

**SAP Labs India Pvt. Ltd.**  
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03.04.2012

Mr Anand Nidamanuru 01038020  
SAP LABS INDIA PVT. LTD.

Dear Anand,

Congratulations on your accomplishments in 2011! At SAP our people are our most valuable asset and we would like to take this opportunity to thank you again for your contribution to SAP's success. In 2012 your hard work and support continue to play a critical role in achieving our goals of delivering best-in-class solutions, helping our customers to become best-run businesses, and transforming SAP into an amazing growth company.

We are pleased to present you with your compensation package, determined by your manager, effective April 1, 2012. All amounts indicated below are **per annum**.

Salary elements	Amount (Rs)
Basic	418,299.00 INR
Flexible Compensation	776,841.00 INR
<b>Allowances</b>	
Benefits Allowance	45,854.16 INR
Superannuation Allowance	62,744.88 INR
<b>Retirement Benefits</b>	
Provident Fund	50,195.88 INR
Gratuity – As per Payment of Gratuity Act 1972	20,120.16 INR
<b>Annual Base Salary</b>	1,374,055.08 INR
<b>Variable Pay</b>	239,027.00 INR
<b>Gross Salary (Sum of Annual Base Salary and Variable Pay)</b>	<b>1,613,082.08 INR</b>

Any changes to your base salary will be reflected in the April 2012 payroll, based on your country payroll schedule.

For information on your 2011 bonus achievements and associated bonus payment, please refer to your Bonus Payout Letter which is available to you via your [2011 PRM Document](#) when you select the print function and then select Payout Letter.

If you have any questions about your 2012 compensation package or 2011 bonus achievements, please speak with your manager directly.

Yours Sincerely,

Mr Sudipto Shankar Dasgupta