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25.03.2011

Mr Anand Nidamanuru 01038020  
SAP LABS INDIA PVT. LTD.

Dear Anand,

Congratulations on your accomplishments in 2010! At SAP our people are our most valuable asset and we would like to take this opportunity to thank you again for your contribution to SAP's success. In 2011 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.

We are pleased to confirm your **Total Cost to Company** package, effective April 1, 2011. All amounts indicated below are **per annum**. Annual base salary includes Basic Salary, FBP, PF, Superannuation, Gratuity and Benefits Allowance (if applicable).

Annual Base Salary: 1,152,385.08 INR

Annual On Target Bonus: 150,138.00 INR

Any changes to your base salary will be reflected in the April 2011 payroll.

For information on your 2010 bonus achievements and associated bonus payment, please refer to your Bonus Payout Letter which is available to you via your [2010 PRM Document](#) when you select the print function and then select Payout Letter.

If you have any questions about your 2011 compensation package or 2010 bonus achievements, please speak with me directly.

Best Regards,

Mr Sundararajan Muthusamy