

August 10<sup>th</sup>, 2023

To whom it may concern,

It is without hesitation that I recommend Ivan Kwong as a positive contributor to your firm.

This summer, I was responsible for supervising Ivan over the course of his internship at Black Creek Investment Management. With his workload largely divided into two areas – investing and ESG – Ivan demonstrated a technical expertise, diligence, and hunger for learning that garnered respect across the investment team and resulted in our firm improving our ESG standing.

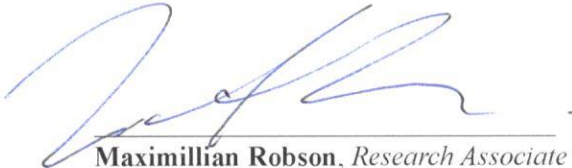
On the investing side, Ivan supported the portfolio managers by building Bloomberg screens to enhance portfolio analytics (financial ratios, ESG risks, benchmark comparison) and risk monitoring processes. Ivan added insight to our weekly investment meetings, speaking intelligently on topics including infrastructure, renewable energy, and aspects of the technology sector. In advance of meetings with potential investee companies, Ivan suggested thoughtful questions to ask company representatives and has helped our investment team improve their knowledge on the above-mentioned topics. On his own initiative, Ivan put together research on potential investments (Fluence, SunRun) which he pitched to various Directors on the investment team and humbly responded to their feedback and teachings.

On the ESG side, Ivan was instrumental in building the Bloomberg tool and ESG datasets which brought our firm in compliance with EU SFDR requirements and he helped execute our firm's first official UNPRI filing. He performed calculations and drafted a statement to outline our firm's net-zero alignment and aided in other areas of ESG including portfolio modern slavery risk assessment, controversy screening, and carbon footprinting. Ivan demonstrated a keen interest in understanding the role of ESG within investing.


Overall, I found Ivan to be a personable, diligent, and confident team player who added value to our firm over the course of his internship. He is a fast learner with strong technical/data skills who fit well within the culture of our small firm. He succeeded in independent work, often leading meetings with Bloomberg technical staff and coordinating with other departments within Black Creek to complete his objectives. I firmly endorse his skills in Bloomberg, organization, task management, project execution, and advanced Microsoft Excel functions.

Please do not hesitate to reach out with further questions or comments.

Best regards,



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