

RALPH LAUREN

Work Certificate

The undersigned, Ralph Lauren Europe Sàrl, certifies that

Mr. Silvio Di Rubbo

born on on 21 March 1998

was employed at our corporate offices in Geneva, Switzerland, from 16 January 2023 to 30 September 2025. He initially joined the company as a Wholesale Digital E-commerce Intern. As of 1 September 2023, he assumed the position of Assistant Buyer, and on 1 July 2025, he was promoted to Associate Buyer.

As an Associate Buyer, Mr. Di Rubbo supported the Buying and Planning Team in developing an optimal cross-channel assortment for the assigned brands and regions. He contributed to maximizing the financial plan while respecting the strategic objectives of the categories and brands.

In his individual responsibilities, he oversaw assorting, pricing, and forecasting the product line and ensuring its maintenance in the IT system. He coordinated and followed up on sample orders, monitored weekly business performance using key indicators such as sell-in, sell-out, and gross margin, and benchmarked decisions against competitors and the broader market. He also prepared and presented the assortment at line opening meetings. In his shared responsibilities, Mr. Di Rubbo contributed to defining seasonal assortment needs and liaised with Global Merchandising teams. He supported the qualitative and quantitative development of the brands and participated in business development projects.

Mr. Di Rubbo had excellent knowledge in his field of expertise and demonstrated a high level of intellectual curiosity in his work, as well as a high degree of professionalism. He had very good professional abilities and performed his tasks to our full and entire satisfaction.

We would like to acknowledge Mr. Di Rubbo's autonomy and his sense of responsibility. He had a strong capacity to act without depending on others or waiting for direction to carry out his activities and set relevant goals on his own. Moreover, he ensured that his words and actions were consistent with the expectations of his role. Furthermore, he possessed the ability to learn from his actions and explain them in a way that is understandable to others. He has outstanding conceptual thinking that enabled him to understand complex issues to design relevant and efficient solutions. Lastly, through his ability to solve problems, he quickly identified the causes of problems, assessing their impact, to implement the most reliable and sustainable response for the company.

Mr. Di Rubbo fostered strong professional relationships with all his colleagues and demonstrated an exceptional team spirit as well as a very dedicated mindset.

Mr. Di Rubbo is leaving our company at his own request. We regret his departure and thank Mr. Di Rubbo for his valuable contribution and commitment. We wish him all the best for his future career.



Eva Vives

*Senior Director Human Resources
Ralph Lauren Europe Sàrl*

Geneva, 15 October 2025