

Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

Verkis hf.
Ofanleiti 2
103 Reykjavík
Iceland

Holds Certificate No:

EQ 692671

and operates a Equal Pay Management System which complies with the requirements of ÍST 85:2012 for the following scope:

The Equal Pay management system at Verkís hf., including all employees.

For and on behalf of BSI:

Denelise L'Ecluse, Managing Director Assurance - Continental Europe

Original Registration Date: 2018-10-11

Latest Revision Date: 2024-07-09

Effective Date: 2024-10-11

Expiry Date: 2027-10-10

Page: 1 of 1



...making excellence a habit.™