

To whom it may concern;

This letter serves as a formal testimonial on the experience in partnership received from Baard & Partners Executive Search. Tinus and team have supported Sage South Africa as well as Sage Australia with 3 of our key Regional Leadership roles and the calibre of talent short-listed, the bespoke experience as a customer we have received consistently throughout each process remains unmatched.

During my time as Regional HR Director for AME & APAC, Tinus has demonstrated high levels of commercial insights, market competitive relevance and efficient executive support in all our engagements including engagements with my Managing Director.

With the effective support from Baard & Partners we have successfully hired:

- Regional Chief Financial Officer
- Country Managing Director: Australia
- Regional Director: Customer Support

3 key senior regional leadership roles in a very competitive market with specific required experience, proven track record of leading highly transformational strategies.

I would highly recommend the services of Baard & Partners for all executive hiring as well as bespoke senior roles.

With Regards,

Marvin Opperman
Global HR Director: Merges & Acquisitions
Sage Group Plc