



**4 RACING (PTY) LTD**  
Turffontein Racecourse  
14 Turf Club Street, Turffontein, 2190  
P O Box 82625, Southdale, 2135  
Gauteng, South Africa  
Tel: (+2711) 681-1893  
Fax: (+2711) 681-1895  
Registration number: 2020/099054/07  
Website: [www.4Racing.com](http://www.4Racing.com)

19 September 2023

To Whom It May Concern,

RE: Beard and Partners

This letter serves to confirm that Beard and Partners has been our Executive Recruitment business partner for the past few years. They have successfully assisted us in filling a few senior positions, four of which were critical positions, namely; Chief Executive Officer, Executive: Betting, Chief Financial Officer as well as the Marketing and Sponsorships Manager.

Beard and Partners is great to work with as they took time to understand our business especially as it is a challenging industry; Gaming and Horse Racing tends to sometimes bring a difficult task to finding the right skill and industry knowledgeable people. As 4Racing, we appreciate them as a business partner in many aspects, two of the important ones are that they understand our culture fit and in identifying suitably qualified talent for our business.

It's been a pleasure working with them!

Yours Sincerely,

A handwritten signature in black ink that reads 'S. Bodigelo'.

Simphiwe Bodigelo

Acting GM: Human Resources