



CERTIFICATE

SAP Global Certification

We hereby confirm that

Raj Sharmacharya

is certified as

SAP Certified Application Specialist - SuccessFactors Variable Pay
(E_THR87_1503)

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

Walldorf, 18.10.2016

Michael Kleinemeier

Member of the Global Managing Board of SAP SE

Global Service &Support

