

Mr Anand Nidamanuru  
138, EPIP, WhiteField  
560066 Bangalore  
India

March 31, 2017

## 2016 Bonus Payout Letter for REB: Global pool

Dear Anand,

I am pleased to confirm that you have been awarded a 2016 Revenue Enabling bonus of 716.839,00 INR gross.

For more details see the compensation statement in Success Map (as of April 13) under Home > People Profile > Public Profile > Compensation Statement. The terms and conditions of the bonus plan can be found in the portal under Employee Services/Me At SAP/Compensation or under the quicklink /myrewards.

Your bonus payment will be paid net of any deductions managed through your local payroll. Should you have questions please let me know.

Thank you for your commitment and contribution to SAP's success in 2016.

Best Regards,

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Note: This table explains your target bonus for 2016 which was used to calculate manager's bonus budget. It includes only the period you have been on a Revenue Enabling bonus plan.

Start Date	End Date	Available Days	Annual Target Bonus	FTE%	Pro Rated Bonus	Unpaid Working Days	Unpaid Calendar Days	Deduction Amount	Target Bonus used in Calculation
1/1/16	3/31/16	91	533,803.00 INR	100%	132,721.51 INR	0	0	0.00 INR	132,721.51 INR
4/1/16	12/31/16	275	620,592.00 INR	100%	466,291.80 INR	0	0	0.00 INR	466,291.80 INR
Total		366			599,013.31 INR	0	0	0.00 INR	599,013.31 INR