

## SAP Employee Participation Plan - Payout Letter 2012

Dear Anand,

Thank you for your strong engagement and dedication to SAP's success! Last year, 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 2012. You will now receive your payment, based on SAP's target achievement and our stock price growth.

As we exceeded our goals and achieved 133.55% of the 2012 targets and also realized significant appreciation in the stock price, each participant will receive a payment that is well above the original grant value.

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

|  |           |
|--|-----------|
| Target number of RSUs at the time of grant     | 14        |
| Target achievement 2012                        | 133.55%   |
| Number of vested RSUs* (granted RSUs x 1.3355) | 19        |
| Share price applicable for payout              | EUR 59.90 |
| Gross payout value (before tax)                | 1.138,10  |

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 2013 payroll (timing differs depending on location).

If you have transferred between SAP Group companies during 2012, 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,

David Limb  
VP, HR Total Rewards

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