



# CERTIFICATE

## SAP Global Certification

We hereby confirm that

**Han Hoe Lee**

is certified as

**SAP Certified Application Associate - SuccessFactors Variable Pay Q1/2017**  
(C\_THR87\_1702)

Certified on: 2017-04-12 00:00:00.0

Walldorf, 18.05.2017

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

