



CERTIFICATE

SAP Global Certification

We hereby confirm that

Han Hoe Lee

is certified as

SAP Certified Application Professional - SuccessFactors Compensation
(P_THR86)

Certified on: 2017-04-29 00:00:00.0

Walldorf, 03.05.2017

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

