



INTELLIGENT WORKFORCE SOLUTIONS

AGM

11 May 2020

MAY-20 AGM MD REPORT

- Business Update
- COVID-19 Update
- Delisting
- Questions



tambla

Intelligent Workforce Solutions

WHO IS TAMBLA

- We are an innovative **enterprise HR software company** delivering **intelligent workforce solutions** to organisations with large shift-based workforces.
- We provide these companies with the tools to ensure visibility, optimization and compliance of their workforce globally.

GLOBAL CUSTOMER BASE



- Long-term, Blue-chip customer base
 - Large, dispersed “shift-based” workforces
 - Complex business-rule compliance requirements (Award, EBA, WHS etc)
- Over 2,000,000 rostered end users
 - Over 200 global customers
 - Over 5000 sites globally



We ensure compliance with workforce rules
employee payments
Award/ EBA
interpretation, safety

We automate manual processes to allow efficient, optimized operational excellence

We provide market leading, customized, actionable insights to deliver measurable business value.

Simplifies manual processes like time-sheets, rostering and pay calculations and allows mobile visibility.

WHY WE ARE DIFFERENT



Evolving Workforce Management

Combining decades of Workforce Management experience with the latest technology and business requirements, we are evolving to provide the next generation of Intelligent Workforce Systems

WORKFORCE INTELLIGENCE

Our experienced HR Consultants combined with our in-house analytics team, produce market leading, customized workforce intelligence analysis.

RULES INTERPRETATION

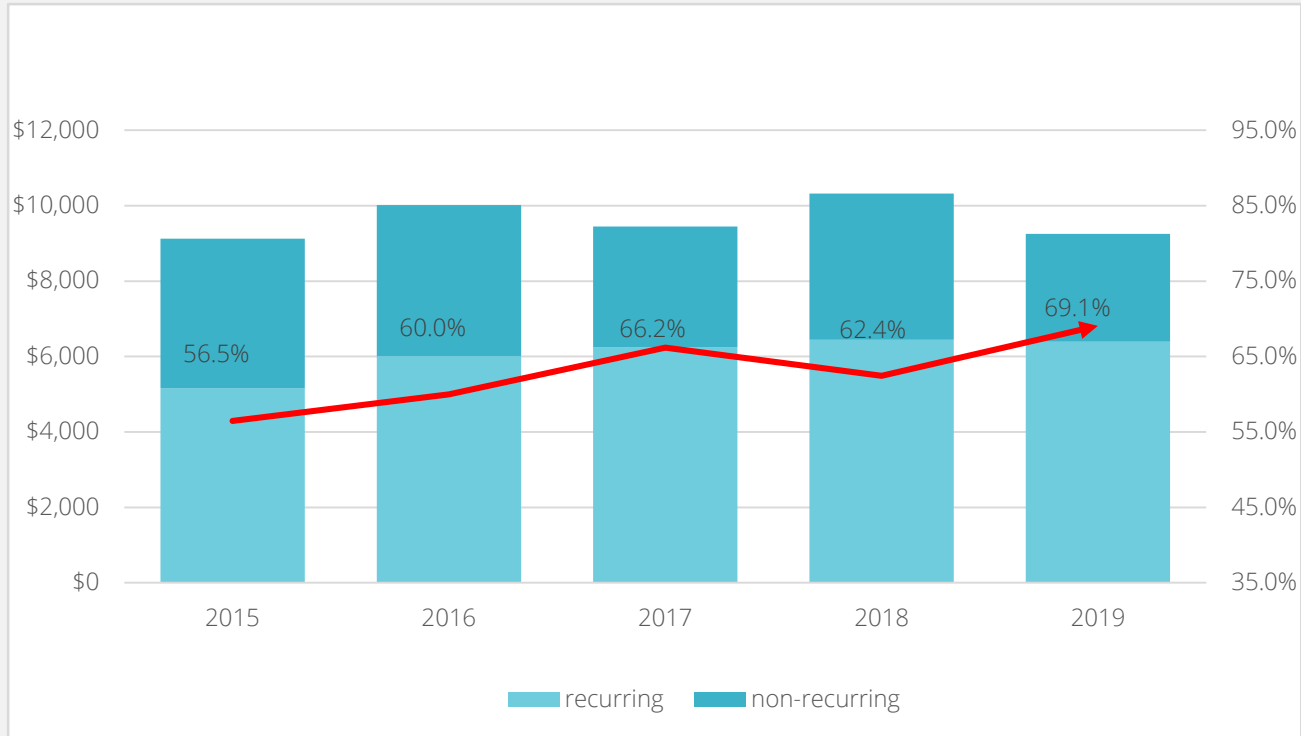
With over 20 years experience, we are recognized as having the most flexible and capable rules interpreter in the market ensuring staff are correctly paid

CUSTOMISABLE APPROACH

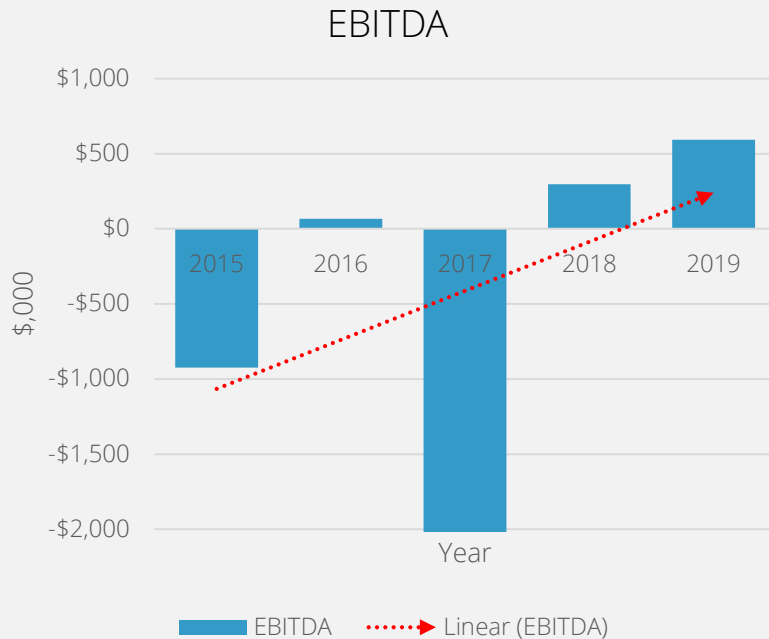
Built for complex enterprise workforces, our intelligent cloud first solutions are highly customizable to suit any industry.

01 2019 FINANCIAL SUMMARY

2019 RECURRING REVENUE



2019 FINANCIAL HIGHLIGHTS



- EBITDA positive and growing
- Operational cashflow positive for year 2019.
- Approx 69% recurring revenue

Enhanced, Modern, Relevant

02 PRODUCT EVOLUTION

PRODUCT ENHANCEMENTS



ISO 27001

Achieved ISO 27001(information security) certification to compliment the existing ISO9001 certification.

IMPROVED PERFORMANCE

Completed Major data centre upgrades improving reduced, security, capacity and performance.

PAY COMPARISON CALCULATOR

Released in H2 to provide more relevant information to customers about their workforce.

JOBKEEPER INSIGHTS

Launched in Q4 to provide customers with bespoke, actionable insights into their workforce.

COVID

03

2020 UPDATE

COVID-19 BUSINESS IMPACT

33%

Year on year decrease in
revenue for March

85%

Q1 quarter revenue in
comparison to budget

43%

Q1 EBITDA in comparison
to budget

TAMBLA RESPONSE PRINCIPLES

Keep Team Employed

- Keep all team together and employed
- No new hires
- No replacement of staff that choose to leave

Prepare for a long slowdown

- Prudently manage cash
- Minimise all non-essential expenditure
- Reduce fixed overhead as best we can.
- Raised additional capital

No reduction in Customer Service

- Increase engagement with Customers
- Be proactive/ creative to assist customers
- Be innovative with our solutions for customers
- Increase Service Desk NPS.

CURRENT SITUATION

As at 8 May 2020

JOBKEEPER

First Jobkeeper payment is expected this week. Applicable to 95% of staff.

CUSTOMER IMPACT

30% of customer base is retail/ hospitality/ aviation related. Purchase decisions delayed.

SIMPLE MOVE TO WFH

Systems already in place. Minimal business disruption. Will review again 1 June.

TACTICAL DEVELOPMENT

Focusing development on revenue generating projects.

CUSTOMER SERVICE

No reduction in customer service in fact increase in NPS.

PIPELINE

Sales pipeline is still growing with some excellent opportunities close to decision.

COST REDUCTION- SUMMARY

Over \$150k in monthly savings

- Payroll Tax
- Travel/Expenses
- Power/Cleaning/Amenities
- Marketing
- Head Count
- Salaries – Staff 4 days/week

Possible Future Savings

- Reduced Listing Costs approx.
- Rent

DELISTING

04 DELISTING

TAMBLA DELISTING WHY?

Why?

- Best way to recognise medium term shareholder value
- Current size doesn't allow us to take advantage of being publicly listed.
- Reduce Costs
- Limited liquidity
- Disadvantage in enterprise sales opportunities
- Allow for better M&A opportunities

DELISTING COST SAVINGS

Estimated Cost Savings \$400k-\$500k p.a.

- Savings will be recognised progressively
- Areas of cost saving
 - Board costs
 - Listing and reporting costs
 - Legals
 - Investor relations
 - Administrative costs
 - Consulting fees

TAMBLA DELISTING PROCESS FROM HERE?

Action	Date
AGM Approval to delist	11 May 2020
Advise ASX of approval to delist in 28 days.	11 May 2020
Request removal from ASX	12 June 2020

TAMBLA UNLISTED?

What is the entity?

With what is expected to be over 100 shareholders, Tambla will be a small unlisted public company.

What to expect?

- Half yearly and annual audit
- Quarterly business updates
- AGM
- Continued drive toward cashflow positive
- Continued drive toward organic and non-organic recurring revenue growth.

TAMBLA UNLISTED?

Revised Constitution

Changes required to constitution once we are removed from the ASX. These proposed changes will now be developed with our legal advisors and proposed at an EGM.

Executive Incentive and Retention Plan

Board to approve equity based executive team incentive and retention plan.



www.tambla.com.au