

2016 Compensation Statement

Employee Name Anand Nidamanuru

Employee ID I038020

Currency INR

Employee Information				
	Prior Year Data (Germany: Dec 31, 2014) (All Others: Jan 1, 2015)	Current Data 2016 (Before rewards cycle changes)	Adjustment	Approved Data 2016 (After rewards cycle changes)

General Info				
Job Title	Development Architect (30001730)	Development Architect (30001730)		Development Architect (30001730)
Career Level	T4PF	T4PF		T4PF
Grade Level	1	1		1

Performance Rating (2014 & 2015 performance periods)	Outstanding Performance	Outstanding Performance		
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Compensation Planning					
Annual Base (FTE=1.0)	1,839,720	2,135,225	347,142	16.26%	2,482,367
Annual Target Bonus (FTE=1.0)	403,840	533,803	86,789	16.26%	620,592
Total Target Cash (FTE=1.0)	2,243,560	2,669,028	433,931	16.26%	3,102,959
Variable Pay Mix %	18.00%	20.00%			20.00%

Move SAP: Restricted Stock Units (RSUs)				
Grant Value				170,000
Note: The receipt of awards under the <b>SAP RSU Plan</b> or <b>Move SAP</b> does not entitle you to receive future or annual grants. For Executives, the grant value(s) reported include RSUs and Performance Share Units (PSUs). For more information about your grant, please refer to your grant letter.				

Payout for Variable Compensation and EPP				
	2014	2015		
Actual Bonus Payout (SAP Revenue Enabling only)	402,089	605,069		
Actual EPP Payout	39,517	91,157		

2015 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 Achievement	Prorated Target Bonus (incl real FTE, absences)	Bonus payout as % of pro-rated target bonus	Revenue Enabling Bonus Payout
REB: Global pool	120.59%	501,757	120.59%	605,069

For Equity Payout information, please note the following:  
Payout values are displayed in your current local currency. If you have transferred internationally from one SAP location to another, this means that the displayed value may be different than the payout value you actually received at vesting if the payout was made from another SAP location that operates in a different currency.

2015 EPP Payout Details					
EPP Units Grant	EPP Target Achievement	EPP Vested RSUs	EPP Share Price Applicable for Payout (EURO)	EPP Gross Payout (Local Currency)	EPP Gross Payout (EUROS)
14	120.00%	17	72.55	91,157	1,233

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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