CERTIFICATE

SAP Global Certification

We hereby confirm that

Han Hoe Lee

is certified as

SAP Certified Application Associate - SuccessFactors Employee Central

(C_THR81_1405)

Certificate ID: s0013825336

Certified on: 2014-08-01 00:00:00.0

Walldorf, 13.05.2015

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support