



1 April 2015

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

Dear Anand,

At SAP, our employee's contributions are the key to the company's success. Your hard work, commitment and innovative efforts are the required ingredients to ensure 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 hard work and on-going contributions during 2014!

Following is your **2015 Total Target Cash Compensation** package, determined by your manager.

Annual Base Salary:	2,135,225.04 INR
Annual Target Bonus:	533,803.00 INR
New Total Target Cash Compensation:	2,669,028.04 INR

Changes to your base salary and target bonus are effective April 1, 2015 and will be reflected in the April 2015 payroll, based on your country's payroll schedule.

The Total Target Cash Break up will be as follows:

Basic:	651,718.20 INR
Flexible Benefits Plan (FBP):	1,210,333.80 INR
Benefits Allowance:	65,861.52 INR
Provident Fund:	78,206.16 INR
Superannuation Allowance:	97,757.76 INR
Gratuity:	31,347.60 INR
Total Fixed Pay:	2,135,225.04 INR
On Target Variable:	533,803.00 INR
On Target Earning:	2,669,028.04 INR

If you have any questions about your 2015 compensation package, please contact your manager. We look forward to your ongoing support and a successful 2015.

Best Regards,

SAP HR Service Centre APJ