

# MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:  
C854449

Initial certification date:  
01 July 2026

Valid:  
01 July 2026 – 30 June 2029

This is to certify that the management system of  
**LUBEA S.r.l.**  
Viale dell'Arte, 19 - 00144 Roma (RM) - Italy  
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to Reference Practice:  
**UNI/PdR 125:2022**

This certificate is valid for the following scope:  
**Provision of consultancy and professional services in the Telco, Mobile, Industrial, and IT/ICT sectors. Measures to ensure gender equality in the workplace**

Place and date:  
Vimercate (MB), 01 July 2026



For the issuing office:  
**DNV - Business Assurance**  
Via Energy Park, 14, - 20871 Vimercate (MB) - Italy

**Claudia Baroncini**  
Management Representative

## Appendix to Certificate

### LUBEA S.r.l.

Locations included in the certification are as follows:

| Site Name    | Site Address                                  | Site Scope                                                                                                                                                   |
|--------------|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LUBEA S.r.l. | Viale dell'Arte, 19 - 00144 Roma (RM) - Italy | Provision of consultancy and professional services in the Telco, Mobile, Industrial, and IT/ICT sectors. Measures to ensure gender equality in the workplace |
| LUBEA S.r.l. | Via Copernico, 38 - 20125 Milano (MI) - Italy | Provision of consultancy and professional services in the Telco, Mobile, Industrial, and IT/ICT sectors. Measures to ensure gender equality in the workplace |