



Dear Customer,

Over the last few years, the OfferZen group has taken various steps to improve our BBBEE compliance.

Unfortunately, for various reasons including current economy, market strategy and costs, it has become increasingly difficult to reach and maintain certain levels under the revised BBBEE codes.

In this respect, please note that the current BBBEE scorecard for **OfferZen Recruitment (Pty) Ltd.** comes up as non-compliant.

We will do what is within our power over the next few years to steadily improve our BEE performance within our group.

If you have further questions, please contact us at accounts@offerzen.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Cameron Clarke".

Cameron Clarke
VP Finance

OfferZen Recruitment (Pty) Ltd.
Reg. No.: 2018/466149/07
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