



CERTIFICATE

SAP Global Certification

We hereby confirm that

Han Hoe Lee

is certified as

SAP Certified Application Associate - SuccessFactors Compensation
(C_THR86_1509)

Certificate ID: s0013825336

Certified on: 2015-07-26 00:00:00.0

Walldorf, 10.08.2015

A handwritten signature in black ink, appearing to read 'M. Kleinemeier'.

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service & Support

