

Seneca ESG Reference Letter: Xin Wei TAN



August 1, 2025

To Whom It May Concern,

It is with great enthusiasm that I write this letter of recommendation for Xin Wei TAN, who served as an ESG Analyst Intern at Seneca ESG from May 26, 2025 to August 1, 2025. Without exaggeration, Xin Wei was one of the most capable and impactful interns we've ever had the pleasure of working with.

From her first day, Xin Wei demonstrated an impressive ability to quickly grasp the complex and evolving world of ESG standards; most notably contributing to our work on the SASB and GRI frameworks, with a focus on climate change, energy, and biodiversity. Her research was consistently thorough, insightful, and actionable, earning praise from both peers and senior team members across offices.

But Xin Wei's strengths went well beyond research. She also became a valued member of our Business Development and Marketing efforts, supporting prospecting campaigns, crafting compelling outreach material, and even leading introductory calls with prospective clients and partners. She participated in multiple in-person ESG events in Singapore, always representing Seneca ESG with professionalism, confidence, and warmth.

Xin Wei also played a critical role in team dynamics. She worked collaboratively across our Amsterdam, Taipei, and Singapore offices, helping bridge time zones and workflows with grace and efficiency. Moreover, she went above and beyond by mentoring and onboarding new interns, offering them the same thoughtful guidance and support that she consistently provided throughout her internship.

Her farewell email spoke volumes about her gratitude and character, but it is we who owe her thanks. Xin Wei leaves behind not only a track record of excellence, but also a legacy of integrity, camaraderie, and quiet leadership. I am confident she will bring this same energy and impact to any organization she joins next.

I recommend her without reservation.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jonathan Ha'.

Jonathan Ha
CEO, Seneca ESG