

SAP LABS INDIA PVT. LTD.

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18.11.2020

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

Dear Anand,

We are pleased to present you with your revised compensation package with effect from 01.12.2020.

| Salary Elements | Amount (INR) |
|--|-------------------------|
| Basic | 1,319,388.00 INR |
| Flexible Compensation | 2,450,292.00 INR |
| Allowances | |
| Benefits Allowance | 123,090.36 INR |
| Superannuation Allowance | 197,908.20 INR |
| Retirement Benefits | |
| Provident Fund | 158,326.56 INR |
| Gratuity (As per Payment of Gratuity Act 1972) | 63,462.60 INR |
| Annual Base Salary (Total Fixed Pay) | 4,312,462.00 INR |
| Variable Pay (%age of TTC) | 823,175.00 INR |
| Total Target Cash (Sum of Total Fixed Pay and Variable Pay) | 5,135,637.00 INR |

Please be reminded that salary and compensation matters are strictly private and confidential and hence this information should not be disclosed or discussed.

Once again, we thank you for your contribution and commitment to SAP.

Yours sincerely,

SAP HR Service Centre APJ