

CERTIFICATE

Management system as per
ISO 9001 : 2015
Quality Management Systems-Requirements

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

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

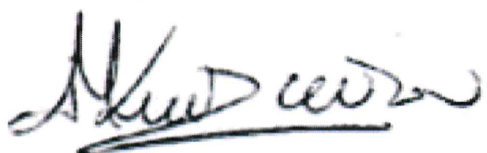


applies a management system in line with the above standard for the following scope

**Executive Search & Selection, Human Capital Consulting
and Professional Trainings.**

Certificate Registration No. 041 18 0143

Audit Report No. E-3107/2022



Valid from 2021-09-10

Valid until 2024-09-09

Initial certification 2018

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.

