

Letter of Reference

Mr Maxwell Anipah born on June 26, 1992 was employed in our company from May 1, 2019 to April 30, 2022 in the Engineering / Development Department first as a Working Student, then as a Junior Java Developer, after that as a Software Engineer, and finally as an Interim Team Lead.

Since its foundation in 2014, IDnow has become one of the leading specialists for digital identity verification in Europe. Through the IDnow platform, companies can offer their users a simple and fast verification of their identity.

IDnow's vision is to make the connected world a safer place and build mutual trust in an increasingly digital world. The company now has offices in Germany, the UK and France and works with over 500 customers in the financial services, insurance, e-commerce, sports betting, healthcare or travel and transport sectors, including leading international companies such as Western Union, UBS, Commerzbank, Sixt and Munich Re as well as digital champions such as N26, Solarisbank, wefox and Tier mobility.

Working student:

- Created a tool that is still used for creating cut outs for new documents
- Fixed minor bugs & implemented features

Junior Java Developer:

- Implemented most of the functionality and design for the new review portal (frontend)
- Escalation developer (last minute changes for various deals like ahli bank)
- Implementation of ACD into our system by creating a new micro service & providing support from solution finding till the actual implementation

Software Engineer:

- Onboarding new members
- Code reviewing
- Leading a team of working students
- Feature & bug implementation
- Performance improvements

Interim Team Lead:

- Managing team
- Syncing with external stakeholders and Products Owners to sort out priorities
- Taking part in architectural decisions

Mr Anipah possesses excellent in-depth specialist knowledge even in peripheral fields, which he always applied to our business processes in a most effective and beneficial manner. We must highlight that he's a fast learner, a good team player and has a sense of responsibility. He continuously and very successfully expanded and updated his extensive specialist knowledge to the benefit of our company by regularly attending events to further his education.



Due to his very good perception, he was always able to understand complex situations immediately and to find very good solutions straight away. Mr Anipah always worked using his own initiative and completely identified with his responsibilities and our company at all times. He always displayed an impressive level of dedication and motivation. In extremely stressful situations, he always displayed exemplary resilience.

He always completed his tasks completely independently, extremely carefully and according to a well thought-out plan. He worked calmly, thoughtfully, in a target-oriented manner and extremely precisely at all times. He continuously impressed us particularly in terms of quality and quantity. Mr Anipah was extremely reliable.

He was always able to find excellent solutions for any problems which arose. He was responsible for the development and integration of the ACD project, which is now an important part of the architecture. The performance of Mr Anipah always earned our full recognition in every respect.

He was respected by everyone for his consistently friendly and well-balanced demeanour. He was always helpful, courteous, and where necessary, he put the interests of others before his own. His personal conduct towards his line managers, colleagues and clients was always exemplary and loyal.

Mr Anipah is leaving our company at his request on April 30, 2022. We sincerely regret his departure, as we will be losing a very capable employee. We would like to thank him for his consistently excellent performance and wish him all the best and every success in his future professional career and private life.

München, April 30, 2022

IDnow GmbH

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