

2020 Annual Compensation Review

Your Compensation Changes

Employee Name Anand Nidamanuru

Employee ID I038020

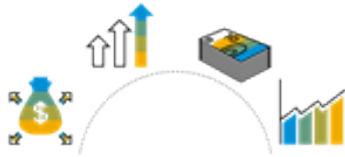
Currency INR

Data Snapshot as of March 02, 2020

Subsequent data changes will not be reflected in this statement;

you may review your current job and compensation information at

[Success Map](#) > People Profile > Employment Information > Compensation Details / Job Details



Job Title
Career & Grade Level

Total Target Cash (full-time)

Annual Base
Annual Target Bonus

Variable Pay Mix %

Equity: Annual Move SAP Grant*

Before

as of January 01, 2020

Development Architect
T4PF-2

4,141,488

3,421,237

720,251

17.39%

Refer to [computershare](#)

Adjustments & Awards

New grade

8.50%

10.29%

0.00%

352,026

352,026

0

250,000

After

Effective as of April 01, 2020

Development Architect
T4PF-3

4,493,514

3,773,263

720,251

16.03%

Refer to [computershare](#) after April 1, 2020

Actual Payments

2019 Bonus

Revenue Enabling Bonus Plan
Pool achievement
Prorated Target Bonus amount****
Payout % of pro-rated target bonus
Payout amount*****
Total Payouts

REB: Global pool

113.76%

720,251

118.00%

849,896

849,896

For further details, access your Bonus Payout letter [here](#). **Managers:** Access the Variable Pay Tool [here](#).

Other Offerings

Check out SAP's offerings [for your country](#)

* The receipt of Move SAP awards does not entitle you to receive grants in future. Foreign exchange budget rate 2020 applied.

**** Considering absences and changes in Annual Target Bonus Amount.

***** Total Payout amount for 2019 includes advanced payments (if applicable).

For a glossary of the compensation terms used in this document, access this [link](#). If you have any queries relating to this statement, please contact HRdirect.

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