

## **Remco Nieland**

### Education and qualifications

1988-1992	Vrije Universiteit Amsterdam; Chartered Controller, Post graduate
1978-1986	Vrije Universiteit Amsterdam; Business Economics
1971-1978	Laar & Berg Laren VWO

### Professional experience

Since 05/2019	ING; CFO Challengers & Growth Markets
08.2013 – 05.2019	ING-DiBa AG; Member of the Board / CFO
03.2013 – 05.2013	Domestic Bank Italy; Interim CFO
07.2005 – 07.2013	ING; CFO Commercial Banking Central & Eastern Europe (CB CEE)
05.2001 – 12.2010	ING; Head Global Financial Reporting Commercial Banking International
04.1999 – 04.2001	ING Barings; Global Head Financial Reporting, CFO General Banking / International Branch Network ING Barings
1997 – 03.1999	ING Barings; Head Financial Research
1992 – 1997	ING Bank International; Head Business Economic Affairs
1990 – 1992	ING; Head Planning & Control International Division
1988 – 1990	ING; Officer Planning & Control International Division
1986 – 1988	Management trainee International Division; 1987 – 1988: NMB London, 1986 – 1987: NMB Paris

### Experience in supervisory positions

03.2000 – 11.2010	ING Middenbank N.V.
12.2005 – 11.2013	ING Bank (Eurasia) ZAO
05.2006 – 11.2013	ING Bank Ukraine JSB
03.2007 – 12.2009	ING Bank Hungary Zrt.
11.2007 – 09.2008	ING Bank Deutschland AG

### Other positions

Since 1992	Association of Chartered Controllers Netherlands; Membership
Since 08.2013	ING Holding Deutschland GmbH; Managing Director, Holding company of ING Deutschland

Since 08.2013	ING Deutschland GmbH; Managing Director, Holding company of the various business entities in Germany (ING-DiBa AG, Interhyp AG)
Since 2017	American Chamber of Commerce in Germany e.V.; Member of the Board of Directors
Since 05.2019	ING Australia Holdings Ltd; Managing Director
Since 05.2019	ING Corporate Services Pty Ltd (Australia); Managing Director
Since 05.2019	NNA Pty Ltd (Australia); Managing Director

## **Susan Poot**

### Education and qualifications

2009-2010	IEP Nijmegen, Coaching Course
2007	Insead, Fontainebleau, Executive Banking programme
1989-1993	University Amsterdam; Economy

### Professional experience

Since 03.2017	ING; Chief Risk Officer, Challengers & Growth Markets
08.2015-02.2017	ING, Global Head Credit Restructuring
07.2012-07.2015	ING Vysya Bank India, Chief Risk Officer and Chief Compliance Officer
05.2010-06.2012	ING, Global Head Approval Management Counterparty Risk
06.2005-05.2010	ING, Global Head Financial Institutions Lending
1994-2005	ING, various commercial and risk roles