ASX ANNOUNCEMENT

17 May 2021

Tempo Australia Ltd | 2021 Annual General Meeting
Chairman's and CEO's Presentation

In accordance with ASX Listing Rule 3.13.3 please find attached the Chairman's, and CEO's Presentation to be made at the 2021 Annual General Meeting of Tempo Australia Ltd (ASX: TPP, "Tempo") to be held on 17 May 2021 at 11.00 am (Sydney time).

As previously disclosed, the Annual General Meeting of Tempo is being held using virtual technology. The Virtual Annual General Meeting Guide for online participation and voting in the 2021 Annual General Meeting can be found on the Tempo ASX announcements page.

We recommend logging onto the online platform at least 15 minutes prior to the scheduled start time for the Meeting using the instructions below:

> Enter the https://agmlive.link/agm/TPP21/register into a web browser on a mobile or online device;

> Shareholders will need their Securityholder Reference Number or Holder Identification Number, which is printed at the top of the Voting Form; and

> Proxyholders will need their proxy code which Link Market Services will provide via email no later than 48 hours prior to the Meeting.

Yours sincerely

William Howard
Company Secretary

ENDS

This announcement has been authorised for release by the Company Secretary.

FOR FURTHER INFORMATION PLEASE CONTACT:

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William Howard
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ABOUT TEMPO

Tempo Australia Ltd (ASX: TPP) is one of Australia's leading innovators in the delivery of engineering, construction, maintenance, asset management and telecommunication infrastructure services. The company was established in 2011 and has specific expertise in structural, mechanical, piping, electrical, telecommunication and data communication.

Tempo Australia
2021 Annual General Meeting

Chairman's Introduction
Tempo Australia
Annual General Meeting
2021

Tempo AGM 2021

- Welcome to Shareholders
- Declare the Meeting Open
- Agenda
  - Formal Items of Business
  - Three Resolutions to be Voted Upon
  - The Voting Process will be Conducted and Recorded by Link Services
  - The Current Voting Status including Proxy Count will be Outlined
  - Outcome of Each Voted Resolution will be Recorded
- Formal AGM Meeting Closed
- Company Update
  - Chairman's Address
  - CEO Address
  - Questions and Answers

Chairman’s Address

TEMPO 2021 AGM

- **Welcome to the TEMPO 2021 AGM**
- **Highlights During FY20**
  - LTI Frequency Rate reduced to **0 LTIFR** at the end of 2020.
  - Sales revenue down **43%** to **$30M**
  - Net Profit After Tax (NPAT) for FY20 up to **$0.23M**
  - Net Cash of at FY20 **$6.6M and no debt**
- **Future**
  - Business Remained Profitable, with Jobkeeper, During COV-2
  - Continued Progress on Growth Strategy for TAMS and the Engineering Business
    - Bidding new work; Government, Retail and Institutional
    - Focus on Existing Large Customers
    - Possible “Bolt on” Acquisitions
  - Progressed new Technology Business in Stand-Alone Hybrid Power Supplies with Solar and Batteries

CEO's Address
Dr Paul Dalgleish

Highlights – FY20

- Keeping our people safe and employed during Covid-19
- Sales revenue down **43%** to **$30M**
- Net Profit After Tax (NPAT) FY20 Returned **+ve** to **$0.23M**
- Business **Steady** During COV-2 with Jobkeeper
- Net Cash of **$6.6M** and **No Debt**
- Tendered new FM projects for FY21-FY22
- Reduced Overhead Costs by **~28%**
- LTI Frequency Rate reduced from 8 to Zero with
  - **NIL LTIFRs** YTD
  - TRIFR < 5 YTD

Revenue Decreased

43%

EBIT FY20 Positive

+

Operating Cost Reduced

~28%

Businesses Sector Overview

EPC Integrator

Renewable Energy	Solar	Storage	Hybrid Power
	Fixed	Hydrogen	Wind
	Tracker	Metal Hydride	Lithium
	Bifacial	Compressed Gas	Hydro
		Ammonia	

ENGINEERING

Infrastructure

EPC, Commissioning, Operation and Maintenance

Key Activities:
- Renewable Energy
  - Solar
  - Hydropower
- Hydrogen Storage

TAMS (Maint.)

Retail

Blue Chip Retail Clients Across a Diverse Portfolio

Key Activities:
- Program Management
- Mobile Solutions
- Electrical Maintenance
- Preventative Maintenance
- Reactive Maintenance

Infrastructure

Operations, Maintenance and Minor Capital Works

Key Activities:
- Ports
- Solar Plants
- Tunnels
- Operations & Maintenance
- Minor Capital Works
- Preventative Maintenance
- Reactive Maintenance

Telecommunications

Technical and Routine Maintenance for Mobile Phone Carriers

Key Activities:
- Program Management
- Mobile Solutions
- Electrical Maintenance
- Preventative Maintenance
- Reactive Maintenance
- 24/7 Call Centre

Government

Growing Market in Housing , Education, Health and Defence

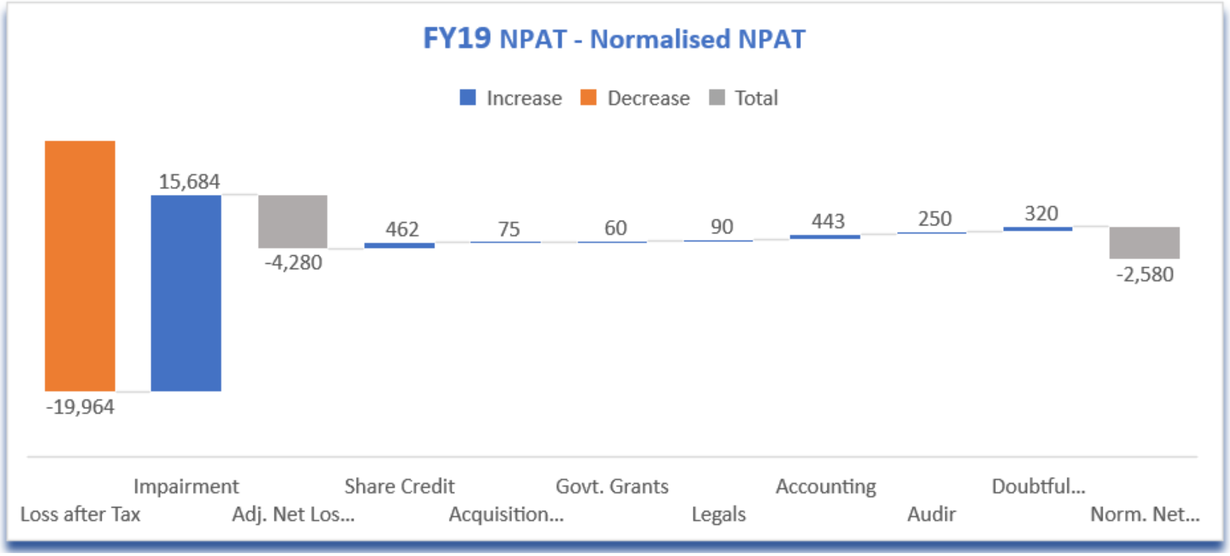
Key Activities:
- Electrical maintenance
- Preventative Maintenance
- Reactive Maintenance
- 24/7 Call Centre

Financial Performance – FY20

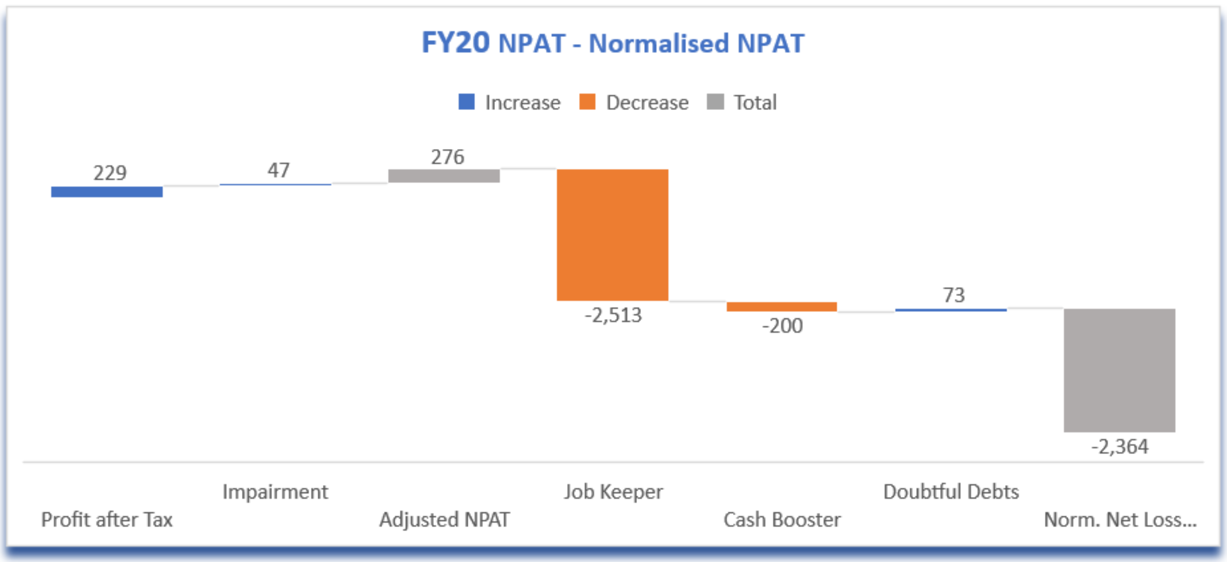
Measure	FY20	FY19	Change
Revenue - $M	30.1	52.9	-43%
Underlying NPAT - $M	0.3	-2.5	+ ve
Net Tangible Assets- $M	9.6	8.5	13%
Net Cash - $M	6.6	7.3	-10%
Operating Cashflow - $M	0.6	1.1	-45%
Net Tangible Assets – cents per share	2.7	3.4	-21%
FY2020 Half on Half	**1HFY20**	**2HFY20**	
Revenue - $M	15.7	14.4	9%
Cash Flow - $K	153	496	-69%

- **+ve NPAT**
- **Reduced Costs**
- **Positive Operating cashflow**

Normalised NPAT

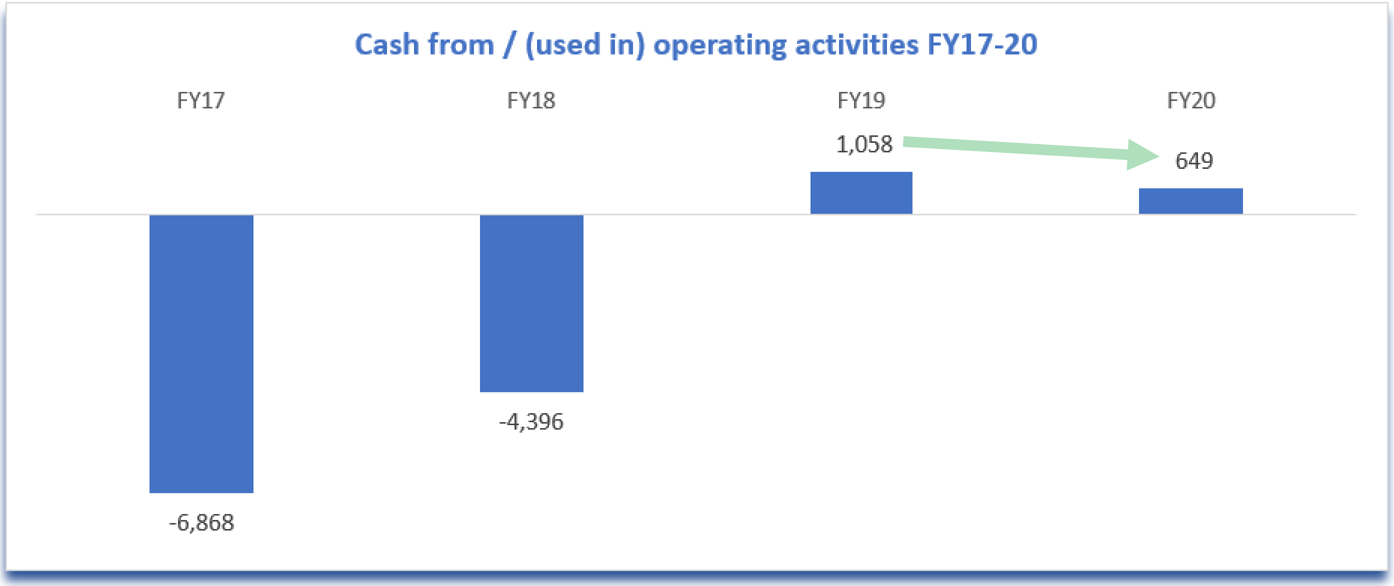


FY19	A$'000
Net Loss after Tax	- 19,964
Impairment	15,684
Adj. Net Loss after Tax	- 4,280
Share Based Credit Entry	462
Gain on KPE Acquisition	75
Government Grants	60
Legals under accrual	90
Accounting under Accrual	443
Audit under Accrual	250
Provision for Doubtful Debts	320
Normalised Net Loss after Tax	- 2,580



FY20	A$'000
Net Profit after Tax	229
Impairment	47
Adjusted NPAT	276
Job Keeper	- 2,513
Cash Booster	- 200
Provision for Doubtful Debts	73
Normalised Net Loss after Tax	- 2,364

Cashflow



- Improved Debtor Collection
- Reduction in Overhead Costs
- Improvement in Working Capital

Safety and Quality

Performance

- LTIFR 0.00
- Leading Indicators
  - **Introduced Safe Acts Prevention (SAPs) System**
  - **Take 5s**
  - **SWMS Improved and Expanded**

Achievements

- Current Operations
  - **Zero LTI's**
  - **TRIFR < 5**
- Maintained Triple Certification
  - **Health& Safety (AS4801)**
  - **Quality (ISO 9001)**
  - **Environment (ISO14000)**

The Company has no reportable environmental incidents

Our People

- Tempo Australia Ltd (“**Tempo**”) is an Equal Opportunity Employer and recognises the value in developing a competent, motivated, and appropriately skilled workforce.
- Management Continues to grow in strength and diversity
  - Built on experienced professional Staff
  - Appointment of Senior Professional Managers
- Commitment to employing our own Trades and Technicians improves
  - Safety
  - Quality
  - Productivity
- Continued focus on increased diversity of the workforce (Trade Types)
- Maintained a stable Industrial Relations Environment

The Company recognises the value of having a multi-generational workforce to incorporate the breadth of knowledge, skills, and expertise of all age groups. The company’s workforce is balanced at an average of

- 17-34 years old –43 %
- 35-44 years old – 18 %
- Aged 45 and above –39 %

Our Female workforce make up 20% .

Key Projects Cohuna Solar Farm

- Principal Contractor for a 34MW Solar Farm at Cohuna in Victoria
- Blue Chip Italian Multinational.
- Construction is Complete
- Plant has been Commissioned
- Project, Warranty and Performance Proving; all Completed by Tempo

Key Projects – CBH Brown Fields Upgrades

- Principal Contractor for a Series (7) Brown fields Weigh Bridge Installation
- Contracts for a Large Grain Handling Cooperative in Western Australia.
- Completed project with successful time and cost outcomes.
- Warranty Complete

Strategy & Outlook

- **<u>Continue to Concentrate on Revenue Recovery Post COV-2</u>**
- Tendering FM Contracts
- Large Industrial Clients
- Government
- Institutions such as Universities and Hospitals

- **<u>Cost Control</u>**
- Limiting Tender Spend With Direct Response to near term Opportunities
- Looking for Partnering or ECI deals for Construction (low Risk)
- Smaller Scale Solar Opportunities approx. 5-10MW
- Tender for Infrastructure Spend increase (Engineering)

- **<u>Specific initiatives for FY21-FY22 include:</u>**
- Target further large projects (only as low risk EPC)
- Focus on Four Key Sectors in FM
- Continue exploration for Partnering Deals on Larger Scale FM Opportunities
- Expand Engineering Project Expertise
- Diversify Revenue through technology-based Infrastructure working toward our first Demonstration Plants for Standalone Hybrid Power Supplies
- Strong balance sheet gives capacity to
  - target growth through minor acquisitions
  - continue Investment in Renewable Energy Technology Solutions specifically in Hybrid Power Supplies

QUESTIONS and ANSWERS

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