

Vienna, 28.08.2020

Letter of Recommendation for Martin Schmidt

To Whom it May Concern:

I have known Martin Schmidt for over four years, first in my role as Head of Risk Management & Collections and more recently as Chief Risk Officer at ING in Austria. Throughout these years I have been Martin's direct manager and Martin has been reporting directly to me.

Martin joined ING in Austria as an intern in 2016, rapidly gaining the understanding of critical underlying systems and processes and firmly establishing himself as a crucial member within the local Risk domain. Only weeks into his role Martin managed to automate a large proportion of reporting processes, demonstrating his unparalleled ability to understand and solve complex problems. For this reason we were pleased to offer Martin a full time position as a Credit Risk Manager just a few months after joining ING as an intern.

Through his unmatched talent for risk data analytics, process automation and model development combined with a high degree of personal integrity, strong team spirit and enthusiasm to help others Martin developed into a key competence at ING in Austria and beyond. In the past years Martin has been a source of solutions for the most complex of problems not only in the Risk domain, but throughout the whole Organization. Martin will also be missed for his friendly and helpful personality.

In closing, I would like to underline my strong recommendation for Martin and my conviction that he will quickly become an instrumental part of any organization he will join. I would be honored to have the privilege to work with Martin again in the future and I can state with full confidence that Martin will exceed the expectations of even the most demanding managers.

Sincerely,



Jan Jelovsek

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