

Recognition & Rewards, Built Natively for the SAP Environment

Semos adds the recognition and communications layer on top of SuccessFactors, where your managers and employees already work.

- SAP Spotlight+ for Total Rewards
- Certified Built with SAP Business AI
- First AI-native ISV on SAP Business AI Platform
- Sapphire 2026 Agent Race Winner

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The SAP Business AI Platform empowers partners to build the next generation of enterprise agents, rooted in real business context, trusted data, and end-to-end workflows. Semos Cloud exemplifies the AI innovation we want to accelerate in the SAP ecosystem, marrying domain depth with native platform development to bring ready-to-run agents to customers.

Thorsten Leiduck

SVP & Global Head of SAP Business AI Ecosystem

WHY IT BELONGS IN SAP

Recognition that lives inside the tools people already use



Recognition where work happens

Embedded directly in the SuccessFactors UI – not a separate login. Managers and employees recognize each other in the flow of the tool they open every day.



Data stays in place

Because Semos runs on the same SAP BTP infrastructure as SuccessFactors, the behavioral data powering the people and culture signals stays in the same SAP data center you already trust.



Agents that plug into Joule

Semos agents are available through SAP Joule, extending people and culture intelligence into SAP's own conversational layer.



Already in your SAP world

Listed on the SAP Store and the SAP Discovery Center – discoverable and deployable inside the SAP ecosystem you already run.

CONNECTS ACROSS 7 SAP SUCCESSFACTORS MODULES

Employee Central · Payroll · Performance & Goals · Compensation · Work Zone · SAP Analytics Cloud · Talent Intelligence Hub



runs SAP Appreciate & Comms Hub on Semos

100k+

employees

140

countries

505k+

recognitions in 2025

79% peer-to-peer · 4.2 per employee (~2x industry) · run on 0.5 FTE

ALSO ON SEMOS

SEPHORA

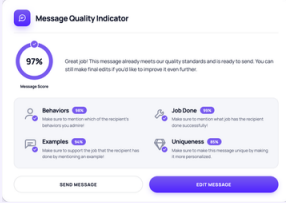
Big Y

OMV

Colgate-Palmolive

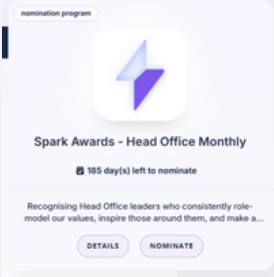
BUILT NATIVELY FOR SAP SUCCESS FACTORS

The recognition and rewards platform built natively for the SAP environment



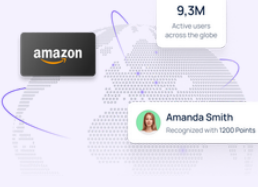
AI-scored peer-to-peer recognition

Message Quality Indicator coaches better, more specific recognition



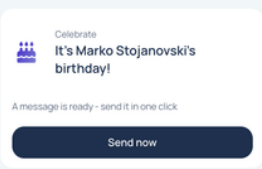
Nomination-based awards

Spotlight top performers with structured, multi-tier award programs.



Global rewards catalog

100k+ options across 150+ countries, localized to each employee. Zero markups.



Milestones & anniversaries

Automated moments that matter, celebrated at scale across the full employee lifecycle.

AI agents that run through SAP Joule

Recognition, rewards, and celebration tasks run in natural language, removing friction so more people participate.



Recognition Agent
Drafts personalized recognition from context and peer signals, removing the blank-page problem.



Nomination Agent
Nominates colleagues through natural language, so friction never throttles participation.



Voting Agent
Surfaces active votes, reviews nominees, and casts votes, all inside the workflow.



Celebration Agent
Nudges employees on colleagues' milestones and drafts the celebration message.



Redemption Agent
Guides the full redemption journey, balance to checkout, with no manual navigation



Earn Points Agent
Runs incentive campaigns in chat, guiding participation step by step.

How SAP's own team sees it

“My favorite thing about SAP Appreciate is that it offers an amazing way to appreciate people. Sometimes it's not easy to find when you want to say thank you. It really makes you think about who you want to appreciate, and gives you an easy way to give them really positive feedback and a reward.”

Nick Holmes
VP & Global Head of Ecosystem, HCM

“It's very easy and simple to implement and use. For a 100k employee company, it is possible to run with only 0.5 FTE, which is a clear pass and speaks for the easiness of the tool.”

Maike Kunz
Total Rewards Senior Consultant, SAP

505,216

recognitions sent in 2025

79%

peer-to-peer recognitions

4.2

per employee · ~2× industry

Recognition is the entry point into **People & Culture Intelligence** — the layer above SuccessFactors that connects Total Rewards, Communications and Talent Development and grounds the AI agents in real engagement signal, so a single moment flows end to end, not into a silo.

Built into the **SAP** you already run.

