

CERTIFICATE

Management system as per
ELOT ISO/IEC 27001 : 2013

**Information Technology - Security Techniques-Information Security Management Systems
- Requirements**

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

**ICAP OUTSOURCING S.A.
- FOR THE PROVISION OF SERVICES
2, Elefteriou Venizelou Ave.
176 76 Athens
Hellas**



with the locations according to the annex and the subcertificates

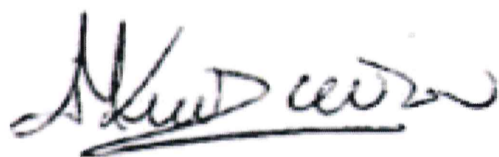
applies a management system in line with the above standard for the following scope

- **Teleservices & Telemarketing, HR Services**
- **Executive Search & Selection, Human Capital Consulting and Professional Trainings**
- **Temporary Work Services, Personnel Search & Selection, HR Services**
- **Information of Overdue Receivables**

S.o.A.: Version 1.1, Dated from: 28/04/2022

Certificate Registration No. 048 22 0029
Audit Report No. IS-0239/2022

Valid from 2022-09-12
Valid until 2025-09-11
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.

