



Letter of reference

Mr Thomas Ihle, born on November 9, 1976, was employed by our company as Global Director Logistics / CSI from December 1, 2021 until October 31, 2025.

His main duties and responsibilities were as follows:

- Develop and implement a global logistics strategy to enhance supply chain operations, ensuring alignment with the latest industry developments and best practices
- Spearhead IT business partnerships focused on supply chain processes and tools, driving digital transformation and operational efficiency, including the implementation of a Control Tower in Poland, Celonis (Order-to-Cash), and On-Time In-Full Reporting systems
- Lead and mentor a global logistics and customer service team, fostering professional growth and high performance
- Serve as an ad interim Global E2E Planning Director, successfully realigning the team and driving improvements in key focus areas such as Demand Planning, Stock Management, and Production and Finished Good Planning. Initiate and cultivate an end-to-end (E2E) mindset, enhancing team collaboration and consistently achieving service levels above 98%
- Establish and maintain robust relationships with key suppliers, markets, and affiliates to ensure collaboration and mutual benefit
- Champion the La Prairie sustainability strategy, integrating environmentally sustainable practices into logistics and supply chain operations. Led to -16% of La Prairie's global CO2e reduction
- Actively participate as a task force member on projects related to E-Commerce, Retail and organizational change

Mr Ihle demonstrated extensive expertise and outstanding experience in his area of responsibility. He successfully applied himself to new duties and used the acquired knowledge with great success. With his conscientious and results-driven approach, he always delivered his assignments to our full satisfaction. His good command of languages was of great value for the communication in his work environment. Furthermore, the prevailing software applications and tools in his field were something he was very familiar with and used with great efficiency.

Mr Ihle showed initiative and complete commitment. To keep pace with professional developments, he independently pursued regular further training. Under challenging conditions, he remained calm and assured, adapting to changing circumstances with ease. He expressed his views clearly and was able to assert himself. In the decision-making process he exercised tremendous autonomy and foresightedness, blended with in-depth knowledge; he also assumed full responsibility for the outcome. Capable of identifying arising issues, he was effective at resolving them.

It was important to him to align his outlook and his actions with the goals of the entire company. With foresight he planned and organised the deployment of his staff according to business targets and needs.

Mr Ihle adopted an open and friendly approach towards his staff and asserted his authority with confidence and integrity, earning the respect and trust of his team. He fostered a good working atmosphere, which encouraged mutual cooperation.

He was able to advise staff and help them leverage their resources. He regularly forwarded key information in a timely manner and involved management when the situation demanded it. While open in his expression of opinions, he accepted the feedback of others. He was a team player and adopted a neutral position in the face of divergences of opinion. In terms of attitude and conduct, he was friendly and helpful. We came to know Mr Ihle as an exceptionally committed and valued employee.

Mr Ihle is leaving us on October 31, 2025. We thank him for his excellent contribution and wish him every success going forward.

La Prairie Group AG

Signed by:

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Natacha Schwaller
VP Global Supply Chain

Signed by:

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Isabella Krobisch
Senior Manager HR Services

Zürich, October 31, 2025
HR/PET