

PBT GROUP MATERIAL RISK REGISTER

(JSE LR 8.63(s))



CLIENT RETENTION

PBT Group's ongoing success is reliant on the retention of key corporate clients, many of whom we have long-standing relationships with. The retention of high calibre clients ensures the ongoing billability of consultants and aids a strong cash flow.

Our business development team is focused on continuously expanding on and growing new as well as existing client relationships.

Our innovation team ensures that we remain on the forefront of changes in the technological landscape, and our delivery team is responsible for service delivery that meets and exceeds client expectations.



B-BBEE COMPLIANCE

Maintaining and improving on PBT Group's B-BBEE status in order to meet client demands in this regard is an ongoing challenge and potential risk.

The goal posts for the ICT industry, like many others, continuously shift and it is imperative that we keep abreast with changes in B-BBEE legislation.

To this end, the necessary planning has been put in place in order to obtain a level 2 B-BBEE rating by the end of the 2021 financial year.



REGULATORY COMPLIANCE

Compliance with the following laws and regulations are of utmost importance in ensuring good corporate governance. Noncompliance could result in loss of stakeholder trust and could have financial implications in terms of penalties being imposed.

- JSE Listings Requirements
- King IV Report on Corporate Governance for South Africa, 2016
- Companies Act 71 of 2008 (as amended)
- Income Tax Act 58 of 1962
- POPI Act and GDPR

Dedicated individuals, supported by specific divisions within the company, take responsibility for each of the above-mentioned regulations, ensuring that the necessary policies are in place, kept up to date and that we at all times meet all regulatory compliance requirements.



TALENT RETENTION

As a services company, PBT Group's offering is based on the intellectual property established by key employees over a period of more than 20 years.

Retention of talent within the company is therefore essential to our continued success and competitive advantage in the industry.

To mitigate this risk, PBT Group has a very focused HR component and people-driven approach, ensuring employee satisfaction as well as the attraction of top talent in the market.



IT SECURITY

PBT Group's computer and network user base depends on a robust IT infrastructure to support and address ongoing business requirements for employees and clients alike.

These systems along with trained IT staff support and enable our technology users, and failure or breakage thereof could pose a direct risk to our business.

Ensuring that these systems are kept up to date with the latest technology together with industry standard security measures, business continuity is achieved.

