

# Certificate

Management system as per

## ISO/IEC 27001 : 2022

The Certification Body TÜV HELLAS (TÜV NORD) S.A. hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization:

**ICAP OUTSOURCING SOLUTIONS SOCIETE  
ANONYME FOR THE PROVISION OF SERVICES  
2, Elefteriou Venizelou Ave.  
176 76 Athens  
Hellas**



**with the sites according to the annex and the subcertificates**

operates a management system in accordance with the requirements of ISO/IEC 27001 : 2022 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

- **Teleservices & Telemarketing, HR Services to Private and Public Sector**
  - **Executive Search & Selection, Human Capital Consulting and Professional Trainings**
  - **Provision of Temporary Employment and Staff Recruitment Services**
  - **Debtor Information of Overdue Receivables**
- S.o.A.: Version 1.3, Dated from: 06.07.2025**

Certificate Registration No. 048 22 0029  
Audit Report No. IS.0239/2025

Valid from 2025-09-12  
Valid until 2028-09-11  
Certified since 2022



Athens, 12-09-2025

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

**TÜV HELLAS (TÜV NORD) S.A.**  
282, Mesogeion Ave.  
155 62 Athens, Greece  
tuvhellas.gr

