

SAP Labs India Pvt. Ltd.
138, Export Promotion
Industrial Park, WhiteField,

Bangalore 560066
+91-80-4329 4329
+91-80-4329 6969
<http://www.sap.com>



05.04.2013

Mr Anand Nidamanuru (01038020)
SAP LABS INDIA PVT. LTD.

Dear Anand,

At SAP people are the key to our success. We would like to take this opportunity to thank you for your contribution to SAP's success in 2012. Your hard work and support continue to play a critical role in achieving our goals of delivering best-in-class solutions, helping our customers to become best-run businesses, and transforming SAP into an amazing growth company. As we move into 2013, and beyond, we rely on your passion and innovation to serve our customers and help the world run better.

In recognition of your accomplishments we are pleased to present you with your **2013 Total Target Cash Compensation** package, determined by your manager. This package represents a 9.2% increase over your 2012 total target cash compensation.

Salary Elements	Amount (INR)
Basic	456,082.20 INR
Flexible Compensation	847,009.80 INR
Allowances	
Benefits Allowance	49,092.72 INR
Superannuation Allowance	68,412.36 INR
Retirement Benefits	
Provident Fund	54,729.84 INR
Gratuity (As per Payment of Gratuity Act 1972)	21,937.56 INR
Annual Base Salary (Total Fixed Pay)	1,497,264.48 INR
Variable Pay (%age of TTC)	264,223.00 INR
Total Target Cash (Sum of Total Fixed Pay and Variable Pay)	1,761,487.48 INR

Changes to your base salary and target bonus are effective April 1, 2013 and will be reflected in the April 2013 payroll, based on your country payroll schedule.

For information on your 2012 bonus achievements and associated bonus payment, please refer to your Bonus Payout Letter which is available to you via your [2012 PRM Document](#).

If you have any questions about your 2013 compensation package or 2012 bonus achievements, please contact your Manager.

Best Regards,

SAP HR Service Centre APJ