Mr Anand Nidamanuru / 01038020

SAP LABS INDIA PVT. LTD.

Payslip - December, 2010

| Payment date | Bank Details | A/c No | Take Home Pay | Earnings | Deductions | F | Counding off Adjustment |
|-------------------|-----------------|---------------|---------------|-----------|--------------|-----|-------------------------|
| 31 December, 2010 | HDFC Bank Ltd / | 0771610027651 | 66,077.00 | 75,994.84 | - 9,917.50 + | + C | 0.34 |

| Earnings | INR | Deductions | INR | | |
|---------------------------|-----------|--------------------------|----------|--|--|
| Basic Salary | 24,705.80 | Ee PF contribution | 2,965.00 | | |
| House Rent Allowance | 5,658.33 | Ee LWF contribution | 03.00 | | |
| Leave Travel Allowance | 5,000.00 | Prof Tax - split period | 200.00 | | |
| Special Allowance | 33,973.87 | Income Tax | 1,962.00 | | |
| Super Annuation Allowance | 3,705.87 | Social Contribution- 50% | 1,000.00 | | |
| Benefits Allowance | 2,950.97 | Insurance Premium | 662.50 | | |
| | | Personal Loan Recovery | 3,125.00 | | |
| | | | | | |
| Total Earnings 75,994.84 | | Total Deductions | 9,917.50 | | |

| Form 16 Summary | INR |
|---------------------------|-------------|
| Gross Salary | 979,536.08 |
| Exemption U/S 10 | 54,353.04 |
| Balance | 925,183.04 |
| Empmnt tax (Prof Tax) | 2,400.00 |
| Incm under Hd Salary | 922,783.04 |
| Any other Income | 150,000.00- |
| Gross Tot Income | 772,783.04 |
| Agg of Chapter VI | 104,500.00 |
| Total Income | 668,280.00 |
| Tax on total Income | 67,656.00 |
| Tax payable and surcharge | 69,686.00 |
| Net tax payable | 7,847.00 |
| Tax deducted so far | 61,839.00 |
| Income Tax | 1,962.00 |

Take Home Pay 66,077.00

| Perk Details | INR | Other Incomes* | INR | Exemptions | INR | Loan Balance | INR | Chapter VIA Dedn** | Invst.amt. | Effect.Exm. |
|-------------------|-----------|-------------------|-------------|-------------------------------------|----------------------|------------------|-----------|--|------------|-------------|
| Loan-Int. Rate ad | 7,750.00 | Deds S24 (Interes | 150,000.00- | HRA Annual Ex | 54,353.04 | Pers.Ln Taken | 75,000.00 | Repayment of Housing loan | 100,000.00 | 100,000.00 |
| SMP-Taxable dis | 9,955.00 | | | | | Pers.Ln Deducted | 37,500.00 | Payment towards Life Insurance Policy | 45,000.00 | 45,000.00 |
| | | | | | | | | Contribution to ULIP | 30,000.00 | 30,000.00 |
| | | | | | | | | Donation to certain funds, char.insti. | 9,000.00 | 4,500.00 |
| | | | | | | | | Provident fund Contribution | 35,580.00 | 35,580.00 |
| | | | | Total Exemp | 54,353.04 | | | | | |
| | | | | Medical Allowanc Medical Reimbur | 8,750.00 1,250.00 | | | | | |
| | | | | | | | | | | |
| | | | | | | | | | | |
| Total Perk | 17,705.00 | Total othr Inc. | 150,000.00- | | | Loan Balance | 37,500.00 | Total VIA Deduction | 219,580.00 | 104,500.00 |

^{*} Total is excluding dividends

PAN No: ACVPN7240A PF No: UAN No: ESI No: NA Bal PL Days: 0 Days

^{**}Exemption u/s 80CCC & 80C has combined upper cap of INR 1,00,000