

April 30, 2020

WORK CERTIFICATE

This is to certify that

George Popescu

Born on April 18, 1986

has been employed by our Company from September 1, 2018 through April 30, 2020.

Mr. Popescu joined the Company as IT Manager - Marketing Technology for the Oral Care Europe organization.

His main deliverables were linked to salesforce reports, dashboards, and analyses for the Professional Oral Health organization, as well as support to our digital and ecommerce operations. In concrete, Mr. Popescu has:

- Led our Salesforce reporting capability, designing and developing a set of reports, dashboards and scorecards, and connecting with both technical and business teams to serve the different needs and audiences in the markets, with reliable and relevant solutions. Mr. Popescu also contributed improving the teams' capabilities and skills via trainings and ad-hoc consulting.

- Defined the vision and plan to expand specific data analytics capabilities, identifying business opportunities in other countries and determining local data requirements and relevant business questions. As part of this work, Mr. Popescu has also played a hands-on role gathering and preparing different types of data.

- Delivered insights to improve e-business performance, answer business questions and optimize e-business operations, facilitating the share & reapply of best practices across markets and improving KPIs, automating data manipulation and aggregation offering an updated view on e-business indicators and KPIs.

- Reviewed our digital inventory, which ended up in a recommendation for a deep dive analysis and to define principles to drive simplification of the current landscape and ensure a more consistent user experience and improved search quality scores.

Within our policy of internal training and personal development, Mr. Popescu attended several courses in the Procter & Gamble training curricula, thus further developing his professional knowledge and skills.

During his employment with Procter & Gamble, Mr. Popescu's performance was good. Mr. Popescu demonstrated practical expertise in his area of responsibility, and we are satisfied with the level of enthusiasm he brought to his work.

Mr. Popescu adopted a collaborative style of leadership which helped the team spirit and generally delivered the expected results. He fostered an agreeable working atmosphere, which encouraged mutual cooperation.

Mr. Popescu reflected on his actions and adopted a highly professional attitude to suggestions and recommendations from others. We came to know him as a responsible employee who was reliable in the performance of his duties. He integrated himself well into a team and generally collaborated effectively

with a variety of groups. Thanks to his openness, positive attitude and listening skills, he enjoyed great relationship with colleagues, managers as well as external partners.

Mr. Popescu is leaving our Company free of any obligation except the one related to the respect of the confidentiality. We thank Mr. Popescu for his contributions and wish him all the best in the future.

P&G International Ops SA



Claudia Jimenez
Procter & Gamble
IT Manager



Lise Egger
Procter & Gamble
Human Resources Manager