

21st August 2026

TO WHOM IT MAY CONCERN

Testimonial Letter for Sim Hann Zern

It has been an absolute privilege to manage Sim Hann Zern during his tenure at Davos Asia Capital Sdn Bhd for over five years. Throughout his time on my team, Hann Zern consistently demonstrated exceptional technical expertise, innovative problem-solving abilities, and an outstanding work ethic. His dedication to engineering excellence was widely recognized across the organization, earning him a well-deserved promotion from Software Engineer to Senior Software Engineer. While he originally joined as a Mobile Software Engineer, his scope and responsibilities naturally expanded into Back End Software Engineering and Solution Architecting.

Core Technical Contributions & Impact: Hann Zern played a pivotal role in spearheading several high-impact initiatives across multiple major projects, including Nifty (a freelancer portal), Hope Mission (a non-profit platform supporting financially underprivileged students), and Pay It Forward (an innovative food-sharing app startup in Malaysia). Demonstrating remarkable adaptability across both greenfield and brownfield environments, his leadership encompassed taking ownership of third-party vendor legacy code to refactor and stabilize it, as well as architecting and guiding the end-to-end technical development of new systems from scratch. Notably, Hann Zern designed the Javascript Session Manager—a key shared JavaScript library for managing sessions within a microservices architecture that was successfully adopted across diverse projects ranging from mobile applications to Web3 platforms. Furthermore, he demonstrated exceptional technical maturity by designing cloud-native, Kubernetes-grade solutions that ensured high availability, seamless scalability, and long-term maintainability.

Soft Skills & Team Leadership: Beyond his technical mastery, Hann Zern is an exemplary leader and teammate who naturally elevates the performance and morale of those around him. Dependable, calm under pressure, and a remarkably swift learner, he serves as an empathetic mentor to junior engineers. Even during high-stress incident responses and tight project deadlines, he maintains a pragmatic, solution-oriented, and highly collaborative approach. Hann Zern excels at cross-functional collaboration, seamlessly partnering with software engineers, architects, project managers, UI/UX designers, and QA engineers to deliver top-quality solutions aligned with strategic goals.

Final Endorsement: Due to corporate restructuring, Sim Hann Zern was unfortunately impacted by retrenchment. I wish to emphasize that this decision was purely structural and in no way reflects Hann Zern's stellar performance, leadership, or commitment. Based on my firsthand experience working with him, I am confident he will be an invaluable asset and technical leader

in any organization. I give him my highest recommendation for future software engineering and technical leadership roles.

Please feel free to contact me directly at jiunnjye.ng@davosasia.com or via mobile at  should you require any further insights regarding Sim Hann Zern's accomplishments and capabilities.

Warm regards,

A handwritten signature in black ink, appearing to read 'jiunnjye'.

Ng Jiunn Jye
Chief Solution Architect,
Davos Asia Capital Sdn Bhd