



Cash Compensation

01 April 2019

Anand Nidamanuru (I038020)

SAP LABS INDIA PVT. LTD.

Dear Anand,

On behalf of SAP's Executive Board and your management team, I would like to thank you for all your hard work and dedication during the past year. SAP's great achievements in 2018 were only possible thanks to your on-going efforts and commitment. Find your new compensation details below. I am very happy to inform you that you received an increase in your compensation.



What is your new compensation?

Below you will find your 2019 compensation, as determined by your manager. This package represents a 5.07 % increase over your 2018 compensation.

| | |
|---------------------------|-----------------------|
| Job Title: | Development Architect |
| Career Level: | T4PF |
| Grade Level: | 2 |
| Annual Base Salary: | 3,421,237.00 INR |
| Annual Target Bonus: | 720,251.00 INR |
| Annual Total Target Cash: | 4,141,488.00 INR |

The Total Target Cash break-up will be as follows:

| | |
|-------------------------------|------------------|
| Basic: | 1,046,085.60 INR |
| Flexible Benefits Plan (FBP): | 1,942,730.40 INR |
| Benefits Allowance: | 99,664.44 INR |
| Provident Fund: | 125,530.32 INR |
| Superannuation Allowance: | 156,912.84 INR |
| Gratuity: | 50,316.72 INR |
| Total Fixed Pay: | 3,421,237.00 INR |
| Annual Target Bonus: | 720,251.00 INR |
| Annual Total Target Cash: | 4,141,488.00 INR |



How can you find more information about your new compensation?

Changes to your base salary and target bonus are effective April 1, 2019 and will be reflected in the April 2019 payroll, based on your country payroll schedule. You can review additional compensation information in [Success Map](#) under People Profile → Compensation Statement as of mid-April.

If you have any questions about your compensation package, please contact your manager. Thanks again for your contribution in helping ensure SAP achieves its goals. We look forward to your ongoing support and a successful 2019.

Best regards,

SAP HR Service Centre APJ