

2015 ANNUAL REPORT

reliability

(Reliable Managed IT services)

+

team

(Expert, certified team)

x

service

(Insanely good customer experience)



**IT Peace
of mind**





Contents



Mission and Vision Statements	4
Notice of AGM	7
Chairman's Statement	8
CEO's Statement	10
Financial Highlights	12
Lines of Business	14



Company's History	16	Corporate Governance	32
Board of Directors	24	Management, Discussion & Analysis	33
Senior Managers	28	Corporate Social Responsibility	38
Corporate Data	31	Auditors' Report	43
Top Ten Shareholders	31	Audited Financial Statements	45
Directors & Senior Officers' Interests	31	Form of Proxy	71

MISSION

We are professionals helping companies to maximize their investments in technology by simplifying the selection, implementation and management of their IT systems.

VISION

tTech, a Jamaican company, provides world class IT services globally. This will be accomplished by a combination of fostering an ethical work environment that allows team members to strive for excellence and personal growth while being empowered to represent the company: providing an insanely good customer experience and consistently exceeding all customer expectations.

tTech consistently delivers on their promise of providing customers with IT solutions that maximize returns on their IT investments. This is done by first understanding our customers' business objectives and areas they wish to improve, then recommending solutions which will provide benefits that can be delivered to the standards of excellence for which we are renown. Every one of tTech's customers will be willing to provide glowing references and unhesitating in recommending tTech to other companies.

Team members will be so engaged that they will readily tell everyone that tTech is the best place that they have ever worked, and that they are provided with the opportunity to grow professionally, financially and to realize their maximum potential. The team works in a way that is supportive and respectful, always seeking to help each other to improve rather than finding fault. This positive and honest environment will be underscored by a culture that minimizes bureaucracy, embraces innovation, and puts the customers' needs first.

tTech will positively impact Jamaica by consistently raising the bar for the industry through innovation and continuous improvement, while contributing to causes that facilitate growth and opportunity for Jamaica.

'We provide IT peace of mind'



Notice of Annual General Meeting

NOTICE IS HEREBY GIVEN that the 2016 Annual General Meeting of tTech Limited (the "Company") will be held on Thursday, September 22, 2016 at 4:00 p.m. at the Knutsford Court Hotel Limited, 16 Chelsea Avenue, Kingston 5, Jamaica for the following purposes:

1. To receive the Company's Audited Accounts and the Reports of the Directors and the Auditors for the year ended December 31, 2015. To consider and (if thought fit) pass the following resolution:

Resolution No. 1 "That the Directors' Report, the Auditor's Report and the Statements of Account of the Company for the year ended December 31, 2015 be approved."

2. To appoint Auditors and authorize the Directors to fix the remuneration of the Auditors. To consider and (if thought fit) pass the following resolution:

Resolution No. 2 "That Ernst & Young, Chartered Accountants be and are hereby appointed Auditors of the Company to hold office until the next Annual General Meeting at a remuneration to be fixed by the Directors of the Company."

3. To approve an interim dividend. To consider and (if thought fit) pass the following resolution:

Resolution No. 3 "That an interim dividend of \$0.0375 per stock unit payable on September 27, 2016 to the ordinary stock holders on record as at September 6, 2016 be and is hereby approved."

4. To consider and (if thought fit) pass the following resolutions: "All Directors retire from office pursuant to Article 102 of the Articles of Incorporation: Edward Alexander, G. Christopher Reckord, Hugh Allen, Norman Chen, Gregory Henry, Thomas Chin, Joan-Marie Powell and U. Philip Alexander."

Resolution No. 4 To approve the election and re-election of Directors recommended for appointment to the Board of Directors of the Company. To consider and (if thought fit) pass the following resolutions:

- a. "That retiring Director Edward Alexander be and is hereby re-elected a Director of the Company."
- b. "That retiring Director G. Christopher Reckord be and is hereby re-elected a Director of the Company."
- c. "That retiring Director Hugh Allen be and is hereby re-elected a Director of the Company."
- d. "That retiring Director Norman Chen be and is hereby re-elected a Director of the Company."
- e. "That retiring Director Gregory Henry be and is hereby re-elected a Director of the Company."
- f. "That retiring Director Thomas Chin be and is hereby re-elected a Director of the Company."
- g. "That retiring Director Joan-Marie Powell be and is hereby re-elected a Director of the Company."
- h. "That retiring Director U. Philip Alexander be and is hereby re-elected a Director of the Company."

Dated this 9th Day of August, 2016

BY ORDER OF THE BOARD



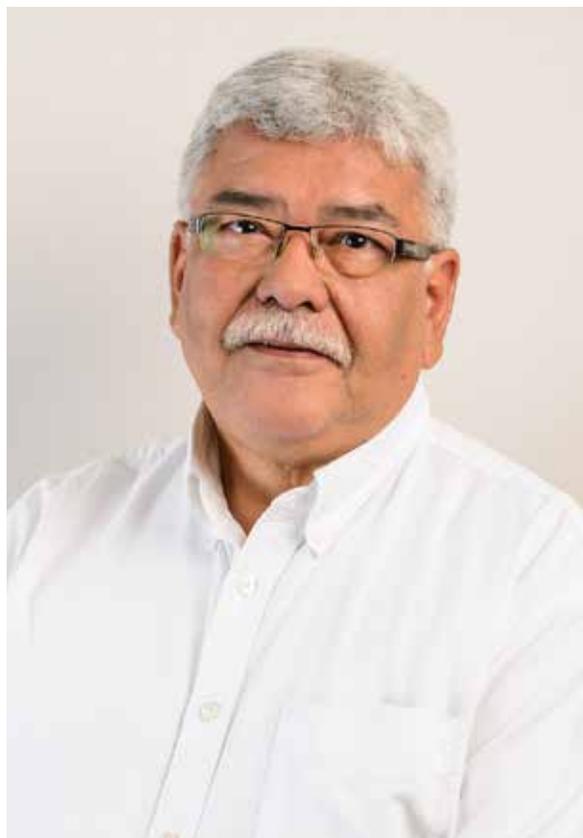
Gordon Christopher Reckord

Secretary

REGISTERED OFFICE
69 ½ Harbour Street
Kingston

A Member entitled to attend and vote at this meeting may appoint a Proxy to attend and vote in his/her stead. A Proxy need not be a Member of the Company. A Proxy Form is enclosed for your convenience. Completed Proxy Forms must be lodged at the Company's Registered Office at least forty-eight hours before the time appointed for holding the meeting. The Proxy Form shall bear the stamp duty of \$100.00 before being signed. The stamp duty may be paid by adhesive stamp(s) to be cancelled by the person executing the Proxy.

Chairman's Statement



2015 was a momentous year for our young company. Not only did tTech continue to grow but we had a very successful Initial Public Offering (IPO) to become the first Jamaican Information Technology company to be listed on the Junior Market of the Jamaica Stock Exchange.



In 2015, revenues grew to \$177,975,567, an increase of \$49,433,802, or a 38.46% increase over 2014. This resulted in Total Comprehensive Income attributable to shareholders of \$24,839,460, an increase of \$8,076,825 or a 48.18% increase over 2014.

The growth was as a result of the company continuing to provide its products and services with exceptional customer service by a team of knowledgeable and dedicated professionals to a growing customer base. In addition, the increased focus on security and cloud-based services as well as the introduction of IT consultancy services helped to fuel the growth.

We will continue the execution of our Strategic Plan in 2016 ensuring that we can continue to provide exceptional customer service to our new and existing customers. We are strengthening our execution capabilities and as a result our staff complement has increased in 2016 from 24 at the start of the year to 31 at the end of June.

In December 2015, tTech had a very successful IPO resulting in the company being listed on the Junior Market of the Jamaica Stock Exchange on January 7 2016; the first IT company to do so. The IPO has not only allowed the investing public to participate in the growing potential of tTech but also for all our staff members to become shareholders and owners of their company. On behalf of the management of tTech, I would like to thank the investing public

for the confidence they have shown in the company and its management team.

As a result of the IPO, our auditors, Ventry Foo, indicated that they would prefer not to continue after the completion of the 2015 audited accounts. Consequently, the board is recommending the appointment of Ernst & Young as the new auditors of tTech for the 2016 audit.

At the May 2016 board meeting, Ms. Joan Marie Powell, a retired GraceKennedy Limited executive, was invited to join the board as a non-executive director. Ms. Powell was also appointed to the Audit and Compensation committees. Non-executive director, Mr Gregory Henry, was granted a 6 month leave of absence commencing May 2016.

I would also like to congratulate the team on the job they did in 2015 and thank the board for their support as the company transitioned in 2015. We look forward to continued success and growth in 2016 and the years to come.

U. Philip Alexander
Chairman

“We will continue the execution of our Strategic Plan in 2016 ensuring that we can continue to provide exceptional customer service to our new and existing customers.”

38.5%

Increase in revenue

48.2%

Increase in comprehensive income attributable to shareholders

tTech is a leading provider of managed IT services to companies in Jamaica. The company was incorporated in 2006 and has grown from a small team of 4 to a complement of over 30 talented professionals, including several recent graduates of our universities.

The services provided by tTech help our customers to maximize their investments in technology by simplifying the selection, implementation and management of their IT systems.

Our core services are grouped into 5 areas:

1. The monitoring and management of core IT infrastructure
2. Service Desk support for end users
3. The deployment and management of IT Security systems
4. Cloud migration services
5. Unified Communication Solutions

In addition, tTech Consulting was started in 2015 to provide consulting services which are complementary to the core services above. These services include IT Strategy, Virtual CIO support, Application Selection and Implementation, Business Continuity Planning and IT Project Management.

Performance & Highlights

In 2015 tTech enjoyed significant growth. Several new customers were acquired in all areas of the company's operations including the newly formed Consulting division.

New services were also introduced during the year including a cloud migration service to assist companies seeking to move their existing on-premises systems into leading cloud-based platforms provided by companies such as Microsoft. These cloud services include Office 365, Exchange Online and Infrastructure as a Service (IaaS). We assisted several customers during the year to migrate and see an increasing demand for these services.

CONTINUED NEXT PAGE



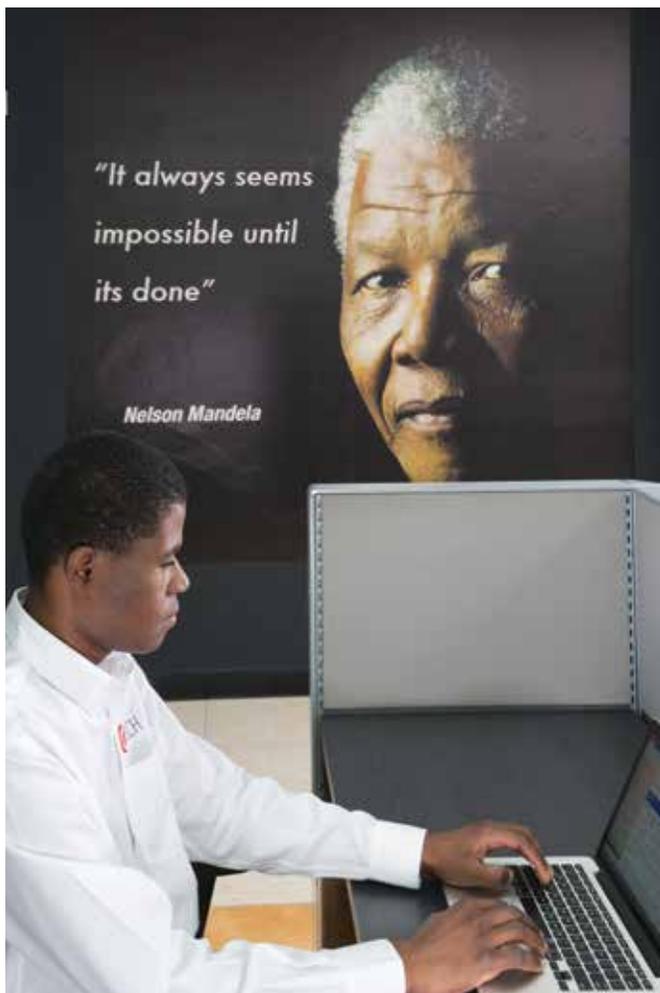
CEO's
REPORT



Financial Highlights

\$172.5M

Total assets (2014: \$93.93M)



A state-of-the-art **Cloud Backup** service was also introduced and is used to provide an offsite backup service for customers to whom tTech provides managed infrastructure services.

tTech's **IT Security** services also saw significant growth in 2015. IT security is becoming an increasingly important service for our customers as the number of cybersecurity incidents increase every day. We have also been doing briefings to boards and management teams because we have recognized that most executives are seeking information to help them to understand the risks associated with cybersecurity and the steps which can be taken to mitigate those risks.

Our **Unified Communication Solutions** also experienced growth last year and several of Jamaica's leading companies have implemented our cost-effective, open-source voice (PBX) systems manufactured by our partner, Xorcom.

Our **Consulting** services have also been very well received and several customers have benefited. Projects undertaken included IT service management reviews, Virtual CIO services for companies who cannot justify a full-time Chief Information Officer, and IT business continuity and disaster recovery planning.

\$128.6M

Stock holders' equity
(2014: \$66.25M)

\$21.39M

**Net profit
attributable to owners**
(2014: \$14.834M)

\$0.27

**Earnings per
stock unit**
(2014: \$0.18)

The highlight of 2015, however, was the success of tTech's IPO in December. The offer was oversubscribed by approximately 340% and closed within 1 minute.

Listing on the JSE is expected to fuel further growth and improvements. Apart from the availability of capital, relief from income tax, and increased exposure, listing will result in improved corporate governance, a critical requirement for all companies to ensure sustained growth in the 21st century.

In 2015 tTech was a nominee in the Small Business category of the Jamaica Chamber of Commerce's Best of Chamber Annual Awards. Although we did not win the award, it was an honour to have been a nominee and signifies that the company is recognized as a high performer.

Outlook

The increasing use of technology globally augurs well for the future of tTech. Companies are investing more every year in technology and as a result we anticipate that the demand for the services provided by tTech will similarly increase.

In anticipation of this growth the board has been strengthened, governance is being improved, and our people, including the management team, are being developed. These steps, along with improvements in technology used for

internal purposes and to provide services to our customers, are investments being made to support continued growth and our evolution from an entrepreneurial startup to becoming a professional organization delivering world-class IT services globally.

Final Words

2015 was another exciting year in the history of tTech, and on behalf of the management team, I would like to thank our customers for their loyal support and belief in us over the years, the directors for their guidance, and our dedicated team of professionals who continuously strive to provide an insanely good experience in the delivery of our services to our customers.



Edward Alexander
Chief Executive Officer

Lines of business

In addition to supporting the management of the IT Systems of our clients, tTech offers a wide range of related services including Service Desk, Infrastructure Monitoring, IT Security, Cloud Migration Services and Unified Communications. Included in these services are Microsoft Active Directory planning and upgrades, Server Virtualization implementation, Vulnerability Assessments, Penetration Testing, Network Design for High Availability and Disaster Recovery Planning.

Service Desk

At tTech, our team of highly trained Service Desk professionals are dedicated to serving our clients by troubleshooting and solving their technology challenges. Our clients have the assurance that through a phone call or email, their service request will be addressed in a timely manner. The tTech Service Desk team is experienced in supporting end users' issues that relate to desktop and laptop computers, mobile devices, printers and other peripherals, networks and commonly used business applications such as Microsoft Office and email. Should complex issues arise they are quickly escalated so that the end user experiences minimal disruption.



IT Security

Security threats are real, and ever increasing in sophistication and frequency. A managed security service is essential to protect your enterprise from cyberattacks and the potential interruption of operations or compromise of data that could result. With our trained team of experts in IT Security, tTech is available to serve its clients by ensuring the implementation of state-of-the-art IT security systems tailored to the needs of their business. With years of service to clients with sensitive security needs in financial services, tTech, in conjunction with our clients' existing IT teams or as a fully outsourced solutions provider, is equipped to ensure the highest level of security for their organizations. Security services provided by tTech to its clients include: network security assessments, vulnerability and penetration testing, implementation and management of intrusion detection systems, anti-malware systems, training in security awareness and firewall administration.



Infrastructure Monitoring

tTech offers a range of Infrastructure Monitoring services that ensure the performance, reliability and availability of the IT infrastructure that supports our clients' business. tTech's infrastructure monitoring service continuously collects performance data from all the devices being monitored. This real-time monitoring allows for proactive alerts which inform support staff when problems occur on networks and servers, making sure that as a challenge arises it is immediately flagged and sends alerts to the relevant personnel who can respond to avoid costly downtime.



Unified Communications

The right communications tools are essential to the success of any business. As a Unified Communications (UC) partner, tTech allows clients to implement seamless, real-time communication services including instant messaging, telephony, video conferencing and desktop sharing among others. We ensure the right tools to enhance businesses resulting in easy internal and external communications across multiple platforms and devices while minimizing costs and system interruptions. Currently our UC Solutions are built on tried and proven technologies including Xorcom VoIP PBX, Microsoft Skype for Business, Microsoft Exchange and Office 365.



Cloud Migration Services

tTech recognized early that the phenomenal growth in the adoption of Cloud Computing globally will eventually happen in Jamaica and the Caribbean. This led to us being early adopters and users of Cloud Solutions to run our own IT systems with solutions like Microsoft Office 365, cloud based servers and backup services. This experience has allowed tTech to develop the expertise to be able to help our clients to design, plan and manage the migration of their IT Infrastructure to Cloud Computing. Cloud Services offer our clients the advantage of reducing overall expenses associated with physical servers and storage systems, while maintaining user efficiency through easy access to files and software stored in the cloud. Our track record and understanding of network design, security and infrastructure monitoring also ensures that the access to and use of cloud services are reliable and secure.



The Company and its History



The genesis of the Company may be accredited to the iconic late Dr. The Honourable Carlton Alexander, O.J. who encouraged his son, Edward “Teddy” Alexander, to take an interest in computers and software. He intuitively predicted from the mid-1970s, the world’s growing dependency on IT systems and the role that they would invariably play in business.

Teddy, an engineer by training, initially worked with the Petroleum Corporation of Jamaica (PCJ), in the capacity of an Engineer, and then subsequently read for a Masters in Energy Management and Policy at the prestigious University of Pennsylvania, where he started to appreciate the utility of a computer, particularly microcomputers.

It was during his tenure at the University of Pennsylvania that the Apple McIntosh was launched, and Teddy was one of the persons who had an opportunity to actually use one. Upon his return to Jamaica, Teddy was placed in charge of IT at PCJ. In 1986, he came to the realization that his interest lay in IT and not in energy and engineering and subsequently joined KPMG as an IT consultant.

The Company and its History ...

They developed a business plan to provide outsourced IT services, and approached GK with the plan to assume responsibility for its core IT infrastructure and systems and tTech was subsequently incorporated on December 1st, 2006.

In 1988, GraceKennedy Limited (GK) entered into a joint venture with Unisys Corporation. The joint venture was called Grace-Unisys, and Teddy was asked to join the company in sales and shortly thereafter took over the management of the support team of engineers. Teddy was subsequently appointed as director responsible for IT at GK and chaired a number of companies within the GK group. During that time, he also served as the President of the Jamaica Computer Society.

Sprint in Jamaica

By the late 1990s, Grace-Unisys morphed into "InfoGrace" which had the distributorship for the Hewlett-Packard brand in Jamaica. During this period Teddy was responsible for several initiatives in the GraceKennedy's Information Division including the leadership of Systems Alliance, a software company which provided services locally and internationally, the creation of International Communications, a telecommunications company that represented Sprint in Jamaica, and the start-up of Jamweb, one of Jamaica's first Internet Service Providers. At the same time, he was responsible for several initiatives for the increased use of IT in GraceKennedy including the centralization of core IT services to minimize operating costs. Eventually he relinquished responsibility for the business units and focused on internal IT, and became GK's Chief Information Officer.

In 2000, while still having responsibility for IT in GraceKennedy, Teddy was transferred to Florida to re-establish the head office of GraceKennedy USA which provided support for the development of the international companies in the food division and financial services,

particularly the remittance services. It was during this period that he developed a true appreciation for the benefits of outsourcing and remote support services by observing the operations of state-of-the art data centres in the USA.

Outsourcing IT operations

In 2006, consultants advised GK that its corporate overheads were too high. Thereafter, the company embarked upon a drive to reduce operating overheads. When the outsourcing of GK's IT function was being considered, there was the realisation that there was no company in Jamaica to which GK could outsource its IT operations. The idea of "tTech Limited" was born!

Teddy then convened with senior IT professionals at GK (Gregory Henry, Hugh Allen and Ayrton Salmon). They developed a business plan to provide outsourced IT services, and approached GK with the plan to assume responsibility for its core IT infrastructure and systems and tTech was subsequently incorporated on December 1st, 2006.

In 2009, tTech took over the user-support function (Service Desk for the end-users) for GK, a reflection of the quality of the services provided by the company. In addition to growing within GK, the company was also growing outside of GK by providing high quality, innovative services through a highly motivated team of professionals with an intense focus on customer service.

As tTech grew, a number of experienced IT professionals joined the company. Some of whom include: Natalya Petrekin, formerly of Digicel as Service Desk Manager; John Gibson, formerly of Jamaica Broilers as Senior IT Security Officer; Norman Chen, formerly of Fujitsu as its Technical Services Director; Christopher Reckord, formerly of Innovative Corporate Solutions as

the Sales & Marketing Director, Omar Bell, formerly of Jamaica Broilers as the Lead Engineer - Special Projects, and Marcelle Smart, formerly of Microsoft Jamaica, as the Engagement Manager for tTech Consulting.

The addition of these senior IT professionals has allowed the company to increase its range of services, grow the company's customer base while creating the capacity for continued growth.

First of its kind

tTech is now the first and foremost company providing outsourced IT solutions to businesses in Jamaica and has responded to the critical need of companies to process and manage information with efficiency and cost effectiveness. The main goals of the company are to help its clients to maximize value and minimize cost from their investments in information technology. These goals are achieved by providing services to cost effectively manage customers' IT infrastructure, allowing them to concentrate on managing their mission critical business applications.

Outsourced IT services help businesses to gain the benefits of economies of scale by spreading the costs of highly skilled IT personnel across multiple customers and companies. Since the skills required to manage infrastructure are generic and not business specific, companies can outsource the management of their IT infrastructure with access to more expertise than is available from their internal IT personnel. The collective experience of the tTech's technical services team is in excess of one hundred and fifty (150) person years covering a broad range of technologies. An important aspect of tTech is the intense focus the company places on customer service.

The company embraces the concept that "The Customer is King" but goes beyond that by focussing on delivering it services in a manner described as "An Insanely Good Customer Experience" to make every customer referencable and becoming an evangelist for the company. When asked for references by potential customers, tTech provides a list of the company's customers and asks the potential customer to select from the list.

Systems, Operational Structure and Services

As a world-class Managed Services Provider, tTech adheres to all IT best practices and continuously monitors and upgrades its internal systems, IT infrastructure and the skills of its team members to enable it to render it services to its customers.

With its history steeped in GraceKennedy, and by extension its corporate culture, tTech has inherited the values of one of the Caribbean's leading companies with an intense focus on customer service and adherence to core values of honesty, integrity and trust. The company has also adopted an open-office concept, with all members of the tTech, at all levels, working within the same space and with no one having a separate or individual office. This leads to a true spirit of cohesiveness and team-orientation.

tTech has inherited the values of one of the Caribbean's leading companies with an intense focus on customer service and adherence to core values of honesty, integrity and trust.



Following the soft launch of the tTech Consulting Division in November 2014, the 2015 financial year represents the first full year of operation. The focus for tTech Consulting during this inaugural period was simple:

- Develop a minimum portfolio of services
- Target and establish core clients
- Build capacity by identifying and onboarding key talent
- Be profitable!

tTech Consulting met its objective to develop a minimum portfolio of services, namely:

Disaster Recovery and Business Continuity Planning

This service targets both the IT Department and Executive teams. Our services include:

- a. Developing a governance framework for Disaster Recovery and Business Continuity Planning,
- b. Providing technical writing services to document the Disaster Recovery and Business Continuity Plan,
- c. Planning and Execution of Disaster Recovery simulation/fail-over tests, and
- d. Building awareness and accountability for Business Continuity within the Executive team.

Virtual CIO Services (vCIO)

This suite of services is based on the partial or complete management of IT processes, so as to drive the cultural changes necessary to move from fire-fighting to proactive, streamlined service delivery. Our clients choose from the following options:-

- a. Developing an IT Road Map (1-3 years) that is aligned to the organisation's Business Strategy.
- b. Implementing and managing key IT operational processes. This is done in keeping with the guidelines of the IT Infrastructure Library (ITIL), and in alignment with the COBIT framework which is generally referenced by the internal and external audit community.
- c. Implementing an IT Risk Management framework, and driving initiatives to mitigate or eliminate risks.
- d. Supporting for IT Cost Management through provision of: Large Vendor Contract Negotiation, Business Impact Analysis, and IT Chargeback Analysis.

Project and Portfolio Management

Businesses continue to struggle with the delivery of effective Project and Project Portfolio Management that will allow for the meeting of business objectives. We support organisations as they embark on mission critical projects, with a high dependency on an IT solution to achieve business results.

Target and establish core clients

This portfolio of services allowed us to target and establish core clients for the Consulting Division as we booked agreements with key corporate clients. The ability to offer services from Consulting allowed tTech to expand its client base, and increase its share of wallet for cornerstone clients. This is in keeping with our strategy to focus our Consulting services in alignment to the strengths and capabilities of the tTech Services team. For example our Business Continuity Plan development augments the DR implementation offered by tTech Services, by drawing on our experience in Managed Services and Cloud implementation.

Build capacity by identifying and onboarding key talent

Talent Management has probably been the greatest challenge for the team during this formative stage. Balancing client demand against actual business brought to book meant we had to take a prudent, contract driven approach to capacity development. This allowed for an elastic workforce capable of meeting customer demands. By the end of the year, the team was able to stabilize demand relative to capacity, and the team is confident about our ability to be more nimble in response to market demands as we have developed our on demand talent pool.

Be profitable

The final area of focus was to "Be Profitable!" and the year's performance resulted in the Consulting Division making a positive contribution to the company's profits in 2015.

The Division is confident that this focused approach for the first year of operation has set the necessary foundation for future growth. The international trends which indicate a shortage of IT talent for organisations undergoing transition to a more mature IT management governance structure are being felt here in Jamaica. We also note that local organisations continue to invest in Project Management services in an ad hoc manner, requiring on-demand outsourced capacity to augment immediate project needs. In keeping with the maturing regulatory landscape here in Jamaica, our service portfolio has since expanded to include Cyber Security Governance and Data Privacy Consultation. These factors point to the sustainability of our services: vCIO, Business Process Redesign, Business Continuity and Project Management services. We anticipate another year of solid performance in 2016.

Members of the Service Desk.





Our team=
SERVICE

Board of Directors



U. Phillip Alexander, B.Sc.

*Non-Executive Chairman of the Board of Directors and Company Secretary
(Appointed October 1st, 2015)*

As Non-Executive Chairman of the Board, Mr. Alexander brings a wealth of experience to the Board of Directors. With a B.Sc. in Mechanical Engineering from North East London Polytechnic, he has honed and shaped his career with various academic endeavours including the MIT Executive Program in Corporate Strategy, Product Development and Manufacturing Strategy at Stanford University Business School, and the Program for Management Development from Harvard University Business School.

Mr. Alexander began his career at Grace Kennedy in 1980 as a Project Engineer and retired in 2013. During that period, he held posts such as Chief Risk Officer, Divisional Projects Manager and Manufacturing Director.

Mr. Alexander was also the Projects Manager at Kingston Wharves and went on to be its Acting CEO during his time there from 1999 to 2003. While his experience illustrates his management and leadership qualities, Mr. Alexander is also a practical and pragmatic man.

Mr. Alexander also served as Director for the GraceKennedy Foundation, Grace & Staff Community Development Foundation, Mona Institute of Applied Science, Jamaica College Foundation and the Jamaica Productivity Council Advisory Board. Such Directorships illustrate that he is someone who is not only interested in business but in community development as well.

Mr. Alexander is a member of the company's Audit and Remuneration Committees.

Board of Directors



Edward Alexander, B.Sc., M.Sc.

*Executive Director & Chief Executive Officer
(Appointed December 1st, 2006)*

Edward (Teddy) Alexander, founder and Chief Executive Officer of tTech Ltd., is a true visionary in the field of Information Technology.

This profoundly capable IT specialist and business executive established tTech in 2006 after an illustrious eighteen year career with GraceKennedy Limited, where he served as the company's Chief Information Officer. During the 1980's he worked in the alternative energy field at the Ministry of Mining & Energy and the Petroleum Corporation of Jamaica before switching to the information technology field when he assumed the position of Management Consultant at KPMG Peat Marwick & Partners. In 1988 he joined Grace Unisys as an Account Manager and it was here his passion for IT blossomed.

By 1993 he was given responsibility for information technology at GraceKennedy and ushered in an era of innovation during his tenure until he left to form tTech in 2006. His vision is to assist companies to improve the effectiveness of their investments in information technology by minimizing the cost of ownership of their infrastructure while maximizing the value from their business applications, ultimately leading to systems which contribute to increased competitiveness and profitability.

He holds a Masters of Science degree from the University of Pennsylvania and a Bachelor of Science degree from the University of Windsor. In addition he has completed professional courses at the Harvard Business School and the University of Florida and is also a former President of the Jamaica Computer Society.



G. Christopher Reckord, MBA

*Executive Director of Sales and Marketing
(Appointed June 19th, 2014)*

Christopher Reckord is the Company's Sales and Marketing chief boasting more than twenty-nine years of experience within the Information and Communications Technology (ICT) industry.

Prior to joining tTech, Mr. Reckord was a founder and Executive Director of Innovative Corporate Solutions in Jamaica, and held a number of management positions at Adjoined Consulting in Miami, Florida.

He is best described as a man of multiple proclivities who is a wine aficionado, a hobbyist photographer, a health and fitness enthusiast, and a wine columnist for a local newspaper – The Jamaica Observer.

In addition, Mr. Reckord serves as the Chairman of eLearning Jamaica, and a Director of the Jamaica Computer Society. He is also a member of the PSOJ and is currently the Chairman of its Membership Committee. His formal education includes a diploma in Industrial Education (with a specialization in Electrical Technology) from the University of Technology, and a Masters in Business Administration (MBA) from Barry University. He has also completed thousands of hours of technical training, management courses and seminars, and continues to do so as a self-proclaimed lifelong learner.



Norman Chen, B.Sc.

*Executive Director & Operations Manager
(Appointed June 19th, 2014)*

Norman Chen serves as tTech's Operations Manager. He is a highly qualified Information Technology specialist with several years of experience within the IT industry. He is considered an extremely motivated professional with an impressive set of competencies in the field. His exemplary career began when he joined Commnett Caribbean Limited where he worked his way up to Chief Technical Officer over the course of nine years. From there he went on to head Fujitsu's IT Department and then to NC Associates as a Project Manager and IT Consultant.

His current position at the company is one that has allowed him to apply his vast skill-sets to the singular goal of offering the most comprehensive solutions to clients who rely on the company's innovative services.

He is also an accomplished academic who has a Bachelor's of Science in Computer Science from the University of the West Indies, a Research Fellowship from Brown University, Rhode Island, USA and several certifications in Information Technology from recognized institutions.

Board of Directors (continued)



Hugh Allen, B.Sc.

*Executive Director and Connectivity & Voice Solutions Manager
(Appointed December 1st, 2006)*

As Connectivity and Voice Solutions Manager for the company, Hugh Allen has direct responsibility for LAN Management, WAN Management, Telecoms Management, Server Management, Infrastructure Management and E-Mail Administration.

After nineteen years of working with GraceKennedy Limited, fifteen of which were spent in different areas of information technology, Mr Allen is well-suited for his role. He holds a Bachelor of Science double major in the areas of Business Management and Computer Science and a Diploma in Computer Management and System Analysis and Design from the Royal British Computer Society.

Having completed several professional development courses, Mr Allen holds certifications from Microsoft, Cisco, and Asterisk PBX systems.

A strong advocate of quality customer service with a guiding philosophy of 'identifying the simplest approach then implementing it in a modular fashion,' Mr. Allen's practical application of this philosophy supports the company's quest to deliver superior IT management solutions to small and large-scale businesses.



Gregory Henry, B.Sc., A.Sc.

*Non-Executive Director
(Appointed December 1st, 2006)*

An insightful, results-driven IT Security professional with notable success executing information security system audit engagements, Mr. Henry also participates in planning, analysing and providing recommendations for improving key internal controls that support business objectives. He also has extensive experience in performing risk assessments, policy writing, vulnerability management, content filtering, Data Loss Prevention, Security Incident Event Management and Intrusion Prevention Systems.

His skills include network and security management, risk management, vulnerability assessments, regulatory compliance and security architecture. Mr. Henry is a member of the Cloud Security Software Defined Perimeter Working Group. The group is tasked with the development of a Software Defined Perimeter Open Source solution.

His work experience includes being a Systems Administrator/ CSR Engineer at Computers and Controls Ltd. It also includes several positions beginning as a Senior Network Administrator then Group Information Technology Internal Auditor, and finally a Senior Group Information Technology Security Officer within GraceKennedy from January 2003 to December 2006. He then joined tTech where he served as IT Security Manager and Director and still serves as a Non-Executive Director.

Mr. Henry is currently a Senior Information Security Specialist – Governance and Risk Management at Canadian Tire, as well as a Senior Information Security Analyst at FundSERV. Mr. Henry is also a member of the company's Audit and Remuneration Committees.



Thomas J. Chin, CMA, CPA

*Non-Executive Director
(Appointed October 1st, 2015)*

Mr. Chin has over forty years of experience and knowledge in Financial Management and Information Systems. Mr. Chin's diversified background in this field includes consolidations and reporting, budgeting and forecasting, acquisitions and divestitures, and information systems development and implementation.

Mr. Chin currently consults with Consolidated Bakeries (Jamaica) Limited and Chicken Mistress (Island Grill) providing them with financial and IT management services.

Before embarking upon these consultancies, Mr. Chin was the Vice-President of Finance at Columbus Communications Jamaica Limited (FLOW) before retiring in 2012. Prior to that, Mr. Chin had a long distinguished career at both Rogers Communications Inc. and Rogers Cable Systems Limited, and ultimately retired from Rogers Communications as Director of Financial Operations in 2008.

Mr. Chin is a Chartered Professional Accountant, and holds a Diploma in Accounting and Finance from Seneca College.

Mr. Chin also serves as the Chairman of both the company's Audit and Remuneration Committees.



Joan-Marie Powell, B.Sc., MBA

*Non-Executive Director
(Appointed May 10th, 2016)*

Joan-Marie Powell was the former Managing Director of GraceKennedy Money Services Limited until Dec 2013 when she retired. Powell's technical insight and operational expertise strengthened the company's culture of innovation which saw GKMS expanding into new markets and extending its service portfolio, reaching seven other markets in the Caribbean. In 2007, Powell co-led the acquisition by Western Union of twenty five per cent equity stake in the company.

Prior to her appointment as Managing Director in 2006, she was responsible for the company's international expansion and relationship building with key stakeholders. Her career began at Citibank Jamaica after graduating from Immaculate Conception High School.

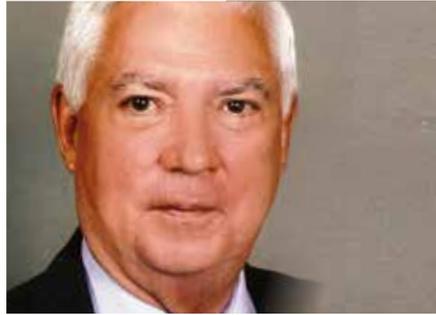
She holds a BSc. in Management Studies and an MBA, specializing in the management of technology, from the University of the West Indies.

Under her stewardship, GKMS copped many top Western Union awards, including Agent of the Region and Outstanding Customer Service. Although Powell attributes the success of the company to team work, her track record is well known. In 2000, she was asked by the Dean of the Western Union University to assist in setting up a training unit aimed at improving the product offering and service quality delivery of the brand worldwide. In 2001, she became a member of the board of directors of GKMS.

She was a member of the Board of directors of Aerotel Ltd (2011-2016), a subsidiary of Jamaica Civil Aviation Authority, that installs and maintains telecommunication, electronic, and data communication for the Authority. Miss Powell also acted as the General Manager for the company from January to May 2015, where she was able to work with the board to develop operating procedures in accordance with the governing laws and regulations and was successful in recruiting a General Manager for the company.

Miss Powell is a member of the board of directors of the Immaculate Conception High School as well as Grace and Staff Community Development Foundation. She is a Justice of the Peace for the Parish of Kingston.

She has an avid interest in sports and is an active member of the Kiwanis Club of New Kingston.



Richard Downer, CD.

*Chartered Accountant and Financial Adviser
(Appointed as Mentor November 1st, 2015)*

Mr. Downer brings to the Company his considerable experience in the financial services industry. He is the company's Board Mentor for the purposes of the Junior Market Rules, with responsibility for advising on the implementation of adequate procedures, systems and controls for financial reporting, corporate governance, timely disclosure of information to the market, and general compliance.

Mr. Downer is a former Senior Partner of PricewaterhouseCoopers in Jamaica. He currently serves as a Director on the Board of Sagicor Group Jamaica Limited and Sagicor Life Jamaica Limited and as Chairman of their Audit Committees and as a member of the Investment Committee. Mr. Downer is also a member of the board of Dolphin Cove Limited and a member of the Rating Committee of cariCRIS Limited.

He has served as Executive Director of the Bureau of Management Support in the Office of the Prime Minister of Jamaica and initiated privatization of several large public enterprises in Jamaica through public share offers and has advised the governments of sixteen other countries on privatisations. He has served on a number of other private and public sector boards including as Chairman of the Coffee Industry Board for eight years.

Mr. Downer was educated at Eastbourne College, Sussex, England before completing a course of study at McGill University in Montreal, Canada leading to his qualification as a Chartered Accountant. Mr. Downer is a Fellow of the Institute of Chartered Accountants of Jamaica.



Senior Managers



Hortense Gregory-Nelson, ACCA

Finance & Administration Manager

Hortense Gregory-Nelson is Finance & Administrative Manager of the company with several years of experience within the field of accounting and financial auditing. Mrs. Gregory-Nelson is known for her professionalism and undeniable competencies.

Her career began in 1986 when she assumed the position of Clerical Officer at the Ministry of Education. After two years she left the Ministry to work with National Commercial Bank where she remained for six years serving in the capacity of Administrator and Accounting Clerk. She then worked for Ernst & Young Chartered Accountants until she left the company in 1996 to assume the position of Assistant Accountant at Mother's Enterprises.

From there she went on to work with a wide range of clients in the manufacturing, education and retail sectors during her years of offering freelance accounting services. In 2002 she was awarded the position of Financial Manager of the Bible Society of the West Indies where she remained for six (6) years.

After her productive tenure with the Bible Society she again went into business for herself. It was during this period that she was recruited by tTech.

Mrs. Gregory-Nelson is a Certified Chartered Accountant with ACCA accreditation. She is considered an adaptable individual whose wide range of experiences in different sectors affords her an even greater appreciation of the company's ultimate vision of promoting efficiency through innovative solutions.



Marcelle Smart, B.Sc., M.Sc.

Engagement Manager - tTech Consulting

Marcelle Smart leads the tTech Consulting Division, applying over 20 years of IT Service Management and Project Portfolio Management experience. She is known for her unique ability to help organisations balance the allure of cutting-edge technology, and the demands of tomorrow's business needs against the reality of today's budget.

Ms. Smart's multi-faceted portfolio includes support for: Financial, Retail, Food Manufacturing & Distribution industries; IT Financial Management and IT Due Diligence to support Mergers & Acquisitions.

Prior to joining tTech, Ms Smart was the Country Manager for Microsoft Jamaica Ltd, where she drove the local implementation of Microsoft global go-to-market strategies. Further, Ms. Smart launched initiatives that supported innovative technologies being made available to Jamaica, and spearheaded the donation of software to the NGO sector. For approximately six (6) years Ms. Smart led the IT team for the GraceKennedy Food Division, which supported and implemented business solutions for the breadth of the Division. In this capacity Ms. Smart also sat on the GraceKennedy Innovation Committee and committees responsible for the governance of the GraceKennedy Group's IT portfolio.

Ms. Smart also has eight years of experience with the financial industry, culminating in the post of Assistant Vice President (IT) at Manufacturers Sigma Merchant Bank (now Sagicor Bank). Ms. Smart's body of work is built on a solid foundation of experience gained at PriceWaterhouseCoopers.

A graduate of The Queen's School and Campion College, Ms. Smart is proud to name the University of the West Indies (Mona) as her alma mater for both her degrees in Electronics (Bachelor of Sciences) and Computer Based Management Information Systems (Masters of Sciences). Further, Ms. Smart has on multiple occasions served the University as an Adjunct Lecturer in the area of User Interface Design.

Ms. Smart is the current Vice President of the Rotary Club of St Andrew North. A founding member of the Jamaica IT & Services Alliance (JITSA), Ms. Smart is now a member of the Board for the Universal Service Fund.

Senior Managers



Mr. John Gibson, B.Sc.

Senior IT Security Officer

John Gibson is tTech's Security Officer, a position he fulfils with unquestionable enthusiasm. He is a (CISSP) Certified Information Systems Security Professional and (CASP) Comptia Advanced Security Practitioner. He considers the world of IT security to be one that is often undervalued which has led to several misconceptions about its practical importance within the business environment. His extensive knowledge in the field has given him clear insight into the creation and implementation of innovative and cost-effective solutions that are exceedingly advantageous to the company's customers.

His career path has been paved with several successes. He got his official start in the industry at GraceKennedy Money Services where he assumed several vital technical roles within the IT department over a nine-year period. From there he went to Jamaica Broilers where he assumed the position of Network Systems Engineer. Shortly after this, he was recruited to join the pioneering team at tTech to help develop the company's revolutionary line of Managed IT services.

Mr. Gibson brings to the table several years of experience and an educational background which boasts a B.Sc in Computer and Management Studies and several professional certifications in IT security. While he recognizes the challenges faced when developing security systems in an ever-changing technological landscape, he still takes profound pleasure in conceiving management solutions that reliably meet the demands of the company's customer base.



Natalya Petrekin, B.Sc.

Service Desk Manager

Natalya Petrekin is the company's Service Desk Manager with special focus on Incident Management and Service Delivery. Her love of IT has been nurtured over the past 16 years at two of the island's leading business entities. In 1999, she began working at Sagicor Jamaica Ltd. Over the course of 7 years, she moved quickly within the ranks becoming a Helpdesk Supervisor and Network Administrator. She then moved on to Digicel Jamaica Ltd. where she held the position of IT Help Desk Manager for approximately five years.

After her departure from Digicel she was recruited by tTech with the important responsibility of Customer Support Manager. This role has been rebranded Service Desk Manager to focus more on Incident Management and Service Delivery.

Her professional experience and educational background have been integral to her continued successes within the field of Information Technology. She holds a B.Sc. in Computer and Management Studies and a diploma in Computer Studies from the University of Technology Jamaica. Natalya has also attained Project Management Professional Certification (PMP) from the Project Management Institute.

Her core competencies ensures that the company's clientele receives the necessary support and solutions necessary to meet the demands of the end users. Natalya's commitment to the company's vision has led to results that have often exceeded the expectations of its customers.



Omar Bell, B.Sc.

Lead Engineer - Special Projects

Omar Bell has ten years' experience as a Systems Engineer/IT Professional. He demonstrates a strong work ethic, is task oriented and exudes efficiency. His educational background includes a B.Sc. in Electrical & Computer Engineering from the University of West Indies, Saint Augustine, Trinidad as well as training in Monitoring and Operating a Private Cloud with System Centre 2012, Active Directory Domain Services 2012, System Centre Configuration Manager 2012, Powershell for Administrators and Certified Information Systems Auditing to name just a few.

Mr. Bell has experience with entities such as USAID as an IT Consultant but began at the Jamaica Broilers Group as a Junior Systems Engineer in 2003 and climbed through the ranks to become a Senior Systems Engineer.

A supremely talented IT professional, Omar has skills in various programmes from SMS2 2003 to Windows 8 as well as SCSM 2012 and 2010 and Windows Server and Networking.

As Lead Engineer - Special Projects for tTech, Omar has direct responsibility for cloud services and the management and deployment of Microsoft technology.

Senior Managers (continued)



Gregory Salmon

Solutions Architect

A Solutions Architect with 10 years experience in Systems Analysis, Infrastructure Design and Systems/Network Administration, Mr. Salmon enjoys stepping out of his comfort zone and challenging himself.

He has certifications, spanning Networking Security to Server Management from various IT bodies in areas such as Cisco, DELL, VMware, CompTIA and knows how to get the job done.

Mr. Salmon began his career in IT as a System Administrator for CAC 2000 LTD before joining tTech in 2007 where he was tasked with the deployment and management of tTech's Infrastructure Monitoring solutions. As the first employee of tTech, Mr. Salmon has been instrumental in the development of key solutions and services that are currently being used by various clients. Mr. Salmon has made significant contributions in the deployment of various IT solutions including VOIP based telephony systems based on Asterisk Open-source products across various business models. Additionally, he is the technical lead with responsibility for designing and deploying VMware-Based Cloud architecture, network solutions and infrastructure for many of tTech's customers.



Eldin Reynolds

Resolution Manager

As Resolution Manager for tTech, Eldin Reynolds has direct responsibility for Data Protection, Server Management, Infrastructure Management and Email Administration.

After 15 years of working in various areas of information technology with First Global Bank, Mr Reynolds is well-suited for his role. He is currently pursuing an Executive MBA degree at the UWI Mona School of Business and holds several technical certifications in virtualization, storage and cloud technologies from industry leaders such as VMware and EMC.

Top Ten Shareholders

As at December 31, 2015

Edward Charles Alexander (Charmaine Dawn Alexander)	41,384,834
Enqueue Inc.	15,391,566
Auctus Holdings Inc.	15,263,795
Hugh O'Brian Allen	8,806,028
Marcelle Smart	2,370,399
GraceKennedy (2009) Pension Plan	1,604,893
GK Investments Limited	1,100,000
Douglas Orane	881,448
Credit Union Fund Management Co. Ltd.	806,448
Ravers Limited	806,448
NCB Capital Markets Limited A/C 2231	806,448
JA. Credit Union Pension Fund	806,448
NCB Capital Markets X Trading A/C	806,448

Shareholdings of Directors and Connected Parties

As at December 31, 2015

Edward Charles Alexander (Charmaine Dawn Alexander)	41,384,834
Norman Abraham Chen (Enqueue Inc.)	15,391,566
Gordon Christopher Reckord (Auctus Holdings Inc.)	15,263,795
Hugh O'Brian Allen	8,806,028
Uriah Philip Alexander	267,965
Thomas J. Chin	NIL
Gregory Craig Henry	NIL
Joan Marie Powell	NIL

Shareholdings of Senior Managers and Connected Parties

As at December 31, 2015

Edward Charles Alexander (Charmaine Dawn Alexander)	41,384,834
Norman Abraham Chen (Enqueue Inc.)	15,391,566
Gordon Christopher Reckord (Auctus Holdings Inc.)	15,263,795
Hugh O'Brian Allen	8,806,028
Marcelle Smart	2,370,399
Hortense Althea Gregory Nelson (Janelle Nelson)	734,523
John Gibson	722,727
Natalya Petrekin	481,818
Gregory Salmon	361,364
Omar Bell	240,909
Eldin Reynolds	NIL

Corporate Data

Registered Head Office

tTech Limited

69 ½ Harbour Street,
Kingston, Jamaica

Telephone: (876) 656-8448

Facsimile: (876) 922-0569

Email: info@ttech.com.jm

Website: www.ttech.com.jm

Auditors

Ventry Foo, B.Sc., M.Sc., F.C.A.

Chartered Accountant

6 Waterloo Way,

Kingston 8, Jamaica W.I.

Telephone: (876) 755-3543/3569

Facsimile: (876) 755-3968

Email: ventryfoo@yahoo.com

Bankers

Bank of Nova Scotia Jamaica Limited

Scotiabank Centre
Corner of Duke and
Port Royal Streets
Kingston

First Global Bank Limited

2 Duke Street
Kingston

Corporate Governance

The Board of Directors of tTech Limited is committed to ensuring the effective governance of the company. As the body responsible for this, the board establishes broad policies and objectives and ensures that sufficient resources are available to enable the company to meet these objectives. In 2015, the board was restructured in preparation for the Initial Public Offering. The board is chaired by Non-Executive Chairman U. Philip Alexander and comprises four Non-Executive Directors and four Executive Directors. Mr. Richard Downer was also appointed Board Mentor in November 2015. The members of the board are experienced in their respective fields and as a group bring a wide range of technical and commercial knowledge and expertise to the company.

The board meets quarterly to discuss and review the performance of the company to ensure that objectives are being satisfactorily pursued by the management team bearing in mind the economic, social and regulatory environment and the risks that may exist in the markets in which the company operates.

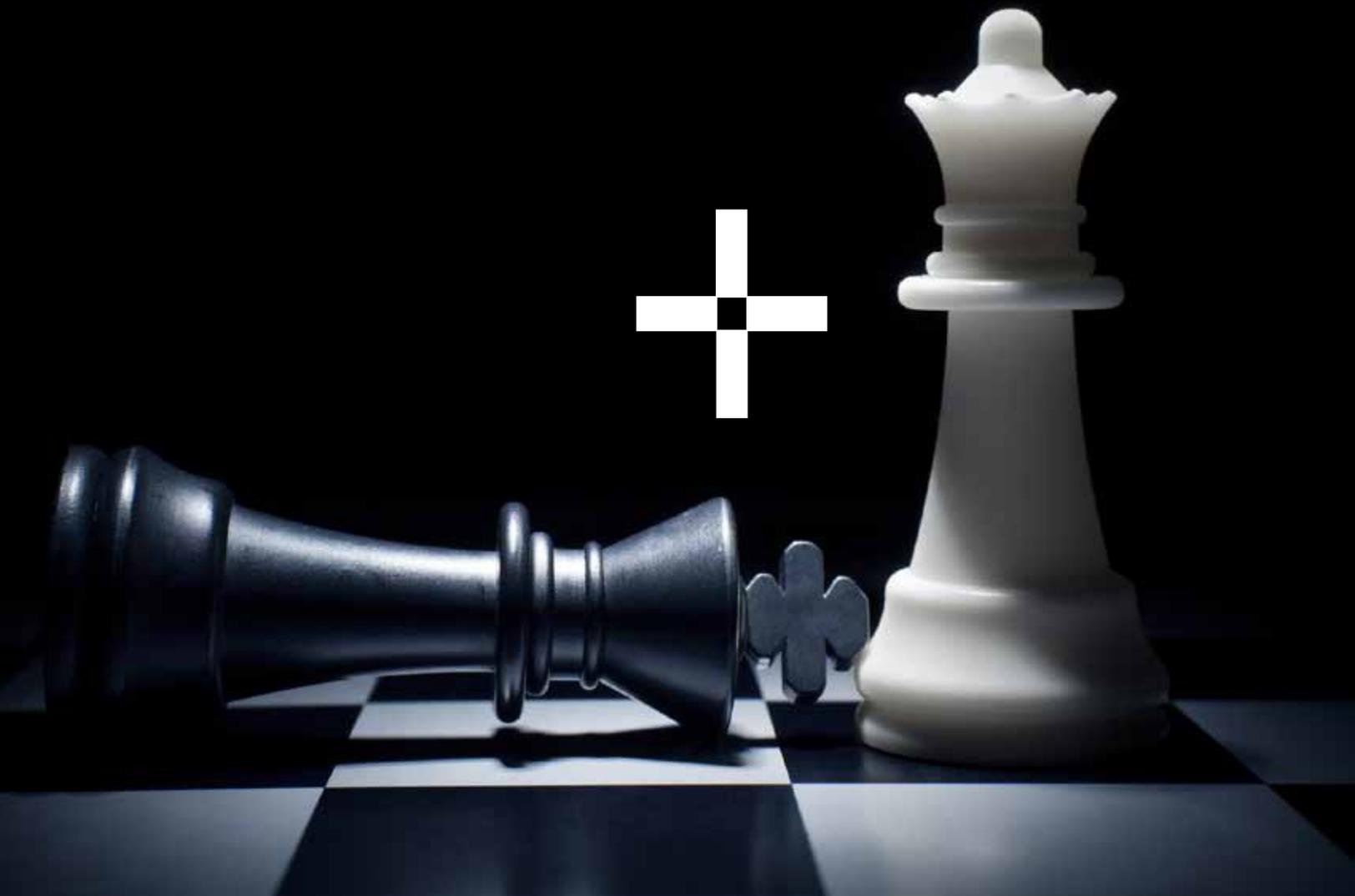
The board has established an Audit Committee and a Remuneration Committee. These committees are made up of the Non-Executive Members of the Board and has the right to co-opt members of the executive management team as is deemed necessary.

The Audit Committee is an advisor to the board and provides assurance in the areas of financial reporting, compliance with legal and regulatory requirements, internal controls, risk management, internal and external audits and corporate governance. The Chairman of the Audit Committee is Mr. Thomas Chin and comprises the other Non-Executive Directors.

The Remuneration Committee recommends the levels of compensation for the executive directors. The recommendations reflect market conditions and best practice and are designed to ensure that the compensation plans will attract, retain and motivate the executives of the company. The Chairman of the Remuneration Committee is Mr. Thomas Chin and comprises the other Non-Executive Directors.

Our strategy= **SUCCESS**

Management, Discussion & Analysis



The Company

The company was incorporated in Jamaica on December 1st, 2006, and is a managed information technology (“IT”) service provider, or what the industry refers to as a “Managed Services Provider”. The company’s main service offering is the management of other businesses’ IT infrastructure. The company’s customers outsource specific and predetermined IT operations and functions to tTech, and the company assumes an on-going responsibility for such operations and functions, including monitoring problem resolution for selected IT systems.

tTech Limited is a customer-focused, service-oriented operation whose aim it is “to provide an insanely good customer experience”. The company celebrated 9 years of service as the leading provider of Managed IT Services in Jamaica with over 3,350 devices currently under management.

tTech’s growth led to the company’s relocation in July 2014 to a recently refurbished office space of 4,000 sq. ft. on Harbour Street, in the Kingston Business District. Additionally, tTech listed on the Junior Market of the Jamaica Stock Exchange on January 7, 2016 and since then there has been an increased interest in the company’s services.

Summary Financial Performance

Income Statement

J\$ '000	2011	2012	2013	2014	2015
Revenue	76,373	80,485	109,053	128,542	177,976
Other Income	3,596	2,919	4,173	3,946	1,374
Operating Expense (excl. Investment Financing Cost)	- 64,583	- 64,801	- 89,640	- 110,165	- 152,132
Normalized Net profit before Tax	15,386	18,603	23,586	22,323	27,218
Investment Financing Cost	-	-	-	-	1,817
Net Profit before Tax	15,386	18,603	23,586	20,506	27,218
Income Tax	- 5,186	- 5,789	- 5,857	- 3,743	- 5,831
Net Profit	10,200	12,814	17,729	16,763	21,387

Balance Sheet

J\$ '000	2011	2012	2013	2014	2015
Non-Current Assets	2,689	4,971	9,814	13,752	16,043
Current Assets	44,887	51,720	61,134	80,183	156,477
Total Assets	47,576	56,691	70,948	93,935	172,520
Current Liabilities	22,893	24,906	27,592	27,685	43,949
Non-Current Liabilities	-	-	-	-	-
Total Liabilities	22,893	24,906	27,592	27,685	43,949
Net Assets	24,683	31,785	43,356	66,250	128,571

Financial Performance

Revenue for tTech Limited for the financial year 2015 saw continued growth with gross revenues of \$177.9 million being achieved, a 38% increase compared to \$128.5 million earned in 2014. This increase resulted from increased marketing efforts that drove more qualified leads into the pipeline which were converted. Along with the increase in revenue, profits increased 48% in 2015 due to the focus on selling higher margin services.

As tTech grew, additional team members, further training, workstation space and resources pushed operating expenses up by over \$42million. The main increase in expenses in 2015 was in personnel-related costs, advertising and promotion, depreciation and insurance. The increase in personnel costs were driven by the need to strengthen the management team to lead and manage growth. This has continued from 2014. The increase in personnel-related costs amounted to 60% of our operating expenses.

Expenditure in advertising and promotion increased by 20% primarily because of the increased thrust in marketing our services and elevating our profile in the market.

Depreciation and insurance costs increased by 40% as a result of the increased staff complement and the investment made in 2014 for the office relocation.

Cash Flow and Balance Sheet

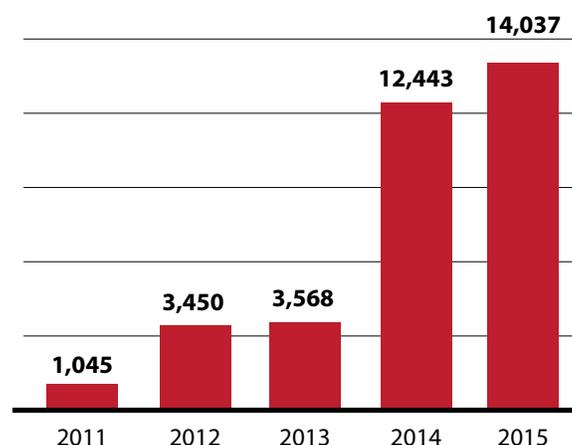
The company's balance sheet continues to strengthen with growth in both net assets and working capital. This growth was strengthened by the increase in retained earnings and the successful IPO listing.

The company continues to be profitable and under its policy a dividend pay-out was undertaken in 2015 as in former years.

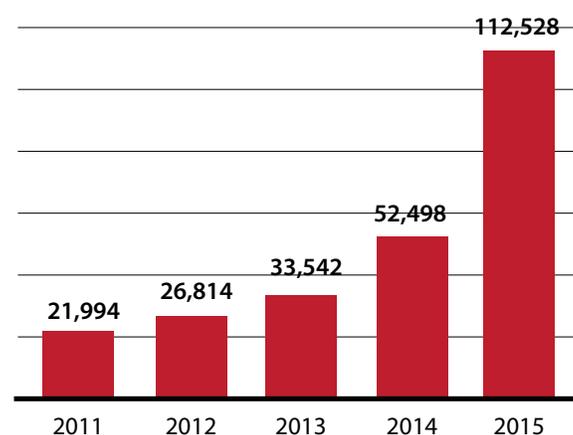
Risk Management

The company is exposed to a variety of risks, both internal and external. Effective management of these risks is necessary to ensure the continued success of the company. While the company's Board of Directors has the overall responsibility for risk management, this responsibility is also shared by the executive and management team. Internal policies and procedures are designed to mitigate the possibility of loss from certain operational risks. Appropriate insurance coverage is one way of mitigating the risk of loss from disruption to business activities, as a result of natural disasters, accidents or equipment/system failures. Annual reviews are carried out, by members of the executive and management teams, to assess the adequacy of coverage

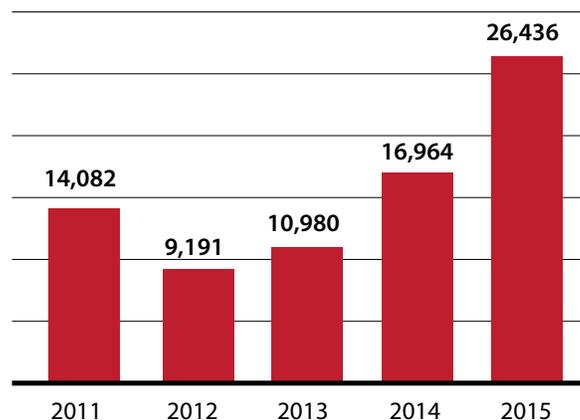
Fixed Assets J\$ '000



Working Capital J\$ '000



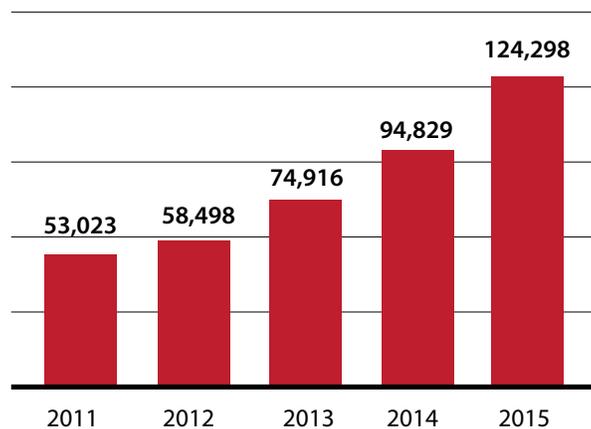
Accounts Receivable J\$ '000



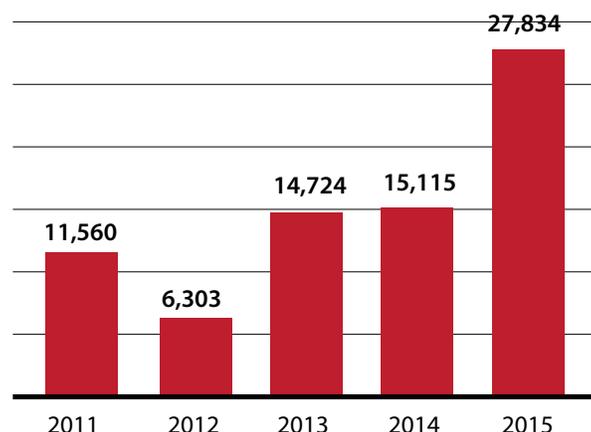
Management, Discussion & Analysis

Operating Expenses J\$ '000

(Less Technical Fees & Investing Finance Cost)



Technical Fees J\$ '000



and adjustments are made, where necessary to ensure any exposure is kept at an acceptable level.

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. These risks mainly arise from changes in foreign currency exchange rates, interest rates, political risk and economic risk. To mitigate these risks, under the direction of the Management Committee, the finance team ensures that there is a diversified mix of assets in the portfolio, with at least 70% of the portfolio held in foreign currency. Where possible, the team will also endeavour to maintain a mix of variable and fixed-rate interest-bearing instruments.

Credit risk is the risk that one party of a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Finance team reviews information on companies and governments before deciding to invest in their debt securities, and will choose sound financial institutions through which to make these investments, to reduce the exposure to credit risk.

Liquidity risk is the risk that the company is unable to meet its payment obligations associated with its financial liabilities when they fall due. Through a system of regular cash forecasting, the finance team is kept aware of financial obligations and maintains the maturity profile of investments to ensure adequate liquid assets are available, as required.

Outlook

From inception, the company has focused on building a portfolio of managed services rather than selling computer hardware or software licenses, as the margins for those products are small and reduce every year. In addition, the services-based strategy means that the move to cloud-based services is not impacting the company negatively as several of the company's services are complementary to cloud-based services. For example, security and network management become more important as companies migrate to cloud-based services, and the company already provides high-quality security and network management services.

Strategic partnerships with major cloud-based providers such as Microsoft has already allowed the company to develop into one of the leading Microsoft partners in Jamaica for the delivery of their cloud-based services such as Office 365 and Azure.

The company is projecting that the growth it has been experiencing will continue into the future as the increasing use of Information Technology is creating demand for IT support services such as those provided by the company. Some of these services including IT Security, Infrastructure Monitoring & Management, and Cloud-related Services could grow at faster rates than are currently being experienced, but the company is very cognizant of the need to balance growth with the quality of service delivery. This is to ensure that the company's customers continue to experience the "insanely good customer experience" that the company is known for.

The increasing dependency on information technology and digital devices is also driving demand for IT security services. This dependency is growing at an extremely rapid rate and the company has positioned itself to benefit from



Members of the Executive Management Team.

that growth by investing in its team members to improve their knowledge of IT security. Deep knowledge of security systems from leading vendors such as McAfee, Cisco and Dell (SonicWALL) has resulted in the company being able to provide a range of services that are relevant to our markets.

Conclusion

We continue to see a positive future with increased demand for our services as the marketplace responds to the challenges of a changing world. We see the increased use of mobile devices for work and the processing of financial information on hand-held devices driving the market for increased security end-point protection and security assessments. The move to cloud will reduce the need for on-premises servers, but will increase the need for network management and security services which are core services provided by tTech.



Members of the Marketing Team in dialogue.

Corporate Social Responsibility

tTech is dedicated to being a good corporate citizen and takes corporate social responsibility seriously. Currently, the primary mode of demonstrating this support is through the social initiatives of its team members and customers, the development of the downtown community and the promotion of a healthier lifestyle.



Team tTech relaxes after the Kingston City Run, February 2016.



Team tTech ready to go at the 2015 GraceKennedy 5K Run.

Social initiatives of its team members and customers

Our team members and customers are actively involved in various outreach programmes through their churches, communities and schools. tTech readily provides sponsorship and support to fundraising activities for initiatives championed by organizations that our team members and customers are involved in.

Development of downtown community

We believe in building the community in which we work and operate. Over the past 5 years, our team has participated in various 5K walkathons specific to the Down Town community including the GraceKennedy 5K and the Digicel 5K Night Run, which we wholeheartedly support.

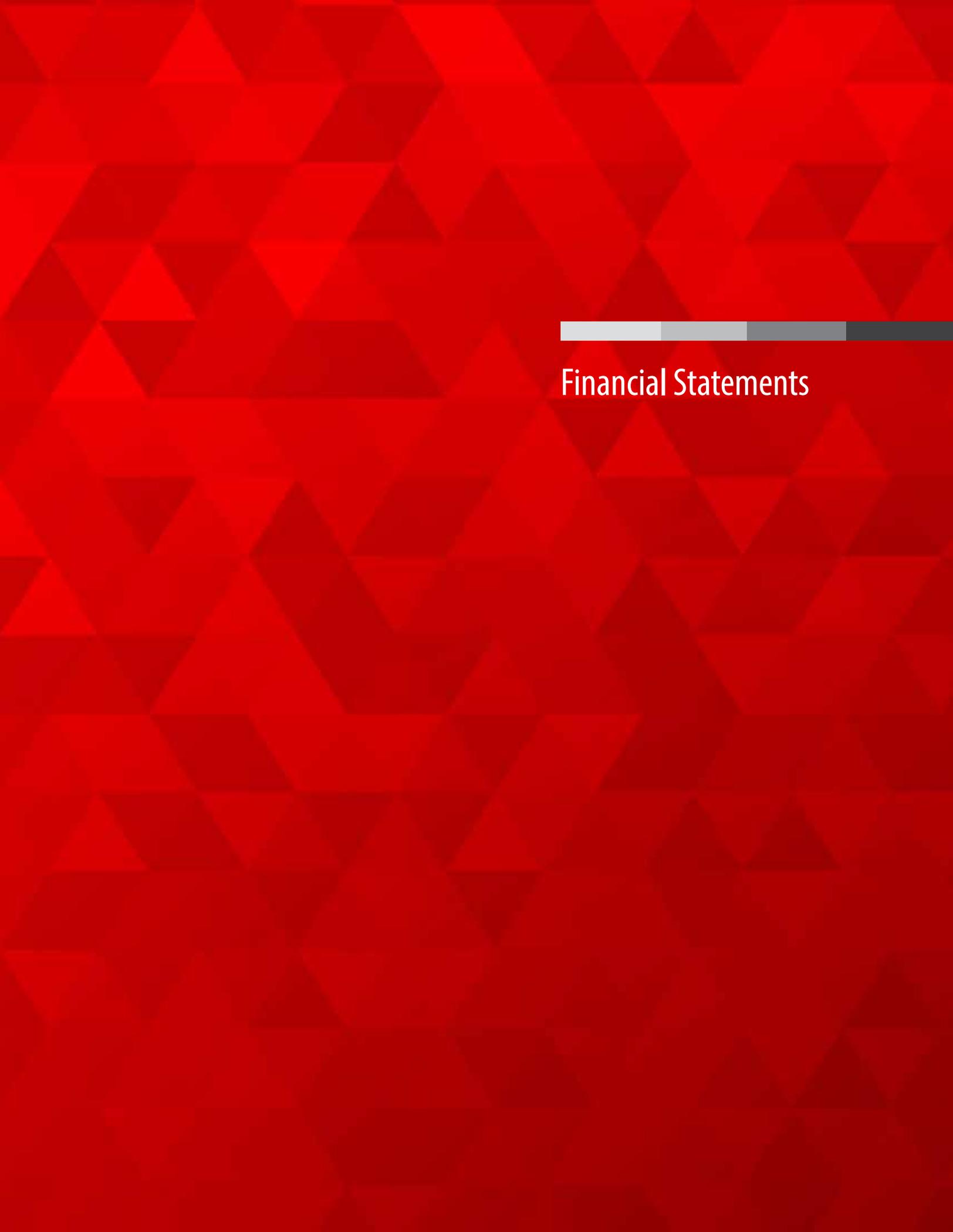
Grace & Staff Foundation operates 5 homework centers throughout Kingston. We provide full IT support to these

homework centers that supports several communities including Tower Street, Majestic Gardens, De La Vega City, Quarry Hill and Barbican. Our services are heavily discounted and the support includes installation and maintenance of the IT infrastructure. Additionally, the team delivers various presentations to the children on topics that are relevant to their areas of study and will aid in their development.

Healthier Lifestyle

A healthier lifestyle for our team members is of utmost importance to us and supporting their participation in the various walkathons sustains that effort. In addition, these walkathons support several vital causes which enhance the well-being of our people and our country.

We had a good year in helping our team, customers and community and seek to improve on this in years to come.



Financial Statements

Ventry Foo, B.Sc., M.Sc., F.C.A.

Chartered Accountant

6 Waterloo Way, Kingston 8, Jamaica, West Indies.

Telephone 755-3543, 755-3569, 755-0570, Fax 755-3968

Email: ventryfoo@yahoo.com

INDEPENDENT AUDITORS' REPORT

To the Members of
tTech Limited

Report on the Financial Statements

I have audited the separate financial statements of tTech Limited, set out on pages 3 to 27, which comprise the Company's statements of financial position as at December 31, 2015, the Company's profit or loss and other comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards and the Jamaican Companies Act, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International Standards on Auditing. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance that the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence relating to the amounts and disclosures in the financial statements. The procedures selected depend on our judgement, including my assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments; I consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for my audit opinion.

To the Members of
tTech Limited

Report on the Financial Statements, continued

Opinion

In my opinion, the financial statements give a true and fair view of the financial position of the Company as at December 31, 2015 and of the Company's financial performance and cash flows for the year then ended, in accordance with International Financial Reporting Standards and the Jamaican Companies Act.

Report on additional matters as required by the Jamaican Companies Act

I have obtained all the information and explanations which, to the best of my knowledge and belief, were necessary for the purposes of our audit. In my opinion, proper accounting records have been maintained, so far as appears from our examination of those records, and the financial statements, which are in agreement therewith, give the information required by the Jamaican Companies Act, in the manner required.



Chartered Accountants
Kingston, Jamaica

May 4, 2016

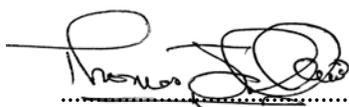
Company Statement of Financial Position

December 31, 2015

CURRENT ASSETS			
Cash and cash equivalents	3	36,212,658	17,182,643
Accounts receivable	4	26,435,629	16,963,705
Other receivables	5	62,660,271	11,918,846
Short term investments	6	<u>31,169,099</u>	<u>34,117,174</u>
		<u>156,477,657</u>	<u>80,182,368</u>
 CURRENT LIABILITES			
Bank overdraft	7	107,412	-
Accounts payable	8	38,049,653	20,750,598
Taxation payable	9	4,672,341	3,682,722
Deferred taxation	10	1,119,900	-
Directors' account		-	<u>3,251,316</u>
		<u>43,949,306</u>	<u>27,684,635</u>
 NET CURRENT ASSETS		 112,528,351	 52,497,733
 NON-CURRENT ASSETS			
Property, plant and equipment	11	14,037,199	12,442,574
Investments	12	<u>2,005,761</u>	<u>1,309,907</u>
		 <u>\$ 128,571,311</u>	 <u>\$ 66,250,214</u>
 Financed by:			
SHAREHOLDERS' EQUITY			
Share capital	13	51,727,063	8,584,407
Unappropriated profit		<u>76,844,248</u>	<u>57,665,807</u>
		 <u>\$ 128,571,311</u>	 <u>\$ 66,250,214</u>

The financial statements on pages 3 to 26, were approved for issue by the Board of Directors on May 4, 2016 and signed on their behalf by:

.....Director

.....Director

The accompanying notes form an integral part of the financial statements.

Company Statement of Profit or Loss and Other Comprehensive Income

December 31, 2015

	<u>Notes</u>	<u>2015</u>	<u>2014</u>
Operating revenue	14	<u>177,975,567</u>	<u>128,541,765</u>
Operating expenses	15	<u>(152,131,548)</u>	<u>(109,944,251)</u>
Profit before net finance costs, and taxation		<u>25,844,019</u>	<u>18,597,514</u>
Other income		911,398	1,586,494
Net interest income and finance costs		<u>462,148</u>	<u>(1,606,484)</u>
Profit before taxation	17	27,217,565	18,577,524
Taxation	9	<u>(5,830,686)</u>	<u>(3,742,721)</u>
Net profit		21,386,879	14,834,803
Other comprehensive income			
Unrealized gain on investment	19	<u>3,452,581</u>	<u>1,927,831</u> *
Total comprehensive income		<u>\$ 24,839,460</u>	<u>\$ 16,762,635</u>
Net profit attributable to stockholders		<u>\$ 21,386,879</u>	<u>\$ 14,834,803</u>
Total comprehensive income attributable to stockholders		<u>\$ 24,839,460</u>	<u>\$ 16,762,635</u>
Earnings per stock unit for profit attributable to stockholders	20	<u>\$ 0.27</u>	<u>\$ 0.18</u>

* Restated

The accompanying notes form an integral part of the financial statements.

Statement of Changes in Shareholder's Equity

December 31, 2015

	Share Capital (note 13)	Unappropriated profit	Total
Total comprehensive income:			
Opening balance at January 1, 2014	200	43,356,420	43,356,620
Comprehensive income for the year	-	16,762,635	16,762,635
Shares issued	8,584,207	-	8,584,207
Dividends	-	<u>(2,453,248)</u>	<u>(2,453,248)</u>
Balances at December 31, 2014	8,584,407	57,665,807	66,250,214
Total comprehensive income:			
Comprehensive income for the year	-	24,839,460	24,839,460
Shares issued	43,142,656	-	43,142,656
Dividends	-	<u>(5,661,019)</u>	<u>(5,661,019)</u>
Balances at December 31, 2015	<u>51,727,063</u>	<u>76,844,248</u>	<u>128,571,311</u>

The accompanying notes form an integral part of the financial statements.

Company Statement of Cash Flow

December 31, 2015

	<u>2015</u>	<u>2014</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Profit for the year	24,839,460	16,762,635
Adjustment for:		
Depreciation	<u>2,874,377</u>	<u>2,054,368</u>
Cash generated before changes in working capital	<u>27,713,837</u>	<u>18,817,003</u>
Changes in working capital components:		
Accounts receivable	(9,471,924)	(5,983,792)
Other receivables	(50,741,426)	(6,454,783)
Directors account	(3,251,316)	-
Accounts payable	17,299,055	5,295,699
Taxation payable	989,619	(2,174,669)
Deferred taxation	<u>1,119,900</u>	<u>-</u>
	<u>(44,056,091)</u>	<u>(9,317,545)</u>
Net cash (used in)/provided by operating activities	<u>(16,342,254)</u>	<u>9,499,458</u>
CASH FLOWS USED FOR INVESTING ACTIVITIES		
Investments	(695,854)	4,936,690
Additions to property, plant and equipment	<u>(4,469,002)</u>	<u>(10,929,167)</u>
Net cash used in investing activities	<u>(5,164,856)</u>	<u>(5,992,477)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Share capital	43,142,657	8,584,207
Dividends paid	<u>(5,661,019)</u>	<u>(2,453,248)</u>
Net cash provided by financing activities	<u>37,481,638</u>	<u>6,130,959</u>
Increase in cash and cash equivalents	15,974,528	9,637,940
Cash and cash equivalents at beginning of the year	<u>51,299,817</u>	<u>41,661,877</u>
Cash and cash equivalents at end of the year	<u>\$ 67,274,345</u>	<u>\$ 51,299,817</u>
Comprised of:		
Bank overdraft	(107,412)	-
Cash and bank balances	36,212,658	17,182,643
Short term investment	<u>31,169,099</u>	<u>34,117,174</u>
	<u>\$ 67,274,345</u>	<u>\$ 51,299,817</u>

The accompanying notes form an integral part of the financial statements.

1. The company

tTech Limited is a limited liability company, which was incorporated under the Companies Act and is domiciled in Jamaica with registered office located at 69 ½ Harbour Street, Kingston.

The principal activity of the Company is that of information technology service providers and consultants.

The company increased the number of the authorized ordinary shares (Shares) from 1,000 to 106,000,000 on November 11th, 2015 and on that date the 274 Shares, then in issue, were split to 80,348,000 Shares. The company made an Initial Public Offering (IPO) under which 25,652,000 additional Shares were issued on December 28th, 2015. On January 7th, 2016, the company's ordinary shares were listed on the Junior Market of the Jamaica Stock Exchange.

2. Statement of compliance, basis of preparation and significant accounting policies

(a) Statement of compliance:

The financial statements as at and for the year ended December 31, 2015 ("the reporting date") have been prepared in accordance with International Financial Reporting Standards ("IFRS"), and interpretations issued by the International Accounting Standards Board, and comply with the provisions of the Jamaican Companies Act.

New, revised and amended standards and interpretations that became effective during the year:

Certain new, revised and amended standards and interpretations which were in issue came into effect during the current financial year. The adoption of these standards, amendments and interpretations did not have any significant effect on amounts and disclosures in the financial statements.

Notes to the Financial Statements (Continued)

December 31, 2015

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(a) Statement of compliance (cont'd):

New, revised and amended standards and interpretations that are not yet effective (cont'd):

New, revised and amended standards and interpretations that are not yet effective:

At the date of authorization of the financial statements, the following new, revised and amended standards and interpretations, which were in issue, were not yet effective and had not been early adopted by tTech Limited. Those standards and interpretation that management considers may be relevant to tTech Limited are as follows:

- **IAS 1, *Presentation of Financial Statements***, effective for annual reporting periods beginning on or after January 1, 2016, has been amended to clarify or state the following:
 - specific single disclosures that are not material do not have to be presented even if they are the minimum requirements of a standard.
 - the order of notes to the financial statements is not prescribed.
 - line items on the statement of financial position and the statement of profit or loss and other comprehensive income (OCI) should be disaggregated if this provides helpful information to users. Line items can be aggregated if they are not material.
 - specific criteria is now provided for presenting subtotals on the statement of financial position and in the statement of profit or loss and OCI, with additional reconciliation requirements for the statement of profit or loss and OCI.
 - the presentation in the statement of OCI of items of OCI arising from joint ventures and associates accounted for using the equity method follows IAS 1 approach of splitting items that may, or that will never, be reclassified to profit or loss.

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(a) Statement of compliance (cont'd):

New, revised and amended standards and interpretations that are not yet effective (cont'd):

- **IFRS 9, *Financial Instruments***, which is effective for annual reporting periods beginning on or after January 1, 2018, replaces the existing guidance in **IAS 39 *Financial Instruments: Recognition and Measurement***. IFRS 9 includes revised guidance on the classification and measurement of financial assets and liabilities, including a new expected credit loss model for calculating impairment of financial assets and the new general hedge accounting requirements. It also carries forward the guidance on recognition and derecognition of financial instruments from IAS 39. Although the permissible measurement bases for financial assets – amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVTPL) – are similar to IAS 39, the criteria for classification into the appropriate measurement category are significantly different. IFRS 9 replaces the ‘incurred loss’ model in IAS 39 with an ‘expected credit loss’ model, which means that a loss event will no longer need to occur before an impairment allowance is recognized.
- **IFRS 15, *Revenue from Contracts with Customers*** is effective for periods beginning on or after January 1, 2017. It replaces **IAS 11 *Construction Contracts***, **IAS 18 *Revenue***, **IFRIC 13 *Customer Loyalty Programmes***, **IFRIC 15 *Agreements for the Construction of Real Estate***, **IFRIC 18 *Transfer of Assets from Customers*** and **SIC-31 *Revenue – Barter Transactions Involving Advertising Services***. The new standard applies to contracts with customers. However, it does not apply to insurance contracts, financial instruments or lease contracts, which fall in the scope of other IFRSs. It also does not apply if two companies in the same line of business exchange non-monetary assets to facilitate sales to other parties. Furthermore, if a contract with a customer is partly in the scope of another IFRS, then the guidance on separation and measurement contained in the other IFRS takes precedence.

Notes to the Financial Statements (Continued)

December 31, 2015

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(a) Statement of compliance (cont'd):

New, revised and amended standards and interpretations that are not yet effective (cont'd):

- Amendments to IAS 16 and IAS 38, *Clarification of Acceptable Methods of Depreciation and Amortisation*, are effective for accounting periods beginning on or after January 1, 2016.
 - The amendment to IAS 16, *Property, Plant and Equipment* explicitly states that revenue-based methods of depreciation cannot be used. This is because such methods reflect factors other than the consumption of economic benefits embodied in the assets.
 - The amendment to IAS 38, *Intangible Assets* introduces a rebuttable presumption that the use of revenue-based amortization methods is inappropriate for intangible assets.
- Improvements to IFRS 2010-2012 and 2011-2013 cycles contain amendments to certain standards and interpretations and are effective for annual reporting periods beginning on or after July 1, 2014. The main amendments applicable to the Company are as follows:
 - *IFRS 13, Fair Value Measurement* is amended to clarify that issuing of the standard and consequential amendments to IAS 39 and IFRS 9 did not intend to prevent entities from measuring short-term receivables and payables that have no stated interest rate at their invoiced amounts without discounting, if the effect of not discounting is immaterial.

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(a) Statement of compliance (cont'd):

- Improvements to *IFRS 2010-2012 and 2011-2013 cycles (cont'd)*
 - *IAS Related Party Disclosures* has been amended to extend the definition of 'related party' to include a management entity that provides key management personnel services to the reporting entity, either directly or through a company entity. For related party transactions that arise when key management personnel services are provided to a reporting entity, the reporting entity is required to separately disclose the amount that it has recognized as an expense for those services that are provided by a management entity; however, it is not required to 'look through' the management entity and disclose compensation paid by the management entity to the individuals providing the key management personnel services.
 - *IAS 16 Property, Plant and Equipment and IAS 38 Intangible Assets*. The standards have been amended to clarify that, at the date of revaluation:
 - (i) the gross carrying amount is adjusted in a manner that is consistent with the revaluation of the carrying amount of the asset and the accumulated depreciation/amortization is adjusted to equal the difference between the gross carrying amount and the carrying amount of the asset after taking account of accumulated impairment losses; or
 - (ii) the accumulated depreciation/amortization is eliminated against the gross carrying amount of the asset.
- Amendments to *IAS 27, Equity Method in Separate Financial Statements*, effective for accounting periods beginning on or after January 1, 2016 and can be early adopted. The amendments allow the use of the equity method in separate financial statements, and apply to the accounting for subsidiaries, associates, and also joint ventures.

Management is currently assessing the impact, if any, on the financial statements in the future when the standards or improvements are adopted

Notes to the Financial Statements (Continued)

December 31, 2015

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(b) Basis of preparation:

The financial statements are prepared on the historical cost basis, and are presented in Jamaican dollars (\$), which is the functional currency of the Company.

(c) Use of estimates and judgements:

The preparation of the financial statements to conform with IFRS, requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, contingent assets and contingent liabilities at the reporting date and the income and expenses for the year then ended. Actual amounts could differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis, Revisions to accounting estimates are recognized in the year in which the estimate is revised if the revision affects only that year, or in the year of the revision and future years if the revision affects both current and future years.

Judgements made by management in the application of IFRS that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next financial year are discussed below:

(i) Allowance for impairment losses on receivables:

In determining amounts recorded for impairment losses on receivables in the financial statements, management makes judgement regarding indicators of impairment, that is, whether there are indicators that suggest there may be a measurable decrease in the estimated future cash flows from receivables, for example, default and adverse economic conditions. Management also makes estimates of the likely estimated future cash flows from impaired receivables as well as timing of such cash flows. Historical loss experience is applied where indicators of impairment are not observable on individual significant receivables with similar characteristics, such as credit risks.

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(c) Use of estimates and judgements (cont'd):

(ii) Residual value and expected useful life of property, plant and equipment:

The residual value and the expected useful life of an asset are reviewed at least at each financial year-end, and, if expectations differ from previous estimates, the charge is accounted for. The useful life of an asset is defined in terms of the asset's expected utility to the Company.

(d) Securities purchased under resale agreements:

Securities purchased under resale agreements ("reverse repos") are short-term transactions whereby an entity buys securities and simultaneously agrees to resell the securities on a specified date and at a specific price. Title to the security is not actually transferred unless the counter-party fails to comply with the terms of the contract.

Reverse repos are accounted for as short-term collateralized lending, classified as loans and receivables and measured at amortised cost.

The difference between the sale and repurchase considerations is recognised on an accrual basis over the period of the transaction and is included in interest income.

(e) Investments:

Investments are carried at fair value through profit or loss with all related gains and losses included in profit or loss. Investments represents quoted equities which are valued using the year end closing bid price published by the Jamaica Stock Exchange.

(f) Cash and cash equivalents:

Cash and cash equivalents comprise cash and bank balances and highly liquid financial assets with original maturities of less than 90 days.

Notes to the Financial Statements (Continued)

December 31, 2015

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(g) Accounts receivable:

Trade and other receivables are stated at cost. Interest is not recognized on receivables.

(h) Accounts payable:

Accounts payable are initially measured at their fair values. No interest is accrued on outstanding balances as these are usually settled within a short period during which any interest charged would be immaterial.

(i) Provisions:

A provision is recognised in the statement of financial position when the Company has a legal or constructive obligation as a result of past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate of the amount can be made. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the obligation.

(j) Taxation:

Taxation on the profit or loss for the year comprises current and deferred tax, Taxation is recognised in profit or loss, except to the extent that it relates to items recognized directly to equity, in which case it is recognized in other comprehensive income.

Current tax is the expected tax payable on the taxable income for the year, using rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is provided for all temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. The amount of deferred tax provided is based on the expected manner of realisation or settlement of the carrying amount of assets and liabilities, using tax rates enacted at the reporting date.

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(j) Taxation (cont'd):

A deferred tax liability is recognised for all taxable temporary differences, except to the extent that the company is able to control the timing of the reversal of the temporary difference and it is probable that the temporary differences will not reverse in the foreseeable future.

A deferred tax asset is recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilized. Deferred tax assets are reduced to the extent that it is no longer probable that the related tax benefit will be realized.

(k) Property, plant and equipment:

Items of property, plant and equipment are stated at historical cost, less accumulated depreciation.

Depreciation is computed on the straight-line basis at annual rates estimated to write-down the assets to their estimated residual value at the end of their expected useful lives.

The depreciation rates are as follows:

Furniture and equipment	10%
Computer equipment	33 1/3%

(l) Impairment of non-current assets:

At the end of each reporting period, the Company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). When it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Notes to the Financial Statements (Continued)

December 31, 2015

2. Statement of compliance, basis of preparation and significant accounting policies (cont'd)

(m) Revenue recognition:

Revenue from services provided is recognised in the statement of comprehensive income when the significant risk and rewards of ownership have been transferred to the buyer. No revenue is recognised if there are significant uncertainties regarding recovery of the consideration due.

(n) Segment reporting:

An operating segment is a component of the company that engages in business activities from which it may earn revenues and incur expenses; whose operating results are regularly reviewed by the entity's Chief Operating Decision Maker (CODM) to make decisions about resources to be allocated to the segment and assess its performance; and for which discrete financial information is available. Based on the information presented to and reviewed by the CODM, the operations of the company are considered as one operating segment.

(o) Foreign currencies:

Transactions in foreign currencies are converted at the rates of exchange ruling on the dates of those transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated to Jamaican dollars at the rates of exchange ruling on that date.

(p) Finance costs:

Finance costs comprise interest payable on borrowings as well as any discount arising from applying the time value of money to current obligations calculated using the effective interest rate method.

Notes to the Financial Statements (Continued)

December 31, 2015

3. <u>Cash resources</u>	<u>2015</u>	<u>2014</u>
Current accounts	1,912,748	10,189,897
Saving accounts	34,289,817	6,982,653
Cash	<u>10,093</u>	<u>10,093</u>
	<u>36,212,658</u>	<u>17,182,643</u>

4. <u>Accounts receivable</u>	<u>2015</u>	<u>2014</u>
0-30 days	18,663,424	16,366,312
31- 60 days	2,438,625	323,709
61- 90 days	3,255,843	273,684
Over 90 days	<u>2,077,737</u>	<u>-</u>
	<u>26,435,629</u>	<u>16,963,705</u>

During the year, net bad debts recovered aggregated \$Nil (2014:\$Nil).

5. <u>Other receivables</u>	<u>2015</u>	<u>2014</u>
Withholding tax	637,068	480,419
Prepayments	3,968,552	1,869,324
Procurement	3,818,391	5,850,512
Subscription of shares	50,440,392	-
Other	<u>3,795,869</u>	<u>3,718,591</u>
	<u>62,660,271</u>	<u>11,918,846</u>

During the month of January 2016 the sum of \$44,397,431 was received for Subscription of shares net of listing expenses.

6. <u>Short term investment</u>	<u>2015</u>	<u>2014</u>
Repurchase agreements	<u>31,169,099</u>	<u>34,117,174</u>

Short term investments are comprised of repurchase agreements. Included is a sum of US\$199,630 (2014 - US\$198,346).

7. Bank overdraft

Bank overdraft is due to the effect of unrepresented cheques.

8. <u>Accounts payable</u>	<u>2015</u>	<u>2014</u>
Trade payables	8,865,013	5,119,828
Statutory liabilities	2,058,953	1,640,649
Accrued expenses	19,404,187	8,021,591
Others	<u>7,721,500</u>	<u>5,968,530</u>
	<u>38,049,653</u>	<u>20,750,598</u>

Notes to the Financial Statements (Continued)

December 31, 2015

9. Taxation

Taxation is based on profits adjusted for tax purposes and is subject to agreement from Tax Administration Jamaica.

Taxation charge components:	<u>2015</u>	<u>2014</u>
Tax charge for the year, Income tax	4,710,786	3,742,721
Increase/(decrease) due to deferred tax (Note 10)	<u>1,119,900</u>	<u>-</u>
Total tax charge	<u>5,830,686</u>	<u>3,742,721</u>
Reconciliation of actual tax charge:	<u>2015</u>	<u>2014</u>
Profit before tax	<u>27,217,565</u>	<u>18,577,524</u> *
Computed "expected" tax charge @ 25%	6,804,391	4,644,381
Difference between profit for financial statements and tax reporting purposes on:		
Expenses not deducted for tax purposes	(74,695)	220,406
Net effects of other charges and allowances	<u>(899,010)</u>	<u>(1,122,066)</u>
	<u>5,830,686</u>	<u>3,742,721</u>

10. Deferred Income tax

Deferred income taxes are calculated on all temporary differences under the liability method using a principal tax rate of 25%.

The movement in deferred income tax account is as follows:

	Accelerated tax <u>Depreciation</u>	<u>2014</u>
Liability at the beginning of the year	-	-
Credited to profit and loss account	<u>1,119,900</u>	<u>-</u>
Liability at end of year	<u>1,119,900</u>	<u>-</u>

* Restated

11. <u>Property, plant and equipment</u>	<u>Computer equipment</u>	<u>Furniture & equipment</u>	<u>Total</u>
At cost:			
January 1, 2014	7,528,795	-	7,528,795
Additions	<u>2,013,002</u>	<u>8,916,165</u>	<u>10,929,167</u>
December 31, 2014	9,541,797	8,916,165	18,457,962
Additions	<u>3,412,731</u>	<u>1,056,271</u>	<u>4,469,002</u>
December 31, 2015	<u>12,954,527</u>	<u>9,972,436</u>	<u>22,926,964</u>
Depreciation:			
January 1, 2014	3,961,020	-	3,961,020
Charge for the year	<u>1,747,819</u>	<u>306,549</u>	<u>2,054,368</u>
December 31, 2014	5,708,839	306,549	6,015,388
Charge for the year	<u>1,667,923</u>	<u>1,206,454</u>	<u>2,874,377</u>
December 31, 2015	<u>7,376,762</u>	<u>1,513,003</u>	<u>8,889,765</u>
Net book values:			
December 31, 2015	<u>5,577,766</u>	<u>8,459,433</u>	<u>14,037,199</u>
December 31, 2014	<u>3,832,958</u>	<u>8,609,616</u>	<u>12,442,574</u>
12. <u>Investments</u>		<u>2015</u>	<u>2014</u>
Quoted securities		1,572,972	952,404
Other securities		<u>432,789</u>	<u>357,503</u>
		<u>2,005,761</u>	<u>1,309,907</u>
Quoted securities are listed on the Jamaica Stock Exchange.			
13. <u>Share capital</u>		<u>2015</u>	<u>2014</u>
Authorised:			
106,000,000, ordinary shares of no par value, (2014 - 1,000, ordinary shares of \$1 each)		<u>106,000,000</u>	<u>1,000</u>
Issued and fully paid:			
106,000,000, ordinary shares of no par value (2014- 274, ordinary shares of \$1 each)		58,893,712	274
Less: Transaction cost of share issue		(7,166,648)	-
Share premium		-	<u>8,584,133</u>
Net share value		<u>51,727,063</u>	<u>8,584,407</u>

Notes to the Financial Statements (Continued)

December 31, 2015

14. Operating revenue

This represents fees for technical services rendered less General Consumption Taxes.

15. Expenses by Nature

Total direct, administrative & other operating expenses:

	<u>2015</u>	<u>2014</u>
Advertising and promotion	5,524,981	4,583,333
Professional services (Note 16)	30,544,516	19,305,431
Property rental and utilities	9,094,680	9,236,717
Staff costs (Note 18)	52,021,627	40,597,633
Technical fees, services and products	27,833,914	15,114,515
Other	<u>27,111,830</u>	<u>21,106,622</u>
	<u>152,131,548</u>	<u>109,944,251</u>

16. Related party transactions

(a) Definition of related party

A related party is a person or entity that is related to the Company.

(i) A person or close member of that person's family is related to the Company if that person:

- (1) has control or joint control over the Company;
- (2) has significant influence over the Company; or
- (3) is a member of the key management personnel of the Company or of a parent of the Company.

(ii) An entity is related to the Company if any of the following conditions applies:

- (1) The entity and the Company are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
- (2) The entity is controlled, or jointly controlled by a person identified in (i).
- (3) The entity, or any member of a group of which it is a part, provides key management personnel services to the Company.

During the year professional fees were paid to two directors for executive services to the company totalling \$15,641,652 (2014 - \$14,969,784) at arms' length rates.

17. Disclosure of expenses

Net profit before taxation is stated after charging/(crediting):

	<u>2015</u>	<u>2014</u>
Directors' emoluments (Included in staff costs)	11,604,363	10,931,897
Directors' fee	512,500	-
Depreciation	2,874,377	2,054,368
Auditors' remuneration	300,000	284,000
Staff costs (Note 18)	52,021,627	40,597,633
Interest income	<u>(727,710)</u>	<u>(431,578)</u>
18. <u>Staff costs</u>	<u>2015</u>	<u>2014</u>
Salaries	47,347,058	36,681,759
Statutory contributions	<u>4,674,569</u>	<u>3,915,874</u>
	<u>52,021,627</u>	<u>40,597,633</u>

19. Financial instruments

(a) Financial risk management:

The company has exposure to the following risks from its use of financial instruments:

- Credit risk;
- Liquidity risk;
- Market risk and
- Price risk

This note presents information about the Company's exposure to each of the above risks, the Company's objectives, policies and processes for measuring and managing risk, and the Company's management of capital.

The Board of Directors has overall responsibility for the establishment and oversight of the Company's risk management framework.

The risk management policies are established to identify and analyse the risks faced by the Company, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Company's activities.

(i) Credit risk:

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations. This arises principally from cash and cash equivalents, securities purchased under resale agreements and amounts due from customers and related parties.

The maximum exposure to credit risk is reflected in the statement of financial provisions at the reporting date.

19. Financial instruments

(a) Financial risk management:

The company has exposure to the following risks from its use of financial instruments:

- Credit risk;
- Liquidity risk;
- Market risk and
- Price risk

This note presents information about the Company's exposure to each of the above risks, the Company's objectives, policies and processes for measuring and managing risk, and the Company's management of capital.

The Board of Directors has overall responsibility for the establishment and oversight of the Company's risk management framework.

The risk management policies are established to identify and analyse the risks faced by the Company, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Company's activities.

(i) Credit risk:

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations. This arises principally from cash and cash equivalents, securities purchased under resale agreements and amounts due from customers and related parties.

The maximum exposure to credit risk is reflected in the statement of financial provisions at the reporting date.

Notes to the Financial Statements (Continued)

December 31, 2015

19. Financial instruments (cont'd)

(i) Credit risk (continued):

The maximum exposure to credit risk is as follows:

	2015	2014
Financial assets:		
Cash resources	36,212,658	17,182,643
Trade receivables	26,435,629	16,963,705
Short term investments	31,169,099	34,117,174
Total financial assets	<u>93,817,386</u>	<u>68,263,522</u>

Cash and cash equivalents and securities purchased under resale agreements:

The Company limits its exposure to credit risk including investments by placing cash resources with substantial counter-parties who are believed to have minimal risk of default.

Accounts receivable:

The Company's exposure to credit risk is influenced mainly by the individual characteristics of each customer. Accounts receivables mainly consist of amounts owing from corporate customers. The Company does not have any significant credit risk exposure to any single counterparty or any Company of counterparties having similar characteristics, geographically and by customer base, there is no concentration of credit risk.

The Company does not require collateral in respect of trade and other receivables.

The Company establishes an allowance for impairment that represents its estimate of incurred losses in respect of trade and other receivables. The allowances for impairment is based on the ageing of the receivables, with provision made for balances outstanding for over 90 days, if attempts to collect fail and the amount is deemed to be uncollectible. The Company also provides for receivables that are less than this time period based on information that they have that shows that the receivable balance is uncollectible.

19. Financial instruments (cont'd)

(ii) Liquidity risk:

Liquidity risk is the risk that the Company will not be able to meet its financial obligations as they fall due. Liquidity risk may result from an inability to sell a financial asset at, or close to its fair value. Prudent liquidity risk management implies maintaining sufficient cash and the availability of funding through an adequate amount of committed credit facilities.

The Company's liquidity management process, as carried out within the company and monitored by the Finance Department, includes:

- Monitoring future cash flows and liquidity on a bi-weekly basis.
- Maintaining a portfolio of short term deposit balances that can easily be liquidated as protection against any unforeseen interruption to cash flow.

(iii) Market risk:

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate as a result of changes in market prices. These arise mainly from changes in interest rates and foreign exchange rates and will affect the Company's income or the value of its holdings of financial instrument.

The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return on risk. The nature of the Company's exposures to market risks and its objectives, policies and processes for managing these risks have not changed significantly over the prior year. For each of the major components of market risks the Company has policies and procedures in place which detail how each risk is managed and monitored. The management of each of these major components of market risks and the exposure of the Company at the reporting date to each major risk are addressed below.

Notes to the Financial Statements (Continued)

December 31, 2015

19. Financial instruments (cont'd)

(iii) Market risk (cont'd):

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

The Company's investment portfolio is exposed to foreign exchange risk primarily with respect to the United States dollar.

Derivative financial instruments are not presently used to reduce exposure to fluctuations in foreign exchange rates.

Concentration of currency risk

The table below summarizes the Company's exposure to foreign exchange rate risk as at December 31, 2015.

	<u>2015</u>	<u>2014</u>
Foreign exchange rates	\$120.42	\$114.66
	<u>J\$</u>	<u>J\$</u>
Financial assets:		
Cash resources	34,289,817	10,987,653
Short term investments	<u>24,003,563</u>	<u>22,663,054</u>
Total financial assets	<u><u>58,293,379</u></u>	<u><u>33,650,707</u></u>

Foreign currency sensitivity

The Company's investment portfolio is exposed to the United States dollar. The Company's sensitivity to a 1% increase, 8% decrease (2014: 1% increase, 10% decrease) in the Jamaican dollar against the United States dollar is the sensitivity rate used when reporting foreign currency risk internally to the key management personnel and represents management's assessment of the reasonably possible change in foreign exchange rate.

19. Financial instruments (cont'd)

(iii) Market risk (cont'd):

Foreign currency sensitivity (cont'd)

The sensitivity of the 1% increase or 8% decrease (2014: 1% increase, 10% decrease) in the Jamaican dollar against the United States dollar exposure would be a decrease in profit by J\$582,934 (2014: J\$336,507) or increase of net profit by J\$4,663,470 (2014: J\$5,047,606).

Interest rate risk

The Company's interest rate risk arises from deposits and repurchase agreements.

Interest rate sensitivity

There is no significant exposure to interest rate risk on short term deposits, as these deposits have a short term to maturity and are constantly reinvested to current market rates. Short term deposits are at fixed rates.

(iv) Price risk:

Price risk management

The Company is exposed to price risks arising from quoted equity instruments. These are held for strategic rather than for trading purposes. The Company does not actively trade in these investments.

(b) Capital management:

The Company's objectives when managing capital are to safeguard the Company's ability to continue as a going concern in order to provide returns for shareholders. The directors of the company seek to maintain a strong capital base so as to maintain shareholder and creditor confidence. The Company defines capital as total shareholders' equity. There were no changes in the Company's approach to capital management during the year.

Notes to the Financial Statements (Continued)

December 31, 2015

Earning per stock unit is calculated by dividing the net profit attributable to stockholders by the weighted average number of ordinary stock units. The 274:80,348,000 share split in 2015 was taken into account in determining the EPS

	<u>2015</u>	<u>2014</u>
Net profit attributable to stockholders	21,386,879	14,834,803
Weighted average number of ordinary stock units	80,629,118	80,348,000
Basic earnings per stock unit for the prior year.	<u>0.27</u>	<u>0.18</u>

Form of Proxy



I/We _____
of _____ being a member/members
of the above named Company, hereby appoint _____
of _____
or failing him _____ of _____
_____ as my/our proxy to vote for me/us on my/our behalf at the
2016 Annual General Meeting of the Company to be held on September 22, 2016 and at any adjournment thereof.

Signed this day of 2016

Signature _____ (Signature of primary shareholder)

Name: _____ (Name of primary shareholder)

Signature _____ (Signature of secondary shareholder)

Name: _____ (Name of secondary shareholder)

