



June 26, 2026

People Developer Certificate

This document certifies that **Gianluca DE SANTIS** has completed the training "Discover the Career Compass and your role as People Developer"

Course summary: This Group e-learning is designed to introduce the Career Compass experience to all People Managers and their role as People Developers. It outlines key managerial responsibilities, while providing tools and practical resources to further grow People Development skills.

provided by LVMH

Reference Number: 8592341736150035

You can also find this document on the Internet at the following address: <https://lvmh-tclearn.360learning.com/redirect/api/certification/8592341736150035>

Stéphane Bianchi

LVMH Group Managing Director

A stylized, handwritten signature in black ink, consisting of a horizontal line with a small loop and a vertical stroke.

Maud Alvarez-Pereyre

LVMH Group Chief HR Officer

A handwritten signature in black ink, written in a cursive style, reading "Maud Alvarez-Pereyre".