



1 April 2016

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

Dear Anand,

SAP's employee achievements are the foundation to the company's success. Your consistent dedication, hard work and innovations are the key ingredients to ensure we achieve the company's ambitious goals in support of our vision—to make the world run better and improve people's lives. On behalf of SAP's Board and management, thank you for your on-going contributions during 2015 and your continued efforts to help our customers run at their best.

In recognition of your accomplishments, we are pleased to present you with your **2016 Total Target Cash Compensation** package, determined by your manager.

Annual Base Salary:	2,482,378.20 INR
Annual Target Bonus:	620,592.00 INR
New Total Target Cash Compensation:	3,102,970.20 INR

Changes to your base salary and target bonus are effective April 1, 2016 and will be reflected in the April 2016 payroll, based on your country's payroll schedule.

The Total Target Cash Break up will be as follows:

Basic:	758,175.60 INR
Flexible Benefits Plan (FBP):	1,408,040.40 INR
Benefits Allowance:	74,986.44 INR
Provident Fund:	90,981.12 INR
Superannuation Allowance:	113,726.40 INR
Gratuity:	36,468.24 INR
Total Fixed Pay:	2,482,378.20 INR
On Target Variable:	620,592.00 INR
On Target Earning:	3,102,970.20 INR

If you have any questions about your 2016 compensation package, please contact your manager. We look forward to your ongoing support and a successful 2016.

Best Regards,

SAP HR Service Centre APJ