

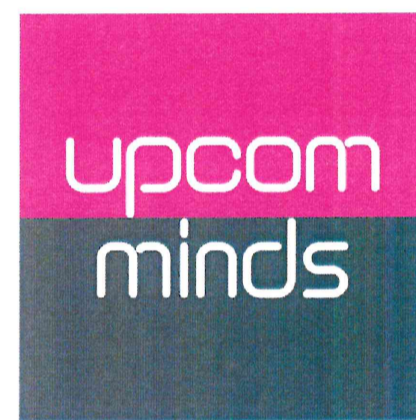
# CERTIFICATE

**Management system as per  
ISO 22301:2019**

**Security and Resilience - Business Continuity 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, Customization, Installation, Technical Support  
of Software Products, Web Hosting and HR Outsourcing Services.**

Certificate Registration No. 054 22 0003  
Audit Report No. BS-0038/2021

Valid from 2022-02-14  
Valid until 2025-02-13  
Initial certification 2022

A handwritten signature in black ink, appearing to read '3kala1u'.

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

Athens, 2022-02-14

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.