

For change. For better. For all.



Grant Agreement

Between:

Community Foundation Ireland

(Herein called 'The Foundation') and

Faculty of Informatics and Management, University of Hradec Kralove (Herein called 'The Grantee')

1. GRANT INFORMATION

Project Title: Building managerial, economic and IT skills through simulation game and persuasive SAP S/4HANA hands-on practice. Reference No: A032340 Fund: SAP CSR EMEA Fund

2. PAYMENT

Total grant amount: €10,000.00

Date of Payment: 30 October, 2025

Note: If any of the projected costs transpire to be over-estimated the Foundation will pay the actual price of any component. That is, if any costs are less than anticipated, this will be the cost that is paid by The Foundation.

3. SCHEDULE FOR REPORTING AND PAYMENT

(indicative dates, subject to change)

Date	Action
30/10/2025	€10,000.00 Payment
30/04/2026	Progress Report
30/10/2026	Outcome Report

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Budget Item	Budget Detail	Year 1 Costs
Project/Programme delivery costs	Game licences	€5,100.00
Project/Programme delivery costs	Awards for winners and participants	€13,300.00

4. BUDGET

Community Foundation Ireland

Project/Programme delivery costs		€4,400.00
	Catering	
Project/Programme delivery costs	Travel allowances and transport	€2,200.00
Staff salaries and associated costs	Staff salaries and social insurance	€7,000.00
Publicity/Communications costs		
	Photo / video of the event	€1,000.00
Other Overhead costs	Overheads	
		€2,000.00
		€35,000.00

Unless agreed specifically with the Foundation, if the funding awarded is less than what is outlined in this budget, funding is a general contribution to the work. Funding should be utilised in the most impactful way that is in line with these budget lines.

Changes to this budget of more than 10% of the total should be approved by The Foundation before the change is made. Budget and/or extension requests must be submitted through the Grantee Portal.

5. MONITORING & EVALUATION

The Grantee agrees to facilitate The Foundation in the monitoring and evaluation of the grant as follows: The

- Grantee is required to submit all reports listed in Section 3 “Schedule for Reporting and Payment.”
Where Progress and Outcome reports are required, The Grantee should update the Foundation on progress toward project/organisation objectives and how the grant has been spent when the reports are requested.
- grants, regardless of reporting requirements listed in Section 3, The Grantee should update The Foundation on any key developments within the project or organisation that impacts the organisation’s ability to complete the work as outlined.
- Organisations should invite dialogue on any issues or challenges arising during the course of the grant period.

Progress and Outcome reports must be submitted through the grantee portal by the requested due date. Grantees will be notified via email 60 days prior to the report due date. **Late reports or failure to report as outlined above may impact applications for future funding.**

6. RETURN OF GRANT FUNDS

The Grantee may request budget or project changes if the project cannot be completed as intended. The Grantee must return grant funds to The Foundation if the funded project cannot be completed at all. The Grantee should alert Community Foundation Ireland as soon as possible that the project cannot go ahead and the funding should be returned. The Foundation reserves the right to request return of part or full amount of the funds granted if:

- Progress against the objectives is not sufficient, without reason.
- The Grantee uses the funds for activities outside of the scope of the agreement without prior request. The Grantee acts in a way that damages the reputation of The Foundation.
- **7. DECLARATION**

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- Any developments that substantially alter the aims and activities of The Grantee;
- Any actual or suspected fraud involving The Grantee;
- Any investigations concerning currently underway or expected to be undertaken by the Charities Regulatory Authority and/or The Grantee;
- Anything which may injure the reputation of The Foundation.

The Grantee confirms it will report to The Foundation as soon as reasonably practicable after becoming aware of:

8. COMMUNICATIONS & MEDIA REQUIREMENTS

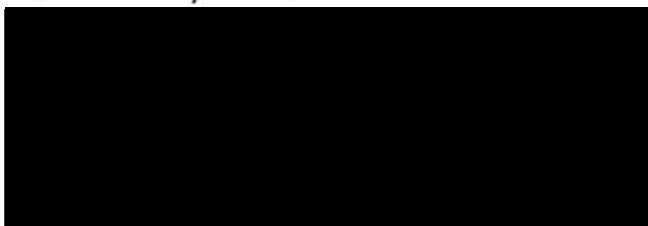
In order to ensure connectivity with donors, meeting a transparency standard which meets public expectation, as well as good governance, there are communication and branding requirements which Grantees are required to meet as part of this grant agreement.

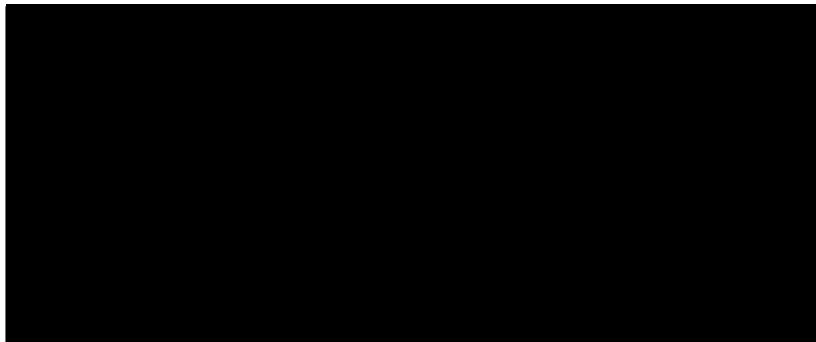
Where the grant is supporting a specific project, the donor (SAP) must be included in all public-facing activity associated with this project. SAP's logo must be included on webpages, social media, invites, launch documents and reports (online and print) associated with the project. These logos should not be edited or altered when being used by The Grantee in print or online materials.

Where the grant is supporting a specific project, The Grantee agrees to provide high quality photos and videos that demonstrate the activity and impact of the funded project where possible. All submitted photos and videos should be suitable for the Foundation media platforms to show the impact and outcomes of the grant. The Grantee must not submit any media where the subjects have not consented to having their likeness shared; in other words, subjects must consent to having their photo taken and must be aware that the photos will be shared and potentially used in Community Foundation Ireland print/digital publications.

Where the grant is for general support, or core costs, The Grantee is required to reference Community Foundation Ireland as a funder, and include Community Foundation Ireland's logo on The Grantee's website.

For Community Foundation Ireland:





APPENDIX:

Application ID	Application Type
A032340	Corporate

Organisation Information

Faculty of Informatics and Management, University of Hradec Kralove
Rokitanského 62
Hradec Králové, E, 500 03 Phone:
420 4933322262

Who is the secondary contact for this grant?

Invalid access, please contact your system administrator

Invite Secondary Contact

Invalid access, please contact your system administrator

Project Summary

Introduction

Round Name

SAP CSR MEE 2025 - Phase 1

Organisation Information

Faculty of Informatics and Management, University of Hradec Kralove
Rokitanského 62
Hradec Králové, E, 500 03 Phone: 420 4933322262

If relevant please choose the strand that you are applying to.

Community Foundation Ireland

What type of support are you applying for?

Project Support

Please describe your project in one sentence. This should be a clear summary of your proposed project that will be used in publications to describe your work, should your grant be successful.

Building managerial, economic and IT skills through simulation game and persuasive SAP S/4HANA hands-on practice.

Project / Funding start date

01/09/2025

Project / Funding end date

18/12/2025

Project Beneficiaries

Gender

All

Primary Age Group

Adults 19-55

If relevant, you may choose more specific age range within Adults 19-55, please choose from the list below:

Young Adults 19-25

Secondary Age Groups

Primary Beneficiary

Community Foundation Ireland

General public

Secondary Beneficiaries

Project Issue Areas

Primary Issue

Education & training

Secondary Issues

Sustainable Development Goals

4 Quality Education

Secondary Sustainable Development Goal(s)

Project Geographic reach

Where will your services be delivered?

Other

Country

Czech Republic

Does your organisation work in a specific type of community?

N/A

Community Foundation Ireland

Project Type

My project addresses the problem through:

Direct services and projects

The funding will support:

Core costs

Project Detail

What is the need for this project?

Young university students have easy access to theoretical knowledge from various online resources. They are also well aware of simple personal applications especially in mobile environment. However, the opportunity to use real enterprise-wide information system is limited. The students are therefore lacking the ability to understand complex business processes and the role of IT is rather abstract or shallow. The possibility to gain better understanding and hands on practice is usually in their first job. This can have impact on their position on the job market and ability to see the challenges and spot the opportunities in today's business world.

Describe your project/programme

The project is a continued endeavor to raise awareness of ERP systems among young students and provide a hands-on practice on business like activities. Enterprise information systems such as SAP S/4HANA are the backbones of today's business operations. The SAP ERP (Enterprise Resource Planning) simulation game aims to build understanding of business production and sales processes and related IT operations. The game presents students a virtual market place in which students' teams represent competing companies. The student teams conduct the business processes through the SAP S/4HANA transactions. Thus, the game provides students with unique persuasive opportunity to gain management, economic and technology skills and competences that are vital for their future career. The simulation game is targeted at students of major Czech business and IT faculties. Currently, the students from the University of Hradec Králové, University of Economics Prague and the Czech

University of Life Sciences are participating in the game. The effort is made to involve also other Czech universities.

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Demonstrate how your project/programme meets the need identified above and the objectives of this grant round or the mission of Community Foundation Ireland.

The project is focused on the “Building future skills”. The beneficiaries will have a chance to get in touch with a real enterprise-wide system and follow a particular scenario of business actions. In that they will have the opportunity to deploy management skills to organize the team, team roles and their responsibilities as well as prepare a plan and conduct business activities to pursue the prepared plan. The economic skills will help the team members to understand current situation of the business and the necessary steps that should be undertaken in order to improve the financial situation and be competitive in the virtual market. The information technology skills enable the effective and efficient realization of the business activities and also brings opportunity for innovation. Further, the data and reports from business operations provide an opportunity to broaden the analytical skills necessary to steer the business in a competitive environment.

What are you hoping to achieve with your project? What are the three main aims or objectives?

To help students gain expertise on working with a real ERP System – the students will receive hands on practice using SAP ERP system. This will raise the awareness in how information system can help businesses to improve their operations.

To exercise business skills – students will have opportunities to participate in a virtual market and thus make decisions and perform actions to increase virtual company valuations. The decisions and actions are similar to what students can experience in the real world. The students will have a chance to apply analytical and critical thinking in order to succeed in the game.

To provide for collaboration and networking – the game assumes teams of students and therefore students will learn how to collaborate with other students to achieve given objectives. The students will also receive support from SAP employees and practitioners. This will provide students with an opportunity to join the SAP community and participate in professional networking.

Single Year Grant Quarterly Timeline and Activities

Quarter		Start Date (Month)		End Date (Month)	Activities
3		September		October	Project initiation, project promotion, setup planning, student registration.
4		November	December	hands-on practice in partner universities.	

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Unique Value

Why is your organisation best placed to lead project?

The Faculty of Informatics and Management is building an expertise on teaching and organizing the simulation games using SAP ERP. The expertise is fairly unique among other Czech universities and we organize workshops for another 3 Czech universities. The faculty is also active in extending the partnership with SAP Czech Republic and other industry partners. This helps to broaden SAP skills among faculty members as well as incorporate specialized SAP technologies in such as machine learning, IoT, cyber security into study curricula. The funding is essential to maintain cooperation among universities and business partners.

How are your beneficiaries disadvantaged?

We believe the students of public universities are disadvantaged on the job market due to the lack of hands on practice with ERP systems. Especially in the Czech Republic, the public universities do not have funds to provide for the hands on training on real-world ERP systems. This is compared to students of private universities and business schools with more extensive funds. The lack of practical hands on exercises renders Czech students to be disadvantaged on the international job market compared to students in other countries with more profound business oriented curricula. The students are also disadvantaged in understanding of moderately complex and complex business scenarios for which practical experience is vital. Such students need longer induction periods and produce more errors at the beginning of their career. The lack of practical experience results in greater stress and more psychologically demanding conditions.

How will you identify individuals or groups that will be served by this project?

The beneficiaries will be the university students primarily but not necessarily in business and IT study programmes. In particular, four Czech public universities with business and IT oriented faculties will be involved and their students will be invited to participate in the project. There are no special prerequisites just a basic computer literacy. The participation will be voluntary and will be promoted by the faculty staff members in related courses and also using web and social media. The students will form their own groups of approximately 4-6 to cover the roles in the game.

Are you working with other charitable organisations on this project?

No

Corporate Opportunities

Community Foundation Ireland

Which focus area of the company's CSR strategy does your project address?

Building Future Skills

SAP Contact Name

[REDACTED]

SAP Contact Information

[REDACTED]

Would you be able to host a traditional or skills-based volunteering opportunity for the donor?

Yes

If so, please describe the volunteering opportunity that would be available.

Help with hands-on practices – the SAP staff is assumed to be involved during student hands-on practices for deeper insight into the ERP functions and processes

Technical support in case technical issues – last year the SAP staff proved to be helpful when we encountered a technical incident we expect the same for this year

Assistance with PR of the event – we assume the SAP staff will assist in preparing PR materials and the printing large posters

Assistance with the website – we assume to utilize the know how of the SAP staff in updating the event website

Within a 12 month period, how many people could volunteer?

11

What would be the expected number of volunteer hours per person?

8

Project Impact

What is the estimated total number of direct beneficiaries?

Community Foundation Ireland

200

What is the estimated total number of indirect beneficiaries?

20

How many staff members will be involved in this project?

5

How many volunteers will be involved in this project?

10

What will be the impact of this project/programme on your direct beneficiaries?

The direct beneficiaries are students of four Czech economic universities. There will be approximately 200 participating students in total. Each student will receive approximately 5 hours of practical training during preparatory workshop and 5 hours of practice during the contest. Around 50 students will participate in the finals and thus receive additional 5 hours of practice. Therefore, the project will deliver 2250 hours of training to the beneficiaries. The training and practice will extend management, economic, technology skills beyond traditional curricula so that the participating students are able to understand and execute particular business activities and collaborate in real-life business processes. Apart from the training and practice, the students will have an opportunity for socializing and business networking with students in other study programs, across the universities and even outside academic boundaries with business partners. Thus, the project profoundly affects the position of participating students in the labour market.

Describe the intended impact of this project on the indirect beneficiaries.

The indirect beneficiaries will be the teachers of the faculties of involved universities that can benefit from the game materials and workshops. They can be inspired by the game-based education scenario and can enrich their materials and curricula. Thus, the projects will help to promote the ERP system related expertise among the teachers.

How will this project impact your organisation internally?

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The expertise of the faculty staff members related to SAP ERP will be extended. The game-based curricula can also be incorporated to courses and can enrich the study experience. The project will also help to strengthen partnerships with other universities and IT industry companies.

If relevant, what is the potential impact of this project on influencing attitude shifting culture shifts or for wider systemic or policy change?

How will you monitor and measure the impact of your project?

The project activities will be monitored by academic and business partners in project meetings. The particular measures that will be reported include the number of students reached by the promotion materials, number of students registered for the contest and number of students actually participating during workshop and the contest. The outcomes will be reported also using simulation game results i.e. scores achieved in each game round. The impact on beneficiaries will also be gathered in the form of student's feedback (such as informal discussion and/or survey).

What will you do to ensure the success of this project?

The success of the project depends highly on communication with students and partners. Thus, the project coordination will focus on establishing proper communication channels with the partner university and also industry partners to organize the game events. Another, communication channels will be directed to students to promote the game and also to give instructions about participations. Best practices from previous years will be utilized and further extended. The success of the project is also related to game and technology provider. The technology checks with the provider will be exercised to achieve an appropriate user experience during the game.

Project Budget

What is the total cost of the project?

€35,000.00

How much money are you applying to us for?

€10,000.00

Community Foundation Ireland

How much, if any, has been raised so far?

€0.00

Details of funding raised so far

Single Year Budget

Budget Item	Budget Detail	Year 1 Costs
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		€35,000.00

If the total cost exceeds amount requested, plus any funds raised so far, how will the remaining gap be funded?

Funding from industry partners will be negotiated

What will happen when this funding ends? Will the work be sustained by other funding? If yes, how will you raise these funds. If not, how will your organisation manage the wind down of the project?

The activities will probably sustain but will be scaled down i.e. some partner universities will be excluded and the participating student counts will be restricted.

Please demonstrate how your organisation has the financial capacity and capabilities to manage a grant of this size.

Community Foundation Ireland

The university is managing extensive funds from various public and private sources. The university follows binding legal regulations and has stringent internal policies concerning management of funds and financial issues. There is a responsible personnel on the faculty and university level with supervisory oversight over any financial transaction. There is also a legal office that is responsible for compliance with legislative acts and proper money handling procedures.

Budget Checklist

Will you be hiring a new staff member as a part of this project?

No

Will you be working directly with children 0-18 as part of this project?

No

Will you be working directly with vulnerable adults as part of this project?

No

Does your project include larger scale capital/building work (where the cost of the work totals more than €20,000)?

No

Final Confirmation

Would you be able to host a site visit from the donor to see the impact of your work?

Yes

Would it be appropriate for a donor to speak to some of the beneficiaries of this project to learn more about the impact of their funding?

Community Foundation Ireland

Yes

If successful, please confirm whether Community Foundation Ireland can share your contact details with the funder to share information in relation to this grant round.

Yes

If we are not able to fund you through this grant round, please indicate whether you would like us to share this proposal and contact details with another potential funder.

No

I confirm that the information given on the application form is true and my group has formally agreed that I can act on their behalf.

Yes

Documentation Upload

Please upload a bank statement if different to the details on your organisation account.

If the amount requested is more than €30,000, please upload your Tax Clearance Certificate

If the amount requested is more than €100,000, please upload your policy for recording and handling grant funding.
