

Work certificate

We, Procter & Gamble International Operations SA, hereby certify that:

Ms. Giorgia Arfelli
born on 26 December 1995,
from Italy

was working for our organisation from 1 February 2021 to 31 August 2023. Ms. Arfelli had initially been hired as Brand Manager Discreet and Naturella Liners in our Feminine Care Marketing department. On 1 August 2022, she was appointed Brand Manager Always Platinum, still in our Feminine Care Marketing department.

As Brand Manager Discreet and Naturella Liners, Ms. Arfelli was in charge of the following key tasks:

- Led the three years strategy for the two brands for the full Central-Easter European region, balancing consumer needs and company financial needs;
- Developed communication campaigns for the new launches in the region, from digital, to TV to in-store;
- Led the creation of a completely new revamped packaging design;
- Led the launch of two new line extensions in the market.

Since 1 August 2022, as Brand Manager Always Platinum, Ms. Arfelli was in charge of the following key tasks:

- Contributed to the regional brand strategy for Always Platinum and the innovation pipeline;
- Designed the communication, leading qualification and deployment regionally for the new key initiative;
- Led the packaging restage in Central Eastern Europe and Turkey;
- Led the launch of a new line extension in the full region;
- Led the analysis of previous initiative performance and recommended actions for improvement.

Having Italian as a mother tongue, Ms. Arfelli has a fluent level in English.

Within our policy of internal training and personal development, Ms. Arfelli attended several courses in our training curricula, thus further developing her professional knowledge and skills.

Ms. Arfelli had very good professional knowledge in her field of expertise and demonstrated a high level of intellectual curiosity in her work. She had very good professional abilities and performed her tasks to our entire satisfaction.

We would like to acknowledge Ms. Arfelli's critical thinking and eloquence. She objectively assessed facts to build a reasoned judgement, openly challenging the status quo to guide others in the right direction. Moreover, she frequently won over her audience with her very impactful speeches, spoken with confidence, clarity and tailored to their public.

We also appreciate Ms. Arfelli's sympathetic ear, she has demonstrated her active listening skills to engage people, showing genuine interest and care for others. Methodical, she led projects by gathering contributors around a common vision and assigning them clear deliverables, while managing risks, costs, and deadlines with transparency and composure. Lastly, through her flexibility, she embraced challenging situations, adapting swiftly while maintaining high behavioral and performance standards.

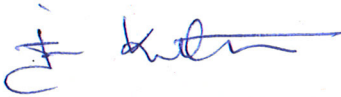
We know Ms. Arfelli as someone who maintained very good relationships with her entire professional environment and demonstrated an exceptional team spirit, a very dedicated mindset and was acknowledged as a key enabler of her team's common achievements.

Procter & Gamble

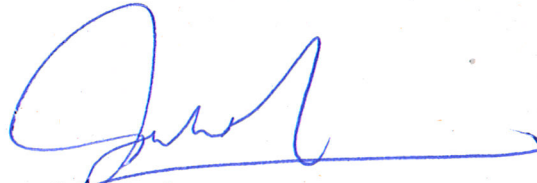
Procter & Gamble International Operations SA
47, route de Saint-Georges, 1213 Petit-Lancy 1, Switzerland

Ms. Arfelli is leaving our Company at her own request free of any obligation except the one related to the respect of the confidentiality. We sincerely regret her departure. We thank Ms. Arfelli for her contributions and wish her all the best in the future.

In Petit-Lancy, on 31 August 2023



Irem Kultur
Human Resources Director
Feminine Care Europe



Julia Doyle
Marketing Director
Feminine Care Europe

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