



22.03.2009

Mr. Anand Nidamanuru ( 01038020)  
SAP Labs India Pvt. Ltd.

**2008 INCENTIVE PAYMENT**

Dear Anand,

We are pleased to state that you will be paid a gross incentive payment of 146,017.00 INR, based on the Company's and your individual performance as described in your 2008 incentive plan.

Please note that where applicable, the stated amount is pro-rated to your length of service in 2008, and is subject to mandatory deductions. The net payment will be credited to your bank account on or around 31.03.2009.

Again, we thank you for your contribution in 2008 and we look forward to your continued dedication to, and support for, the success of SAP in 2009.

Yours sincerely,

SAP HR Operations APJ