

CERTIFICATE

Management system as per

ISO 9001 : 2015

Quality Management Systems-Requirements

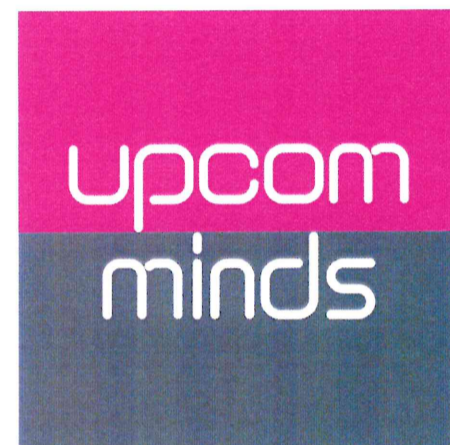
In accordance with TÜV HELLAS (TÜV NORD) S.A., procedures, it is hereby certified that

UPCOM IT SERVICES LTD

2, Souliou Str. & 324, Vouliagmenis Ave.

173 42 Ag. Dimitrios

Hellas



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

**Design, Development, Configuration, Installation, Technical Support
of Software Products, Web Hosting and HR Outsourcing Services.**

Certificate Registration No. 041 21 0141

Audit Report No. E-3566/2021

Valid from 2021-12-10

Valid until 2024-12-09

Initial certification 2021

A handwritten signature in black ink, appearing to read '3kala/w'.

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

Athens, 2021-12-10

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.

