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Ivo van Hoeve
Welnastraat 375
1096 GJ Amsterdam

Subject: Reference ("Getuigschrift") Ivo van Hoeve

Baarn, 28 November 2016

To whom it may concern,

Hereby we confirm that Ivo van Hoeve, born on 23 July 1982, was employed on a hiring contract for 32/40 hours a week as financial accountant with our organization from 1 July 2013 until 31 December 2015.

In his Job Ivo was responsible for all compliance matters for several portfolios related to real estate, distressed loans and private equity in the Spanish market. This means that for more than 10 legal entities he was responsible for the accounting, preparation of the quarterly VAT returns and annual CIT returns, financial statements including the preparation of audit files for the financial statements which were subject to an external audit. He also took care of proper documentation regarding all kind of loans, equity contributions and distributions and for these portfolios he was the first contact person for our service providers in Spain. Furthermore Ivo had a role in some internal projects: varying from ad-hoc projects to projects to improve operational processes within the business.

During his employment at our organization we got to know Ivo as a solid professional and a very competent senior accountant. He is able to work under strict deadlines and is a clear internal and external communicator. He can work independently with ability to keep high level overview of the portfolio, keep management informed on progress, asking for feedback when needed and get management involved on operational decisions when necessary. He has a pro-active approach and hands on mentality. The last period of the assignment Ivo showed his capability in transferring knowledge to the new assigned accountants. Ivo is a team player connecting well with everybody within the accounting team, as well as with the other teams within the company. He was willing to get involved in ad-hoc projects and operational processes in- and outside his main tasks.

During his employment we experienced Ivo as an open minded person, easy going to interact with but not afraid to share his opinion.

Overall we found Ivo an excellent professional and colleague and offered him an employment for indefinite period, however Ivo decided voluntarily to leave our company. We would recommend Ivo for accounting and control assignments and are happy to provide further information if required.

Signed by
Geert-Jan Schipper
Managing director

Signed by
Jasper van Vliet
Managing director