

CERTIFICATE

Management system as per
ISO 45001 : 2018

Occupational health and safety management systems - Requirements with guidance for use

In accordance with TÜV HELLAS (TÜV NORD) S.A, procedures, it is hereby certified that

ICAP OUTSOURCING SOLUTIONS S.A.
2, Eleftheriou Venizelou Ave.
176 76 Kallithea
Hellas

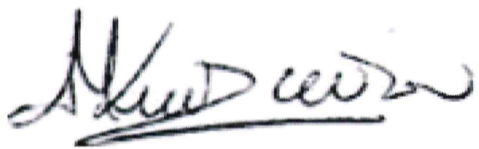


applies a management system in line with the above standard for the following scope

Teleservices & Telemarketing.

Certificate Registration No. 047 22 0046
Audit Report No. OH-0575/2022

Valid from 2022-10-11
Valid until 2025-10-10
Initial Certification 2022



TÜV HELLAS (TÜV NORD) S.A. Certification Body

Athens, 2022-11-07

This certification was conducted in accordance with the TÜV HELLAS (TÜV NORD) S.A. auditing and certification procedures and is subject to regular surveillance audits.

