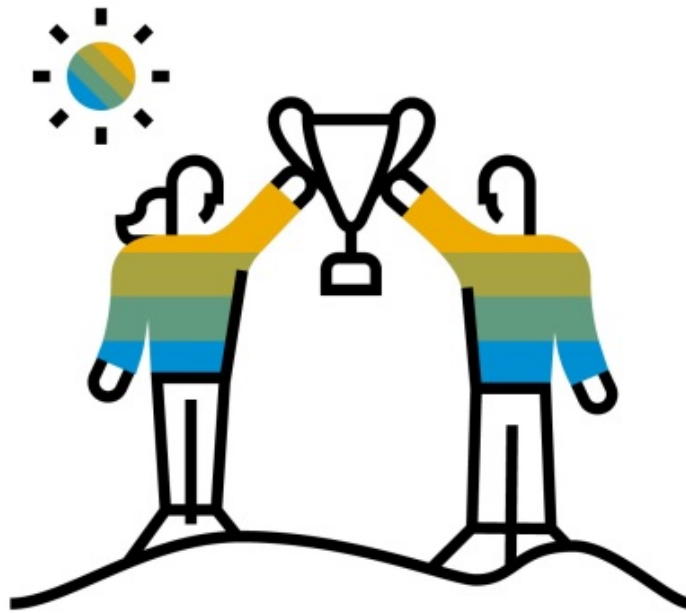


Partner Presales Validation Program



Confirmation of Validation

SAP hereby certifies that **Sherif Essam** has successfully completed the requirements to become a Presales Professional, representing **Tools and Solutions** and has shown a credible skill set and demonstrated a sound knowledge of the **SuccessFactors** solution addressing the needs of businesses in **Saudi Arabia**.

A stylized, handwritten signature in black ink.

Zakaria Haltout
Global Partner Organization Head
MENA

A handwritten signature in black ink, appearing to read "T. Almadani".

Taha Almadani
Presales Head KSA