SAP SuccessFactors License Pricing

Modules	1-2000	2001-5000	5001-10000	10001-15000	15001-25000	25001-50000	50001-75000	75001-100000	100000+
Employee Central, Core HR	4.77	4.23	3.31	3.16	2.94	2.75	2.42	2.27	2.13
Employee Central, functional use	1.82	1.74	1.66	1.22	1.15	1.10	0.48	0.46	0.44
Employee Central Payroll	8.68	5.76	3.06	1.97	1.43	0.99	0.81	0.77	0.59
Time Tracking	1.94	1.79	1.64	1.58	1.20	1.10	0.92	0.88	0.83
Learning	1.40	1.34	1.26	1.06	1.01	0.96	0.70	0.67	0.64
Compensation	1.48	1.26	1.15	0.96	0.92	0.89	0.74	0.70	0.67
Onboarding	0.89	0.74	0.73	0.70	0.67	0.64	0.51	0.48	0.46
Performance & Goals	2.81	2.60	2.09	1.64	1.45	1.12	1.04	1.01	0.70
Smart Recruiter for SAP	3.53	3.43	3.22	2.74	2.12	2.05	1.96	1.89	1.82
Career & Talent Development	2.22	1.85	1.45	1.36	1.31	1.24	1.14	1.08	1.03
People Intelligence	2.56	2.48	2.12	1.90	1.75	1.60	1.46	1.38	1.31
Work Zone	3.89	3.29	2.99	2.70	2.39	1.74	1.30	1.23	1.04

Licencing

Statement on Pricing

EX3 is committed to working collaboratively with customers to agree the most appropriate and transparent pricing structure for each engagement. Any pricing provided is indicative and confirmed based on the agreed scope, complexity, and delivery approach. EX3 offers flexible pricing models, including time and materials, fixed price, subscription, and PEPM based models, where appropriate. PEPM models can incorporate licences, implementation, and ongoing support into a single, predictable unit cost.

Software and third-party licence costs are priced separately from EX3 services unless explicitly stated. Licence pricing is subject to vendor terms and conditions and may vary based on product selection, user volumes, and contractual arrangements.

→ Please feel free to reach out if you have any questions.

