LETTER OF RECOMMENDATION

To whom it may concern,   September 2025

My name is Alexandra Overgaag, and I am the founder and CEO of Thrilld Labs, a Dutch start-up active in the Web3 space. I first came to know Sultan Takibay in January 2024, when he joined Thrilld Labs as a Software Engineering Trainee. From the outset, Sultan distinguished himself as very adaptable, eager to learn, and quick to take ownership of his projects.

Working closely under my supervision and that of our then-CTO, Jesse Wachtel, Sultan was quickly entrusted with significant engineering responsibilities. His consistent performance and ability to deliver under fair amount of start-up pressure soon earned him the title of Junior Software Engineer within our company after he finalised his 3-month traineeship.

At Thrilld Labs, Sultan found himself in a fast-paced, resource-constrained environment where flexibility and initiative, and are extremely important. From the beginning, he demonstrated that he could not only keep pace but thrive in this setting: always polite, always on time, always professional.

Sultan really has that natural aptitude for software engineering. He quickly familiarized himself with new technologies and frameworks, often learning on the fly and applying knowledge immediately to solve practical problems. A great example of this was his work on building our dashboard APIs. Despite having little prior professional experience in this domain, Sultan was able to implement the system from scratch. This work became a cornerstone of our internal product infrastructure and is a testament, I believe, to his determination to deliver results over a multi-month period.

His professional growth was remarkable: within a short time, Sultan advanced from tackling small, well-scoped assignments to leading components of larger projects. He took ever-more initiative and even developed autonomous AI agents that helped coding our internal company dashboard .

Beyond technical execution, Sultan showed strong collaboration skills. He worked closely with Jesse and myself (and brings excellent communication skills in English!), proactively seeking feedback and integrating it into his work. He was never hesitant to ask questions, but he also knew when to take initiative and push forward independently. This balance between autonomy and teamwork made him as well as his kind support for our company efforts made him a much appreciated team member.

If there is any area for further growth, I would suggest that Sultan continue to deepen his expertise in the Web3 tech stack and advanced design patterns. This would help him scale his already strong problem-solving skills to more complex engineering challenges. I am confident, however, that with his learning mindset, this will come naturally and rapidly.

To summarize, Sultan has been a key contributor to Thrilld Labs during his time with us. He brings the qualities of a promising software engineer: technical curiosity, adaptability, strong collaboration, and a kind, thoughtful approach to challenges. We were honoured to collaborate with him.

I am extremely positive about his future success in any professional setting he chooses to pursue.

Feel free to reach out to me via alexandra@thrilldlabs.io for any questions or inquiries.

Sincerely,

Alexandra Overgaag - CEO Thrilld Labs   THRILLD LABS