

Recommendation Letter

Viesturs Veidmanis

It is with great confidence and enthusiasm that we recommend **Viesturs Veidmanis** for a role in the field of **application development**, with a specialization in **networking and cybersecurity**. As part of our growing initiatives at **Syba**, we have had the pleasure of witnessing Veisturs' expertise and dedication firsthand.

Throughout our collaboration, we have observed the following development and professional skills:

1. Development skills

- Demonstrates expert-level proficiency in **Swift** for native iOS development.
- Highly skilled in **JavaScript** and **TypeScript** for both mobile and desktop applications.
- Mastery of the **Electron Framework** for building robust cross-platform desktop applications.
- Extensive experience with **React Native** for developing h cross-platform mobile apps.
- Deep technical knowledge of **iOS Network Extensions**, including advanced configuration and **customization of network behavior**
- Strong command of the **Microsoft Azure environment**, particularly in **model training** and **cloud storage management**.

2. Professional skills

- Strong **time management skills**, consistently meeting deadlines and managing priorities.
- Proven ability to thrive in **agile development environments**, adapting quickly.
- **Good communicator**, able to convey technical and non-technical ideas clearly across teams.
- **Team player**, actively supporting and collaborating with colleagues to achieve common goals
- **Motivate his peers to deliver at their highest potential**.

Veisturs brings a rare blend of technical know-how, strategic thinking, and cultural awareness that makes him especially well-suited for the Belgian and broader European cybersecurity landscape. His proficiency in secure network architecture, threat mitigation strategies, and compliance with European regulatory standards such as **GDPR** and **NIS2** is matched only by his passion for building resilient digital environments.

His collaborative approach also make him a strong communicator. We believe Veisturs will be a major asset to any organization looking to enhance its security posture and network resilience.

We strongly endorse Veisturs Veidmanis for any opportunity in the field of IT, and we are confident he will exceed expectations in any role he undertakes. Should you require any further insights, we would be more than happy to provide them.

Francis Chlarie,
CFO, +32 475 61 61 71
francis@syba.io

