



01 April 2017

Anand Nidamanuru (I038020)  
SAP LABS INDIA PVT. LTD.

Dear Anand,

2016 was a year of innovation and leadership for SAP. We continue to be inspired by our lasting vision of helping the world run better and improving people's lives. Our unwavering focus on making our clients succeed in the new global economy is second to none. Being THE cloud company powered by HANA is no longer our ambition - it is what we have become.

These great achievements were only possible due to your constant dedication and hard work. On behalf of the SAP's Board and the management team we would like to thank you!

In recognition of your accomplishments, we are pleased to present you with your **2017 Total Target Cash Compensation** package, determined by your manager. This package represents a 16.06 % increase over your 2016 total target cash compensation.

Annual Base Salary:	2,881,014.48 INR
Annual Target Bonus:	720,251.00 INR
Annual Total Target Cash Compensation:	3,601,265.48 INR

Changes to your base salary and target bonus are effective April 1, 2017 and will be reflected in the April 2017 payroll, based on your country's payroll schedule.

The Total Target Cash Break up will be as follows:

Basic:	880,420.80 INR
Flexible Benefits Plan (FBP):	1,635,067.20 INR
Benefits Allowance:	85,464.60 INR
Provident Fund:	105,650.52 INR
Superannuation Allowance:	132,063.12 INR
Gratuity:	42,348.24 INR
Total Fixed Pay:	2,881,014.48 INR
On Target Variable:	720,251.00 INR
On Target Earning:	3,601,265.48 INR

If you have any questions about your 2017 compensation package, please contact your manager. We look forward to your ongoing support and a successful 2017.

Best Regards,

SAP HR Service Centre APJ