



CERTIFICATE

SAP Global Certification

We hereby confirm that

Travis Pulk

is certified as

SAP SuccessFactors Compensation Management Q2 2017 - Delta
(A_THR86_1705)

Certified on: 2017-07-08 00:00:00.0

Walldorf, 15.08.2017

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

