

## Letter of Reference

Mr. Martin Schmidt, born on 31.12.1992, was employed at ING in Austria from 01.07.2016 to 31.12.2016 and from 01.01.2017 to 31.08.2020.

From 01.07.2016 to 31.12.2016 Mr. Schmidt worked as a trainee in the department for Risk Management & Collections. Due to his excellent performance and commitment during his internship, Mr. Schmidt was hired as a Credit Risk Manager from 01.01.2017 to 31.08.2020.

The employee's main tasks included:

- Development of the first machine-learning (XGBoost) based retail credit decision model for consumer lending in Python within a close agile collaboration with the global Advanced Analytics team, development of a challenger model using traditional statistical methods (Logistic Regression), support of the successful validation of the machine-learning model
- Monitoring of various retail credit decision and behavioral probability of default models working together with the global Model Validation Team, backtesting of external rating models (CRIF, KSV, Credify)
- Responsibility for the implementation of regulatory requirements (International Financial Reporting Standard 9 and risk provisioning, Forbearance, New Definition of Default) in SAS
- Lead for the development of an autonomous automated credit risk reporting solution from internal databases (raw bank data) via SAS/SQL, visual basic for applications and non-personal accounts
- Extensive support of other departments (Collections, Compliance, Finance, Fraud, Non-Financial Risk, Operations) with an emphasis on data analytics and automation
- Member of the local COVID-19-Taskforce, responsible for internal and external payment holiday reporting, simulations on risk weighted assets and risk costs and forecasts of the potential impacted portfolio
- Regular direct reporting to the local Management Board and the local Credit Risk Committee regarding various corporate and retail credit risk topics

Mr. Schmidt was a very reliable and loyal employee with a strong sense of duty and great commitment to the company. He approached tasks with readiness and was always willing to take on new assignments. With a developed sense of service, experience, perseverance, and resilience, Mr. Schmidt completed all tasks to our complete satisfaction, even under difficult working conditions.

In addition, Mr. Schmidt was a very friendly, helpful, and trustworthy colleague. He was highly valued, both professionally and personally, by superiors and co-workers alike.



We would like to thank Mr. Schmidt for his consistently excellent performance and successful and pleasant cooperation, and wish him all the best and continued success in the future.

Vienna, September 2020

ING in Austria



Gabriele Friedinger  
Head of Human Resources