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|            |                           |            |                            |            |                 |
|------------|---------------------------|------------|----------------------------|------------|-----------------|
| Name       | : Nidamanuru Anand        | Company    | : SAP Labs India Pvt. Ltd. |            |                 |
| Emp No.    | : 1038020                 | Department | : CustDev SE BLR Team7     | P Level    | : GENE -----    |
| Pay period | : 01.05.2007 - 31.05.2007 | PAN Number | : ACVPN7240A               | PF A/C No. | : KN/23423/2302 |

| Payroll Month | Name of Bank | Bank A/C No.  | Take Home Pay = | Earnings -  | Deductions + | Adjustment |
|---------------|--------------|---------------|-----------------|-------------|--------------|------------|
| May 2007      | HDFC         | 0771610027651 | 34.486,97 =     | 46.521,97 - | 12.035,00 +  | 0,00       |

| Earnings                 |                  | Deductions               |                  | Perks/Other income/Exemptions/Rebates |            |
|--------------------------|------------------|--------------------------|------------------|---------------------------------------|------------|
| Basic Salary             | 15.418,96        | Ee PF contribution       | 1.850,00         | Annual Perk                           | 5.890,63   |
| House Rent Allowance     | 5.658,33         | Prof Tax - split period  | 200,00           | Exemption U/S 10                      | 53.497,25  |
| Leave Travel Allowance   | 5.000,00         | Income Tax               | 5.973,00         | Agg of Chapter VI                     | 100.000,00 |
| Medical Allowance        | 1.250,00         | Health Insurance Premium | 887,00           |                                       |            |
| Special Allowance        | 14.726,88        | Personal Loan Recovery   | 3.125,00         |                                       |            |
| Benefits Allowance       | 2.154,96         |                          |                  |                                       |            |
| Super Annuation Allowanc | 2.312,84         |                          |                  |                                       |            |
|                          |                  |                          |                  |                                       |            |
|                          |                  |                          |                  |                                       |            |
|                          |                  |                          |                  |                                       |            |
| <b>Total</b>             | <b>46.521,97</b> | <b>Total</b>             | <b>12.035,00</b> |                                       |            |

| Perks Details |          | Loans Taken & Deducted  | Sec 10 Exemptions       | Form 16 Summary          |            |
|---------------|----------|-------------------------|-------------------------|--------------------------|------------|
| Loan-Int. Rat | 5.890,63 | Pers.Ln Taken 75.000,00 | HRA Annual Ex 53.497,25 | Gross Salary             | 564.154,27 |
|               |          | Pers.Ln Deduc 18.750,00 |                         | Exemption U/S 10         | 53.497,25  |
|               |          |                         |                         | Balance                  | 510.657,02 |
|               |          |                         |                         | Empmnt tax (Prof Tax)    | 2.400,00   |
|               |          |                         |                         | Aggrg Deduction          | 2.400,00   |
|               |          |                         |                         | Incml under Hd Salary    | 508.257,02 |
|               |          |                         | -----                   | Gross Tot Income         | 508.257,02 |
|               |          |                         | Tax Exemptions          | Agg of Chapter VI        | 100.000,00 |
|               |          |                         | -----                   | Total Income             | 408.260,00 |
|               |          |                         |                         | Tax on total Income      | 72.478,00  |
|               |          |                         |                         | Tax payable and surcharg | 73.928,00  |
|               |          |                         |                         | Tax deducted so far      | 8.221,00   |
|               |          |                         |                         | Income Tax               | 5.973,00   |

|               |            |
|---------------|------------|
| Take Home Pay | Rs. 34.486 |
|---------------|------------|