MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:	Initial certification date:	Valid:
C827209	22 January 2023	22 January 2026 – 21 January 2029

This is to certify that the management system of

GPTW Nederland B.V.

Gonnetstraat 26, 2011 KA Haarlem, 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 research, recognition and development of good employment practice and the processing of related information. This in accordance with the Statement of Applicability version 1.2, dated 16-10-2025

Place and date:
Barendrecht, 18 December 2025

For the issuing office:
DNV - Business Assurance
Zwolseweg 1, 2994 LB Barendrecht, Netherlands

MGMT. SYS. RvA C 024

Erie Koek
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

Certificate no.: C827209
Place and date: Barendrecht, 18 December 2025

Appendix to Certificate

GPTW Nederland B.V.

Locations included in the certification are as follows:

Site Name	Site Address	Site Scope
GPTW Nederland B.V.	Gonnetstraat 26, 2011 KA Haarlem, Netherlands	Information security related to research, recognition and development of good employment practice and the processing of related information. This in accordance with the Statement of Applicability version 1.2, dated 16-10-2025
Great Place to Work Institute Nederland	Gonnetstraat 26, 2011 KA Haarlem, Netherlands	Information security related to research, recognition and development of good employment practice and the processing of related information. This in accordance with the Statement of Applicability version 1.2, dated 16-10-2025

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance B.V., Zwolseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689. www.dnv.com/assurance