

Mr Anand Nidamanuru
138, EPIP, WhiteField
560066 Bangalore
India

10.03.2015

2014 Bonus Payout Letter for RE Bonus Plan: Global Pool

Dear Anand,

I am pleased to confirm that you have been awarded a 2014 Revenue Enabling bonus of 402089.00 INR gross.

For more details see the compensation statement in Success Map (as of April 6) under Home > People Profile > Public Profile > Compensation Statement. The terms and conditions of the bonus plan can be found in the portal under Employee Services/Me At SAP/Compensation or under the quicklink /myrewards.

Your bonus payment will be paid net of any deductions managed through your local payroll. Should you have questions please let me know.

Thank you for your commitment and contribution to SAP's success in 2014.

Best Regards,
Abdul Hakeem Mohamed

Note: This table explains your target bonus for 2014 which was used to calculate manager's bonus budget. It includes only the period you have been on a Revenue Enabling bonus plan.

Start Date	End Date	Available Days	Annual Target Bonus	FTE%	Pro Rated Bonus	Unpaid Working Days	Unpaid Calendar Days	Deduction Amount	Target Bonus used in Calculation
01.01.2014	31.03.2014	90	396.738,00 INR	100%	97.825,81 INR	0	0	0,00 INR	97.825,81 INR
01.04.2014	31.12.2014	275	403.840,00 INR	100%	304.263,01 INR	0	0	0,00 INR	304.263,01 INR
Total		365			402.088,82 INR	0	0	0,00 INR	402.088,82 INR