

**SAP Time and Attendance Management by WorkForce Software  
SAP Workforce Forecasting and Scheduling by WorkForce Software  
Supplemental Terms and Conditions**

These supplemental terms and conditions (“the Supplement”) are part of an agreement for certain SAP cloud services (“Agreement”) between SAP and Customer and apply solely to SAP Time and Attendance Management by WorkForce Software and SAP Workforce Forecasting and Scheduling by WorkForce Software (the “Cloud Service”) and not to any other SAP product or service. The term Cloud Service as used in this Supplement means either SAP Time and Attendance Management by WorkForce Software or SAP Workforce Forecasting and Scheduling by WorkForce Software, or both, depending on Customer’s subscription.

**1. CLOUD SERVICE**

**1.1.** Customer must have a current subscription to SAP SuccessFactors Employee Central or a license to SAP Human Capital Management software as a prerequisite to subscribe to and use SAP Time and Attendance Management by WorkForce Software. Customer must have a current subscription to SAP SuccessFactors Employee Central or a license to SAP Human Capital Management or SAP ERP Application software as a prerequisite to subscribe to and use SAP Workforce Forecasting and Scheduling by WorkForce Software.

**1.2.** Each subscription to the Cloud Service comes with one production environment, one test environment and one development environment.

**2. FEES**

**2.1.** The Usage Metric for the Cloud Service is Users. Users are individuals authorized to access the Cloud Service. Users are measured as individuals with an active profile in the Cloud Service and/or whose data has been processed in the Cloud Service.

**2.2.** SAP Workforce Forecasting and Scheduling by WorkForce Software requires a subscription to a base package for a flat fee per year, which includes 1,500 Users. A subscription is required for additional Users.

**2.3.** Subject to a separate subscription fee, Customer may subscribe to an additional environment, which is any environment in addition to the one test, one development and one production environment provided with the standard subscription.

**3. ADDITIONAL TERMS**

**3.1** The Absence Compliance Tracker (ACT) module of SAP Time and Attendance Management by WorkForce Software is not included in the subscription to the Cloud Service if the Customer is located outside of the United States or Canada (even if Customer Affiliates are located in the United States or Canada) and Customer may not use ACT even if technically possible.

**3.2** The Absence Compliance Tracker module of SAP Time and Attendance Management by WorkForce Software includes content related to local, state and federal laws and regulations sourced from third parties. This content is provided without warranty or support obligations by SAP. Customer is responsible for ensuring the accuracy of such content.