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Recommendation Letter

Date: 28/07/2025

To whom it may concern:

Re.: Aleksandr Zadykian ("Sasha")

I, Stepan Kolesnikov, being in capacity of the Chief Technical Officer of the nil Foundation, delighted to recommend Sasha Zadykian, who joined our engineering organization as a Senior Backend Developer in 2024.

Sasha worked one of the most mission-critical components of our platform: the Data Availability Layer, a core layer that mediates the interaction between Ethereum and our rollup. During this period, Sasha delivered a steady stream of high-value features while maintaining a clean, well-tested codebase; relentlessly optimized performance and stability and demonstrated meticulous attention to requirements, implementation details, and deadlines, ensuring every release shipped on schedule. He also collaborated effectively across teams, providing clear technical guidance and thoughtful code reviews.

Sasha's blend of deep backend expertise, pragmatic problem-solving, and disciplined execution makes him an outstanding engineer. I am confident he will bring the same excellence, reliability, and professional integrity to any team fortunate enough to have him.

If you have any questions or require further information, please do not hesitate to contact me directly at: s.kolesnikov@nil.foundation or nil at: legal@nil.foundation

Sincerely yours,

DocuSigned by:

Stepan Kolesnikov
CTO

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