

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
198914-2016-AIS-NLD-UKAS

Initial certification date:
15 May 2011

Valid:
17 November 2025 – 16 November 2028

This is to certify that the management system of
HumanCapitalCare B.V.
Science Park Eindhoven 5127, 5692 ED Son, Netherlands
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Information Security Management System standard:
ISO/IEC 27001:2022

This certificate is valid for the following scope:

Information security related to conducting research, consulting, and evaluation in the areas of occupational safety, occupational hygiene, work organization, and occupational health. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.

Place and date:
London, 28 October 2025

For the issuing office:
DNV - Business Assurance
5th Floor, Vivo Building, 30 Stamford Street,
London, SE1 9LQ, United Kingdom



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Erië Koek
Management Representative

Appendix to Certificate

HumanCapitalCare B.V.

Locations included in the certification are as follows:

Site Name	Site Address	Site Scope
HumanCapitalCare B.V.	Science Park Eindhoven 5127, 5692 ED Son, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Midden	Zwarte Woud 10, 3524 SJ Utrecht, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. – Regio Zuid	Science Park Eindhoven 5127, 5692 ED Son, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Noord-Oost	Transportweg 10c, 9405 PR Assen, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Noord-Oost	Wegtersweg 1, 7556 BP Hengelo, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Noord-Oost	Dokter van Lookeren Campagneweg 4-4A, 8025 BX Zwolle, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Noordwest	Hoogoorddreef 54 F, 1101 BE Amsterdam, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.

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HumanCapitalCare B.V. - Regio West	Lange Kleiweg 6-28, 2288 GK Rijswijk, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuidoost	Australiëlaan 4, 6199 AA Maastricht-Airport, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuidwest	Van de Reijtstraat 31c, 4814 NE Breda, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuidwest	Rivium Quadrant 169, 2909 LC Capelle aan den IJssel, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Amersfoort	Ruimtevaart 50-56, 3824 MX Amersfoort, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Apeldoorn	Laan van Westenenk 4, 7336 AZ Apeldoorn, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Appingedam	Fivelpoort 1, 9902 SR Appingedam, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Arnhem	Meester B.M. Teldersstraat 9, 6842 CT Arnhem, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Bergen op Zoom	Zuid-Oostsingel 24B, 4611 BB Bergen op Zoom, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Borculo	Bosberg 21, 7271 LE Borculo, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Doetinchem	Hanzestraat 23, 7006 RH Doetinchem, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.

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HumanCapitalCare B.V. - Spreekuurlocatie Ede	Galvanistraat 1, 6716 AE Ede, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Emmen	Ermerweg 88H, 7812 BG Emmen, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Goes	Wulfaertstraat 11-21, 4461 HS Goes, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Groningen	Paterswoldseweg 808, 9728 BM Groningen, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Hardenberg	Dr. Albert Schweizerplein 5, 7772 ED Hardenberg, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Heerenveen	Bokslee 6, 8447 CN Heerenveen, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Heerlen	Burgemeester de Hesselleplein 31, 6411 CH Heerlen, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuidoost	Panovenweg 12, 5708 HR Helmond, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuid	Europalaan 28A, 5232 BC 's-Hertogenbosch, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Hoogeveen	Van Limburg Stirumstraat 144, 7901 GK Hoogeveen, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Leeuwarden	Sixmastraat 66-C, 8932 PA Leeuwarden, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Nijmegen	Kerkenbos 1103B, 6546 BC Nijmegen, Netherlands	Information security related to conducting consultation hours. This is in accordance with the Statement of Applicability v4.0, dated May 22, 2025.

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HumanCapitalCare B.V. - Spreekuurlocatie Rijssen	Wijnand Zeeuwstraat 26, 7462 DE Rijssen, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Roermond	Productieweg 1, 6045 JC Roermond, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Tilburg	Saal van Zwanenbergweg 19, 5026 RM Tilburg, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Veendam	Jan Salwaplein 3, 9641 LN Veendam, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Regio Zuidoost	Noorderpoort 17B, 5916 PJ Venlo, Netherlands	Information security related to conducting research, advice and evaluation in the field of occupational safety, occupational hygiene, work organization and occupational health care. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Weert	Noordkade 2, 6003 ND Weert, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.
HumanCapitalCare B.V. - Spreekuurlocatie Zwijndrecht	Stationsplein 1, 3331 LL Zwijndrecht, Netherlands	Information security related to conducting consultation hours. This in accordance with the Statement of Applicability v4.0, dated May 22, 2025.