

**SAP Employee Participation Plan - Payout Letter 2013**

Dear Anand,

Thank you for your strong engagement and dedication to SAP's success! In 2012, we launched the Employee Participation Plan (EPP), a company-wide financial incentive and reward for achieving the goals defined within our 2015 strategy. As an eligible participant, you received an allocation of restricted stock units (RSUs) as stated in your granting letter 2013. You will now receive your payment, based on SAP's target achievement and stock price development.

To determine your specific amount, refer to the calculation details below:

Target number of RSUs at the time of grant	11
Target achievement 2013	92.97%
Number of vested RSUs* (granted RSUs x 0.9297)	10
Share price applicable for payout	EUR 57.48
<b>Gross payout value (before tax)</b>	<b>EUR 574.80</b>

Please use these [conversion rates](#) to transform this payout into local currency if your local currency is not EURO.

You will receive this amount (minus any legally required taxes or deductions) with your March 2014 payroll (timing differs depending on location).

If you have transferred between SAP Group companies during 2013, please note that your payment may be paid out by different SAP entities and is subject to local taxation regulations.

Thank you for making SAP successful!

Best regards,

Your Equity Team

\* If you were on unpaid vacation during the performance period, the number of vested RSUs will be calculated on a pro rata temporis basis.