Partners: <u>North America</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total		Unique Individuals
Deloitte	8	55	125	7	200	23	225	34	28	298	43	1046		1014
IBM	12	20	31	9	50	27	433	15	17	70	41	725		687
Accenture	4	21	80	11	80	32	119	4	28	154	54	587		532
Capgemini	5	13	38	19	54	2	155	5	18	16	9	334		310
DXC	9	3	1	1	6	2	55	3	12	9	6	107		102
NTT/Itelligence	1	6	4		4	4	23	12	1	8	16	79		71
Cognizant		1		1	1	2	13	1	3	24	3	49		44
Atos	2		18		2	1	9		2	1	2	37		31
HCL		4	2	1		1	14	3		6	2	33		28
TCS		2	2		3	2	7		4	9	2	31		28
Infosys	1		1		2	3	10	3	3	4	3	30		24
TechMahindra					1	2	5	3	1		3	15		13
Abeam					7		6				1	14		13
Wipro				1	1		5		1	3	2	13		13
KPMG					1	1	1			1		4		3

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>APJ</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Abeam	27	2	586	41	534	39	640	5	14	82	47	2017	1498
Capgemini	27	83	83	24	208	22	787	17	36	130	206	1623	1549
Accenture	29	140	301	24	76	12	418	16	39	348	119	1522	1392
IBM	13	31	189	26	269	53	604	36	25	164	87	1497	1362
NTT/Itelligence	23	14	96	17	150	9	190	23	24	44	109	699	637
Infosys	24	30	34	10	63	37	125	12	49	193	105	682	632
TCS	8	9	73	30	169	22	55	3	18	137	85	609	583
Atos	31	27	152	16	135	2	16	1	36	7	85	508	439
Deloitte	7	86	26	3	22	24	91	55	13	86	67	480	436
Cognizant	8	29	42	4	47	15	71	2	42	45	95	400	389
Wipro	1	62	25	8	36	1	24	3	9	57	38	264	256
DXC	8	10	27	5	27	2	24	1	10	9	66	189	180
HCL	3	5	21	1	38	4	42	9	8	28	26	185	169
TechMahindra	1	1	25	6	55	5	21	1	1	2	28	146	144
KPMG	1		15	2	4	5	27			6	4	64	61
Deutsche Telekom			5						2	2	19	28	28
Indra			12		4							16	16

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>LATAM</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
IBM	1		6	4	16	3	53	3		7	18	111	102
Deloitte	3	4	6	1	17	2	18	1		17	38	107	103
Accenture	1	8	12	9	23	2	12	1		16	11	95	87
Deutsche Telekom	1		2		3		34	1	1	2	8	52	49
Capgemini		1	3	7	11		21			3	3	49	48
Indra			2		11		4			4	2	23	23
NTT/Itelligence	2		3	2	1		6		1	2	4	21	20
Atos					1		8	1				10	9
TCS				1	5						2	8	7
KPMG											7	7	7
DXC			1		1		1			1	2	6	6
Wipro	1				1				1		1	4	4
Infosys			2									2	2

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

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Valid certifications list

Category	Solutions included
Analytics	BusinessObjects, Business Intelligence, Business Warehouse
C/4HANA	Hybris, Cloud for Customer, SAP CRM, C/4HANA
ERP	SAP ERP, Financials, Business One
HCM	SAP HCM
SuccessFactors	SuccessFactors
Industries	SCM, EWM, PLM, SAP for Retail, EAM, Planning, Procurement, Sales, Service, Logistics
Procurement	SAP Ariba, SAP SRM
SAP HANA	SAP HANA
S/4HANA	SAP S/4HANA, SAP User Experience, Fiori
S/4HANA Cloud	S/4HANA Cloud onboarding & S/4HANA Cloud LOB solutions
Technology	Netweaver, Mobility, Data Services, EPM, GRC, SolMan, Database & Technology, ABAP, System Admin

Disclaimer: The certification data in these reports only reflects certifications which SAP view as 'currently valid' ~ typically the latest version of a certification and the latest version -1 (e.g. if version 10 is the latest version, then versions 9 and 10 would be considered valid). Whilst a consultant can still legitimately hold an older certification, it is not considered current by SAP and will not show in these reports.

For a full list of current SAP Certifications visit: https://training.sap.com/certification/validity

The data provided in these reports is accurate according to the SAP systems at the time a certification was completed. If a consultant has since changed employer this may not be reflected in our systems. The regions are based on where each consultant purchased their certification. If they are operating in a different region then this will not necessarily be reflected in the reporting data. Consultants are responsible for maintaining their own data and can do this using *SAP Credential Manager* (www.sapcredentialmanager.com). Changes will only be reflected in these reports once a consultant has updated their details accordingly.

Regions

Region	Countries
EMEA	Algeria, Angola, Bahrain, Belgium, Botswana, Bri. Virgin Is, Burkina Faso, Cameroon, Canary Islands, Côte d'Ivoire, Cyprus, Denmark, Egypt, Estonia, Ethiopia, Finland, France, Gabon, Ghana, Greece, Guinea, Iberia, Iceland, Iran, Ireland, Israel, Italy, Ivory Coast, Jordan, Kenya, Kuwait, Latvia, Lebanon, Libya, Liechtenstein, Lithuania, Luxembourg, Malawi, Malta, Martinique, Mauretania, Mauritania, Mauritius, Monaco, Morocco, Mozambique, Namibia, Netherlands, New Caledonia, Nigeria, Norway, Oman, Pakistan, Portugal, Qatar, Rep.of Congo, Reunion, Rwanda, Saudi Arabia, Senegal, Sierra Leone, South Africa, Spain, Swaziland, Sweden, Tanzania, Tunisia, Turkey, UK & Ireland, United Arab Em., United Kingdom, Utd.Arab Emir., Yemen, Zambia, Zimbabwe
MEE	Albania, Armenia, Austria, Azerbaijan, Belarus, Bosnia/Herzeg., Bosnia-Herz., Bulgaria, Croatia, Czech Republic, Georgia, Germany, Hungary, Kazakhstan, Macedonia, Moldova, Poland, Romania, Russia, Russian Fed., Serbia, Slovakia, Slovenia, Switzerland, Turkmenistan, Ukraine, Uzbekistan
North America	Bermuda, Canada, USA
APJ	Australia, Bangladesh, Brunei Dar-es-S, Cambodia, China, Fiji, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, Maldives, Nepal, New Zealand, Philippines, Seychelles, Singapore, South Korea, Sri Lanka, St. Helena, Taiwan, Thailand, Vietnam
LATAM	Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Rep., Dutch Antilles, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Neth. Antilles, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Trinidad, Tobago, Trinidad/Tobago, Uruguay, Venezuela

Appendix 1 – additional national views

Global Partners: <u>China</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Accenture	3	1	3		1	3	251	13	23	21	10	329	316
IBM		4	15	12	30	13	39	16	1	14	6	150	142
Deloitte	3	10	1	7	7	5	34		12		1	80	69
Abeam	1	4	2	9	1	10		3	4	2		36	35
Capgemini	2	3	1	9	1	1	2		13	3		35	35
Atos		11		8						4		23	23
NTT/Itelligence		2								2		4	3
DXC				2						1		3	3
Infosys	1								1			2	2
TechMahindra						2						2	2
TCS				1								1	1

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>India</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total		Unique Individuals
Capgemini	24	75	88	24	194	17	313	9	21	97	183	1045		1000
IBM	5	24	43	3	61	23	397	10	6	78	48	698		674
Infosys	22	26	33	9	62	33	107	12	48	185	98	635		590
TCS	7	9	62	22	156	22	43	2	17	129	82	551		532
Accenture	1	84	32	13	40	5	19	1	5	200	48	448		430
Cognizant	8	28	42	4	47	14	63	2	42	38	94	382		372
Wipro	1	52	24	8	35	1	20	3	5	52	37	238		234
Deloitte		66	13	2	8		23		3	17	42	174		165
Atos	9	2	26	8	49	2	6		5	4	35	146		140
TechMahindra	1	1	25	6	55	4	21		1	2	28	144		142
HCL	2	3	18	1	20	4	35	6	6	20	13	128		118
NTT/Itelligence	1	4	13	3	33	4	14	7	2	9	15	105		98
DXC		1	15	5	12		10		2	8	20	73		68
KPMG			4	1	4	3	2			2	3	19		19
Indra			5		2							7		7
Abeam			1									1		1

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>Australia</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Deloitte	2	4				11	18	17	3	17	9	81	68
DXC	5	7	1		6		5	1	4	1	43	73	72
Accenture		1	2		2		3		1	15	3	27	25
Capgemini	1				3		8			5	3	20	19
Infosys		1		1	1	1	6		1	3	5	19	17
NTT/Itelligence		2			2		1	2	1	1	4	13	11
HCL	1				1		2		1	2	3	10	7
IBM	1		1		1	1	4				1	9	9
KPMG							4				1	5	5
Wipro		1	1		1						1	4	4
TCS	1						1			1		3	3
TechMahindra						1		1				2	2
Cognizant							1					1	1

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

For a list of which certifications fall into which category and breakdown of countries per region, see the last slides.

Global Partners: <u>France</u> based consultants
Total certified consultants by solution area

Partner	Analytics	C/4HANA	ERP	HCM (on-prem)	Industries	Procurement	S/4HANA	S/4HANA Cloud	SAP HANA	SuccessFactors	Technology	Grand Total	Unique Individuals
Capgemini	3	21	12	1	18	6	194	32	6	23	5	321	306
Accenture		3			1	18	223			7	1	253	240
DXC					1		27		3	5	1	37	35
IBM					1	3	13			1		18	18
Deloitte		1			2	3	4		6	1		17	17
Atos	6		3		2		1				4	16	16
NTT/Itelligence	1		2		3			2			1	9	9
TCS							1				3	4	4
KPMG											2	2	2
Abeam					1							1	1
Infosys					1							1	1

The total number of unique certified consultants per SAP Solution area. If a consultant holds more than 1 certification in a solution area, they will only be counted once in that column. If they hold certifications in more than 1 solution area (e.g. C/4HANA and ERP) then they will be counted once in each appropriate column. The number of 'Unique Individuals' holding these certifications is given in the final column for reference.

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