

Mr Anand Nidamanuru  
138, EPIP, WhiteField  
560066 Bangalore  
India

March 1, 2020

## 2019 Bonus Payout Letter for REB: Global pool

Dear Anand,

I am pleased to confirm that you have been awarded a 2019 Revenue Enabling bonus of 849.896,00 INR gross.

For more details see the compensation statement in Success Map under Home > People Profile > Compensation Statement (as of April 1st). The terms and conditions of the bonus plan can be found in the portal under the link: </go/revenue-enabling-bonus-plan>

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 2019.

Best Regards,  
Mr. Kumaravel Rangasamy

Note: This table explains your target bonus for 2019 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
1/1/19	12/31/19	365	720,251.00 INR	100%	720,251.00 INR	0	0	0.00 INR	720,251.00 INR
Total		365			720,251.00 INR	0	0	0.00 INR	720,251.00 INR