



25.03.2014

Mr Anand Nidamanuru (01038020)
SAP LABS INDIA PVT. LTD.

Dear Anand,

At SAP, we recognize our success is truly determined by the individual contributions of our employees. Your passion, hard work and innovative efforts are the required ingredients to ensure that together we achieve SAP's ambitious goals in support of our vision—to make the world run better and improve people's lives. Thank you for your contributions during 2013.

Following is your **2014 Total Target Cash Compensation** package, determined by your manager.

Annual Base Salary:	1,839,719.76 INR
Annual Target Bonus:	403,840.00 INR
Total Target Cash Compensation:	2,243,559.76 INR

Any changes to your base salary and target bonus are effective April 1, 2014 and will be reflected in the April 2014 payroll, based on your country's payroll schedule.

The Total Target Cash Break up will be as follows:

Basic:	561,099.00 INR
Flexible Benefits Plan (FBP):	1,042,041.00 INR
Benefits Allowance:	58,094.16 INR
Provident Fund:	67,331.88 INR
Superannuation Allowance:	84,164.88 INR
Gratuity:	26,988.84 INR
Total Fixed Pay:	1,839,719.76 INR
On Target Variable:	403,840.00 INR
On Target Earning:	2,243,559.76 INR

If you have any questions about your 2014 compensation package, please contact your manager. We look forward to your ongoing support and a successful 2014.

Best Regards,

SAP HR Service Centre APJ