



SAP Labs, Bangalore.

March 27, 2008
Private and Confidential

Nidamanuru Anand
1038020

Dear Anand,

In line with our pay for performance philosophy we have variable pay incentive aligning performance and rewards. In 2007, you received a total variable pay of **Rs. 102823/-**.

We wish you all the best for the year ahead and look forward to your continual support to ensure success for Labs India in the year ahead.

Sincerely,

For SAP Labs India Pvt. Ltd.

Anita Venugopal
Vice President – Human Resources

Pattanayak Pratyush
Development Manager

This is a computer generated statement and requires no signatures

