

SAP Labs India Pvt. Ltd.
 Anand Nidamanuru
 ID: I038020
 10th of December 2020
 Payout Letter



MOVE SAP Your Payout Information

Dear Anand,

Please find your Move SAP payout details below. Your local payroll team will process your payment in the month after your RSUs have vested¹.
 Learn more about Move SAP in [SAP's Online Guide](#).

Your gross payout is EUR 3,464.94

It is calculated by multiplying the number of **total vested units** with the **applicable SAP share price at vesting**. If you have a different currency than Euros, your payout will be converted based on these [exchange rates](#).

Number of total vested units (see details below): **34**

Applicable SAP share price at vesting²: **€ 101.91**

Vesting date: **10 December 2020**

Vesting Info: Annual Vesting

Details of your vested units

(according to the Move SAP plan [terms and conditions](#))

Grant Date	Granted Units	Share price at grant in Euro	Vested units
DECEMBER 10, 2019	34 RSUs	121.52	34 RSUs vested (first vesting)

Payout and tax information for relocated colleagues

If you have transferred between SAP entities since the grant date, please note that your payment may be paid out by different SAP entities and may therefore be subject to different local taxation regulations. For detailed information, please review your Mobility Tax Statement that will be available in the Library in your EquatePlus account. Please make sure that you have a valid bank account in all applicable countries at the time of payout.

Best regards,

Your SAP HR Global Total Rewards on behalf of SAP Labs India Pvt. Ltd.

¹The vesting date is when you become eligible for a payout which means, your RSUs can no longer forfeit in case of a termination. Following this date, your cash payout is calculated and will be processed in the next possible payroll run.

²average of SAP share closing prices over a five-day period preceding the vesting date.