



REFERENCE LETTER

Employer-issued supporting document detailing Forbis key experts' relevant experience

Forbis is proud to present a team of highly qualified and experienced professionals. We are committed to building long-term working relationships, reflected in the stability and loyalty of our workforce. Majority of proposed have been with the company for more than five years, and the average professional experience across the proposed team exceeds 10 years.

We confidently attest to the competence and expertise of the Forbis team, demonstrated through our direct involvement in delivering numerous complex and large-scale projects. Key experts include:

1. **Miroslav Švabis**, Head of Project Management Centre – successfully leading projects in alignment with defined objectives, timelines, and quality standards.
2. **Heorhii Stalbovskiy**, Chief System Architect – acting as lead solution architect, responsible for designing robust and scalable system architectures.
3. **Vytas Kereišis**, Product Owner and Testign team lead – overseeing product development while also leading testing and quality assurance activities.
4. **Martynas Ramanauskas** – experienced business analyst ensuring accurate requirement gathering and solution alignment.
5. **Jonas Tamulionis** – instructor with over 10 years of experience, providing training and knowledge transfer.
6. **Jonas Stankaitis** – software developer and architect responsible for custom development and system enhancements.
7. **Justas Zarankus** – cybersecurity consultant ensuring high standards of information security according to international and EU standards.
8. **Justas Antanavičius**, Head of Production Department – responsible for overall delivery control and quality assurance.

A flagship example of team capabilities is the **development and implementation of the Treasury Single Account (TSA) Information System** for the State Treasury under the Ministry of Finance of the Republic of Lithuania. The TSA system enables centralized financial management, including account administration, payment processing, currency exchange, and other electronic banking services. It serves state enterprises and public institutions, ensuring full flexibility in fund management and account operations.

The team has a proven track record of successfully delivering complex IT and financial systems projects, including national currency conversion projects (Litas to Euro), executed in compliance with strict regulatory and operational requirements; implementation of European Central Bank directives, including PSD2 and Open Banking frameworks. Among other relevant projects are development, implementation, and ongoing support of financial solutions for SEPA, SEPA Instant Payments, and SWIFT across multiple banks. Detailed list of implemented project is presented in attached CVs.

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Miroslav Švabis, CEO
Forbis, UAB