

PayGroup Media Release

COVID-19 update

In light of the recent global challenges posed by COVID-19, PayGroup recognise that our relationship with our clients is business critical. Our Management team and our Business Continuity Plans are focused on ensuring that we continue to meet our responsibilities for on-time payroll, HR transactions and other payments. Continuity of these services is imperative at all times, but is especially heightened in the current environment.

Since 24 January 2020, our Business Continuity Planning (BCP) team has been actively monitoring the ongoing impact of COVID-19 in each country we operate in and is taking appropriate measures in line with advice from relevant government and health authorities. We are committed to putting the health and safety of our staff and their families first, whilst still maintaining the highest level of service delivery to our clients.

Our teams are dispersed geographically and therefore we are well placed to ensure continuous cross-border support should a concentration of COVID-19 cases occur in any one country. Our BCP team is monitoring and assessing Government announcements daily of each country we operate in, so that we can take the latest appropriate measures and ensure no business impact.

PayGroup's precautionary measures to-date include:

- Employees who perform work that can be done remotely will be working offsite and/or in split shifts;
- There will be no impact to our client management, as our workforce and technology allow us to support our clients virtually;
- With health and safety the utmost priority, any employee that feels ill even with mild symptoms, are encouraged to seek medical advice immediately and rest or work from home;
- Employee business travel is suspended;
- Upcoming events are being evaluated and any changes will be communicated with relevant employees or clients; and
- Staff are encouraged to sterilize their hands at the front desk and perform daily temperature checks in the office.

PayGroup will continue to monitor the situation and advise customers, staff and shareholders of any updates.

-ENDS-

For further information, please contact:

Mark Samlal
Managing Director
PayGroup Limited
mark.samlal@payasia.asia

Kyahn Williamson
WE Communications
+61 3 8866 4722
kwilliamson@we-worldwide.com

About PayGroup

Headquartered in Melbourne, Australia, PayGroup Limited (ASX: PYG) is a provider of Software-with-a-Service (SwaaS) payroll solutions and APP enabled Cloud (Software-as-a-Service or SaaS) Human Capital Management (HCM) platform for multinational companies. Clients are typically medium to large employers in multiple countries across Asia Pacific.

The Group is also a leader in workforce management solutions for complex businesses especially for Workforce Management Companies in Australia and New Zealand with its recent acquisition of Astute One Ltd.

Servicing over 780 client entities, the Group has 183 employees and delivers over 4.7 million payslips per annum

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