

2015 Compensation Statement

Employee Name Anand Nidamanuru

Employee ID I038020

Currency INR

| Employee Information |  |  |            |  |
|----------------------|--|--|------------|--|
|                      | Prior Year Data<br>(Germany: Dec 31,<br>2013) (All Others: Jan<br>1, 2014) | Current Data 2015<br>(Before rewards cycle<br>changes) | Adjustment | Approved Data 2015<br>(After rewards cycle<br>changes) |

| General Info |                                     |                                     |  |  |                                     |
|--------------|-------------------------------------|-------------------------------------|--|--|-------------------------------------|
| Job Title    | Development Architect<br>(30001730) | Development Architect<br>(30001730) |  |  | Development Architect<br>(30001730) |
| Career Level | T4PF                                | T4PF                                |  |  | T4PF                                |
| Grade Level  | 1                                   | 1                                   |  |  | 1                                   |

|   |                            |                            |  |  |  |
|---|----------------------------|----------------------------|--|--|--|
| Performance Rating (2013 &<br>2014 performance periods) | Outstanding<br>Performance | Outstanding<br>Performance |  |  |  |
|---|----------------------------|----------------------------|--|--|--|

| Compensation Planning            |           |           |         |        |           |
|----------------------------------|-----------|-----------|---------|--------|-----------|
| Annual Base (FTE=1.0)            | 1,807,356 | 1,839,720 | 295,493 | 16.06% | 2,135,213 |
| Annual Target Bonus<br>(FTE=1.0) | 396,738   | 403,840   | 129,963 | 32.18% | 533,803   |
| Total Target Cash (FTE=1.0)      | 2,204,094 | 2,243,560 | 425,456 | 18.96% | 2,669,016 |
| Variable Pay Mix %               | 18.00%    | 18.00%    |         |        | 20.00%    |

| Payout for Variable Compensation and EPP           |         |         |
|--|---------|---------|
|  | 2013    | 2014    |
| Actual Bonus Payout (SAP<br>Revenue Enabling only) | 300,000 | 402,089 |
| Actual EPP Payout                                  | 49,046  | 39,517  |

| 2014 Revenue Enabling Bonus Details   |                           |  |  |                               |
|---|---------------------------|--|--|-------------------------------|
| For further details, access your Bonus Payout letter <a href="#">here</a> . Managers: Access the Variable Pay Tool <a href="#">here</a> . |                           |  |  |                               |
| Bonus Plan Name   | Bonus Pool<br>Achievement | Prorated Target Bonus<br>(incl real FTE, absences) | Bonus payout as % of<br>pro-rated target bonus | Revenue Enabling Bonus Payout |
| RE Bonus Plan: Global Pool  | 100.00%                   | 402,089  | 100.00%  | 402,089                       |

| 2014 EPP Payout Details |                           |                 |  |                                   |                             |
|-------------------------|---------------------------|-----------------|--|-----------------------------------|-----------------------------|
| EPP Units Grant         | EPP Target<br>Achievement | EPP Vested RSUs | EPP Share Price<br>Applicable for Payout<br>(EURO) | EPP Gross Payout (Local Currency) | EPP Gross Payout<br>(EUROS) |
| 13                      | 77.89%                    | 10              | 56.94  | 39,517                            | 569                         |

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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