



CERTIFICATE

SAP Global Certification

We hereby confirm that

Han Hoe Lee

is certified as

SAP Certified Application Associate - SuccessFactors Onboarding
(C_THR91_1411)

Certificate ID: s0013825336

Certified on: 2015-09-26 00:00:00.0

Walldorf, 16.10.2015

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

