



TEMPO AUSTRALIA INVESTOR PRESENTATION

ASX: TPP

MAY 2016



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OVERVIEW



ABOUT TEMPO

- Co-founded by Dick Wright and Charlie Bontempo in 2011
- ASX listed contractor servicing the resources sectors – mining and oil and gas
- Target contract size <\$50m – geared for scopes of work, not economic for large players
- Larger works targeted in partnership with large Engineering Procurement and Construction firms and Original Equipment Manufacturers
- Well positioned for sustainable and strategic growth – healthy tender pipeline

Key Value Proposition:

- Flat management structure that drives lean overheads and improved client responsiveness
- Structured front line employee engagement process, focused on driving retention and continuous improvement
- Efficient management system focused around productivity, quality and risk management

Capital Structure

ASX code	TPP
Shares on issue	201.8m
Market capitalisation ¹	A\$55.5m
Cash in hand ²	\$9.8m

Shareholders

Board and Management	~23.5%
Top 20 Shareholders	63.2%
Major Shareholders	
Bontempo Nominees	21.5%
Anthony Barton & Associates	13.6%

1) As at 4 May 2016

2) As at 31 March 2016

BOARD OF DIRECTORS



**Carmelo (Charlie)
Bontempo**

Chairman

Founding partner of UGL Limited and MD of Monadelphous Group Limited during its early restructuring.



Brian Thomas

Non Executive Director

Experienced Executive and Non-Executive Director and specialist in corporate finance, M&A and investor relations. Career spanning stockbroking, investment banking, fund management and operations in the energy and resource industry.



Philip Loots

Non Executive Director

A lawyer with a PMD from Harvard Business School. Legal counsel to Bechtel, with significant experience in mega oil and gas, construction and resources.

MANAGEMENT TEAM



Max Bergomi

Chief Executive Officer & Managing Director

Highly experienced engineering and oil & gas executive. Former Clough Managing Director for Australia & PNG.



Michael West

Chief Financial Officer and Company Secretary

Experience in finance, strategy and engineering, career spanning construction, maintenance, engineering, private equity and investment banking.



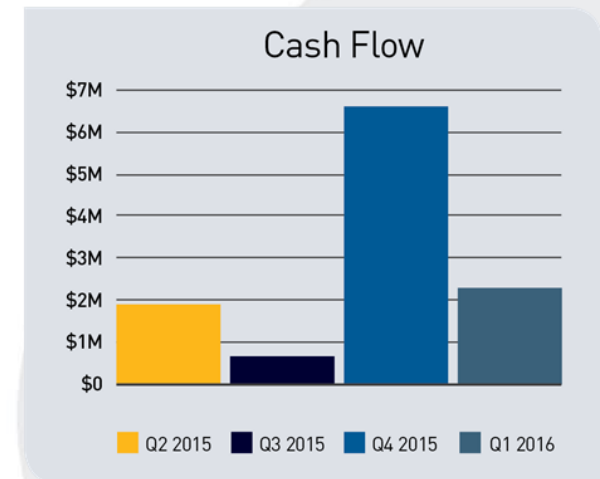
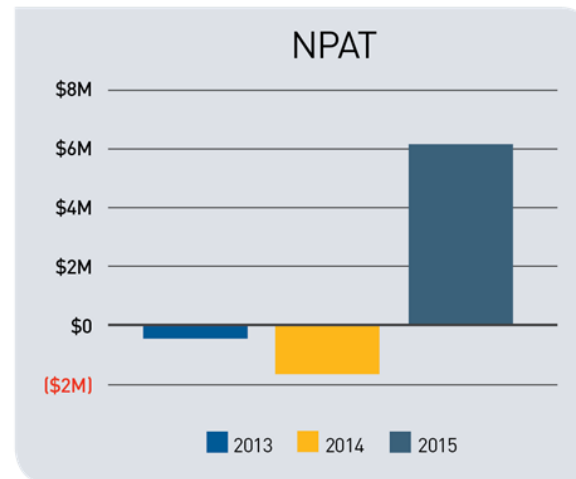
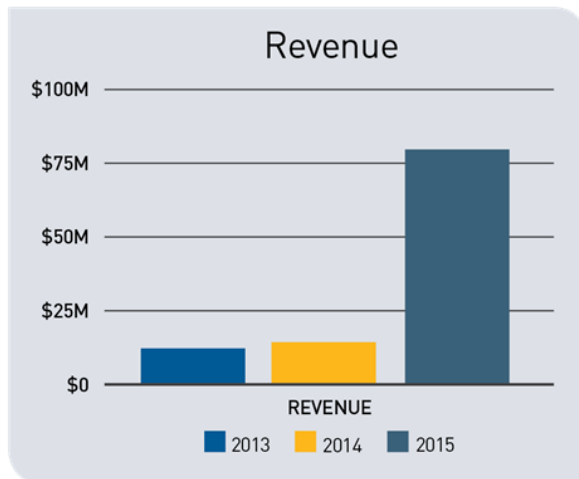
Daniel Hibbs

Chief Operating Officer

21 years mining and oil and gas experience (upstream and downstream) – across Australia and remote Pilbara locations.

STRONG FINANCIAL POSITION

- NPAT of \$6.7 million (calendar year 2015)
- Record revenue of 79.2 million
- Strong cash generation - \$11.5 million operating cash flows in the last 12 months.
- Cash at bank (at 31 March 2016) of \$9.8 million
- Net assets of \$13.9 million (at 31 Dec 2015)
- \$10 million working capital facility in place and undrawn
- Q4 2015 and Q1 2016 cash receipts of approx. \$65 million



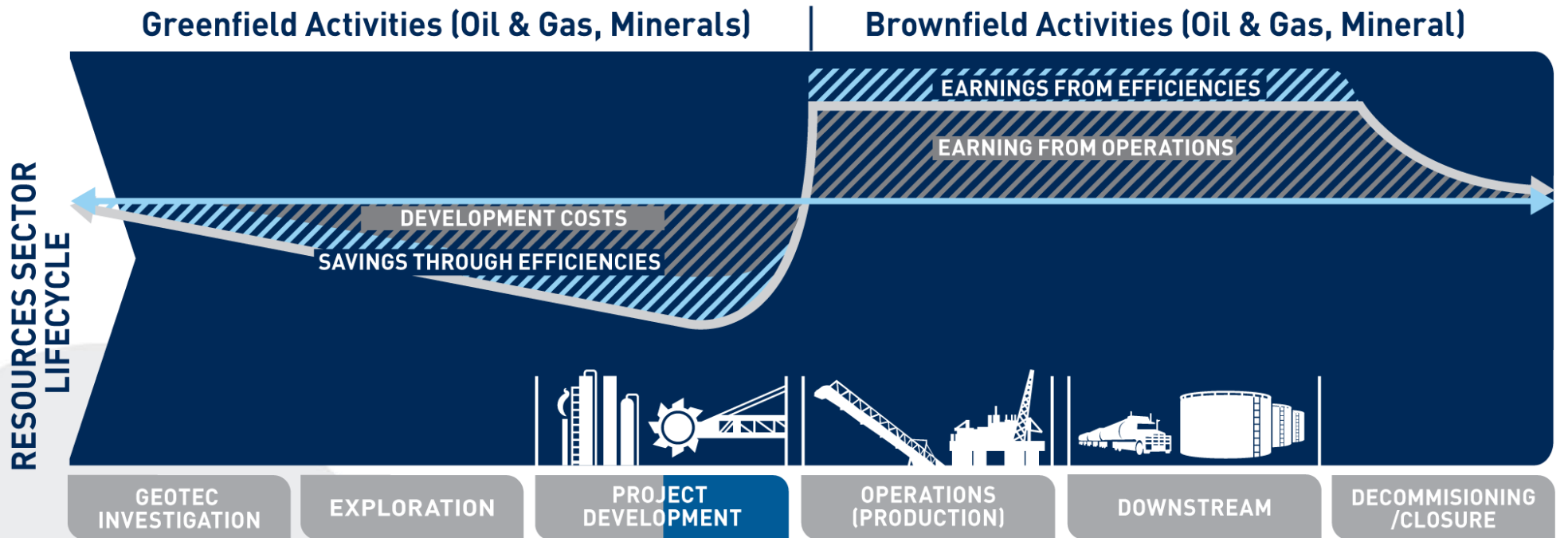
OPERATING MODEL

Purpose:

To deliver to clients in the resources sector, specialist multidisciplinary maintenance and construction services, which protect and enhance their investments, without ever compromising on our values.



CORE CAPABILITIES - GREENFIELD



ENGINEERING

- Support on construction pricing and partnership models.
- Constructability reviews
- Prefabrication, pre-assembly, and modularization strategy definition
- Cost estimating and feasibility reviews
- Hazard and operability study (HAZOB) support
- Site productivity reviews, and tools

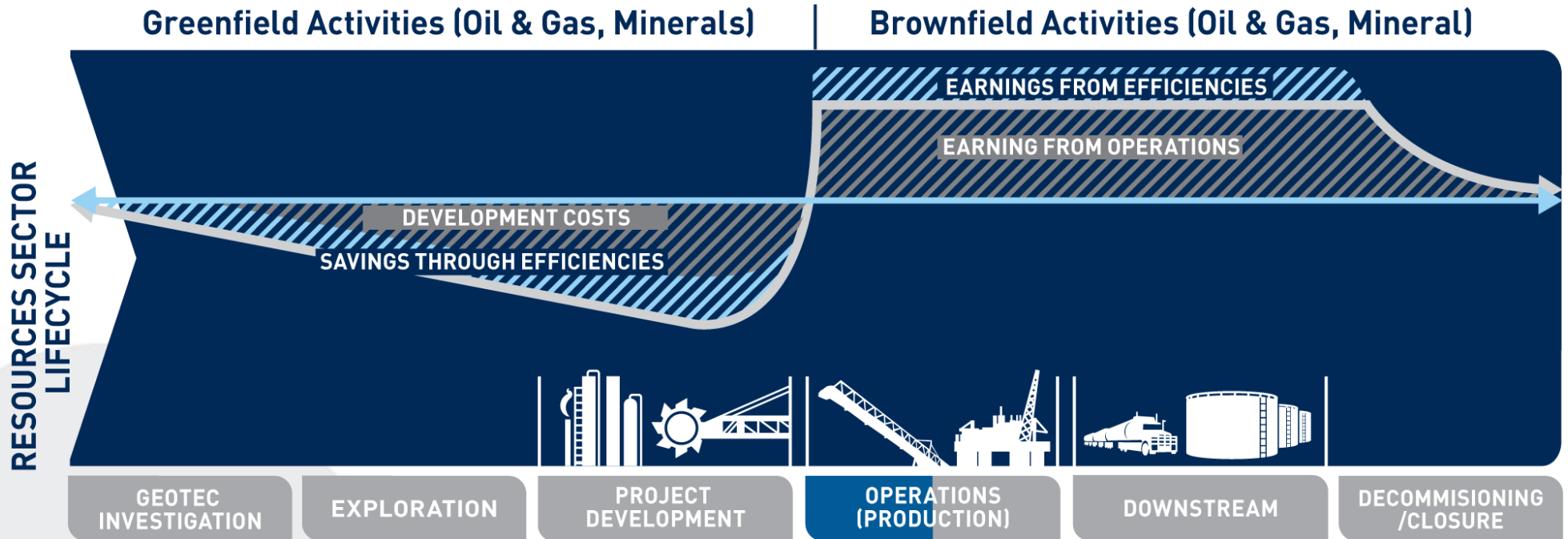
CONSTRUCTION

- Multidisciplinary construction management, planning and execution
- Turn-key construction management and execution services
- Prefabrication, pre-assembly and modularization management and execution services
- Fabrication management and execution services
- IR management, and employment of front line workers through established onshore and offshore industrial agreements

COMMISSIONING

- Plant commissioning planning and execution services

CORE CAPABILITIES - BROWNFIELD



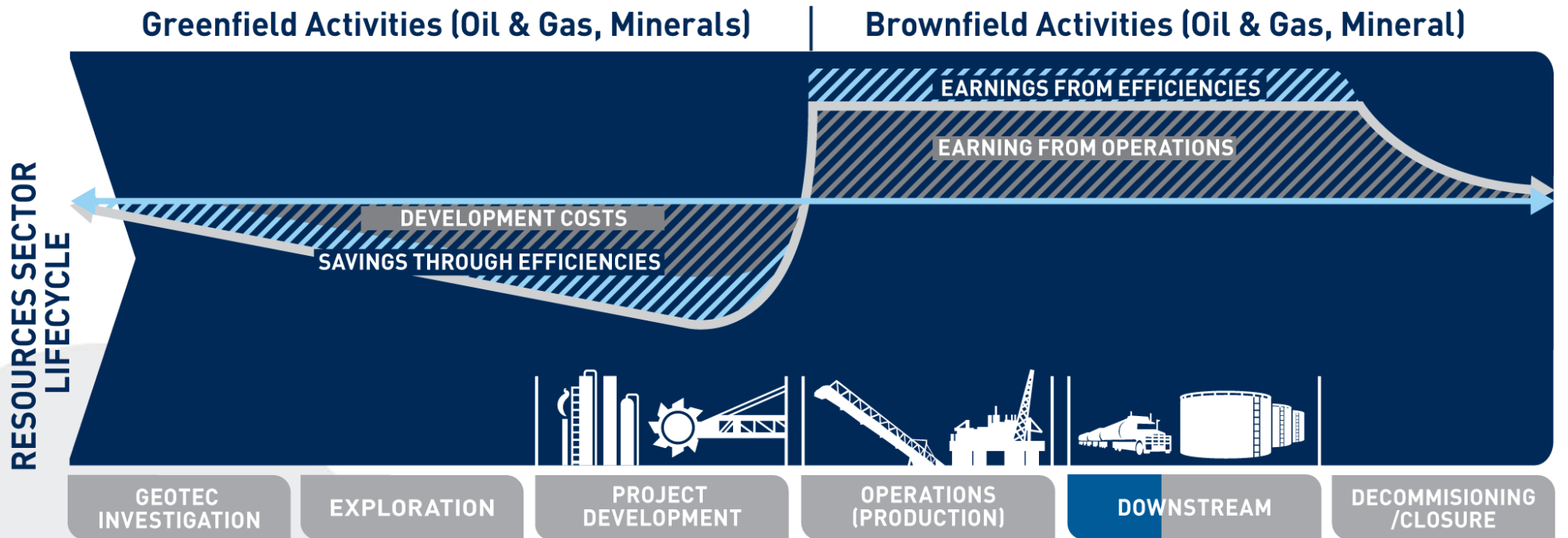
MAINTENANCE

- Maintenance management, planning and execution services
- Shutdowns management and execution services
- Fabrication management and execution services
- IR management and employment of front line workers through established onshore and offshore industry agreements

MODIFICATIONS

- Multidisciplinary construction management, planning and execution for sustaining and minor capital works
- Turnkey construction management and execution services
- Prefabrication, pre-assembly and modularization management and execution services
- Fabrication management and execution services
- IR management, and employment of front line workers through established onshore and offshore industrial agreements

CORE CAPABILITIES – DOWNSTREAM



TANK FARMS

- Conventional off foundation construction management, planning and execution services
- Bottom up construction management, planning and execution services
- Top down / tank jacking, construction management, planning and execution services

KEY CONTRACTS



Barrow Island Construction

Operator: Chevron

Scope: General construction support on the Chevron Owned Barrow Island Gorgon Project. Supply, and qualification testing of structural, mechanical, piping, electrical and instrumentation front line workers in support of construction, and commissioning works.

Ore Car Repair Workshop

Operator: BHP Billiton

Scope: Supporting the construction and commissioning of a fully automated rail car maintenance repair workshop. Supply of site project management, supervision, execution and commissioning services to deliver two Portal Lathes.

Cape Lambert

Operator: Rio Tinto

Scope: Modification and expansion works associated with miscellaneous work at the Cape Lambert facility. Work included project management, supervision, execution, commissioning, and shutdown planning for stacker reclaimer repairs, conveyor modifications, pump change outs and refurbishments, etc.

KEY CONTRACTS



Santos Maintenance

Operator: Santos

Scope: General maintenance services for Santos Energy. Supply of site construction management team, engineering, planning, superintendents, supervisors & skilled workforce.

West Angelas

Operator: Rio Tinto

Scope: Installation of a re-fuelling facility used to deliver fuel to locomotives at the Rio Tinto's West Angeles site. Supply of management and execution personnel for the installation of a diesel bowser, installation of piping from existing locomotive refuelling facility, and pre-commissioning.

Parker Point Tanks

Operator: Rio Tinto

Scope: Modification work associated with two fuel tanks. Project management, supervision, execution and commissioning of all activities associated with the mechanical and piping modifications.

Founded on a values driven culture:

Tempo's core values are centred around its behavioural-based safety program, "Operation Zero". The Company is committed to achieving its goal of 'zero harm' to its people and the environment, whilst also respecting the communities in which it operates.

Driving safety behaviours through:

- Setting and monitoring outcomes from risk assessments
- Critical accidents risk bowties
- Hazard identification workshops
- TAKE 5's
- JHA's
- Hazard/ positive observations



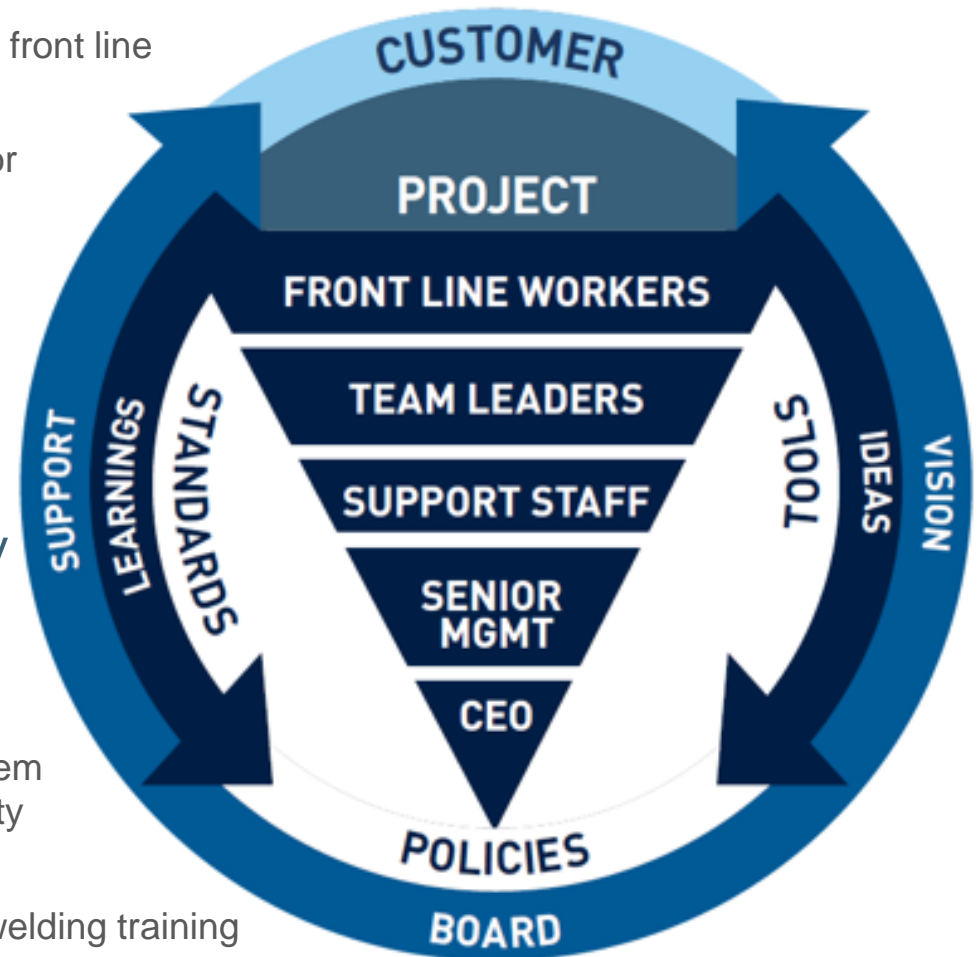
BUILT FOR PRODUCTIVITY

Bottom-up engagement philosophy, which can be summarised as follows:

- Consistently developing work practices by seeking front line engagement at the inception stage our project
- Team leaders (supervisors) retain the ownership for planning and executing jobs at site
- Regularly soliciting suggestions for improvements from the front line so they can do their job as effectively and safely as possible
- Management system locks in the learnings

Three Tiered Approach to Productivity

- Well-defined Corporate IR strategy – e.g. Industrial agreement in place until 2020
- Effective Project Planning– e.g. Management system tailored to monitor Leading and Lagging productivity indicators
- Driving Front Line Competencies – e.g. In-house welding training school, and established ties with government training institutes



OUTLOOK



MARKET CONDITIONS



- Despite future uncertainty, at least four existing major LNG capital development projects will continue over the next year or so
- Seven new LNG projects moving into production over near term
- Total maintenance and operations engineering, including upstream CSG projects will be approximately \$4bn - \$5bn pa by 2020
- In addition to the spend required to sustain and maintain existing assets, Australia will have a growing need for domestic gas (as most is committed to LNG export)
- Shrinking refinery production and increasing demand will increase diesel and jet storage needs
- Clients are looking for innovative ways to reduce costs and maintain profitability on new jobs
- Clients willing to contract directly with tier two companies, provided the business foundations are solid: safety, productivity and quality standards are met

STRATEGIC IMPERATIVES

CREATE SHAREHOLDER VALUE

- To have a measured growth in total shareholder return through Earnings Per Share (EPS) growth and recurring dividends.

ENHANCE COMPETITIVE ADVANTAGE

- To be recognised for our unique frontline worker engagement process that promotes continuous improvement; our high level of customer responsiveness; and our ability to leverage off an integrated yet scalable management system, centred on productivity, risk management and innovation.

ENSURE SUSTAINABLE FUTURE

- To be relentlessly committed to our goal of zero harm to our people and the environment, and respecting the communities in which we operate.

MANAGE RISK

- To have a balanced mix of reimbursable and lump sum work.
- To self-execute work packages < \$50m, and form partnerships for larger work packages.

WORK WITH THE RIGHT CLIENTS AND PARTNERS

- To build a portfolio of loyal blue chip customers in the resources sector by being responsive to our clients' needs, and constantly focusing on doing more with less.
- To be a partner of choice for large international Engineering Procurement Construction contractors, and Original Equipment Manufacturers, in the resources sector.

TEMPO VALUE PROPOSITION



- Flat management structure, lean overheads, no legacy from resource “boom” time (culture, REM, management systems, etc)
- Tempo has a highly experienced Leadership team and Board composition
- Tempo is in a size bracket that is unique in both O&G and M&M sectors
- Few companies in peer set have similar relationships with international contractors
- Available market revenue in maintenance and construction ca.\$8B by 2020 (O&G, M&M, and import terminals tanks)
- Selective tendering approach - focus on blue chip clients
- Tempo business model founded on high responsiveness to clients, focus on engagement with workforce, maintaining a safety work environment through leading behaviors, and driving productivity and efficiency across all of its business

END

