



Warsaw, August 1, 2021

Polskie Stowarzyszenie Zarządzania Kadrami
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NILOS Polska Sp. z o.o.
ul. Marcina Watoty 8
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Certificate of Membership in the Polish Human Resources Management Association

I hereby certify that NILOS Polska Sp. z o.o. is a member of the Polish Human Resources Management Association.

Piotr Palikowski

A handwritten signature in black ink, appearing to read "P. Palikowski", is written over a light grey rectangular background.

Chairman of the Board