

Certificate of Registration

EQUAL PAY MANAGEMENT SYSTEM - ÍST 85:2012

This is to certify that:

HD ehf.
Vesturvör 36
200 Kópavogur
Iceland

Holds Certificate No:

EQ 749334

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 HD ehf., including all employees.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2022-02-24

Latest Revision Date: 2025-01-06

Effective Date: 2025-02-24

Expiry Date: 2028-02-23

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