



# INTELLIGENT WORKFORCE SOLUTIONS

Investor Update  
February 2019



# tambla

Intelligent Workforce Solutions

## WHO IS TAMBLA

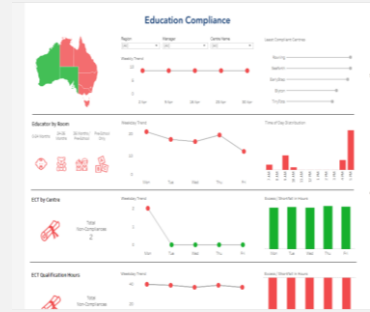
- An innovative **enterprise HR software company** delivering **intelligent workforce solutions** to organisations with **large shift-based workforces**.
- We provide these companies with the tools to ensure **visibility, optimization and compliance** of their **global** workforce.

# GLOBAL CUSTOMER BASE



- Long-term, Blue-chip customer base
  - Large, dispersed “shift-based” workforces
  - Complex business-rule compliance requirements (Award, EBA, Statute etc)
- 2,000,000+ rostered end-users
  - 200+ global customers
  - 5,000+ sites globally

# WHY CUSTOMERS USE TAMBLA?



## AUTOMATE

We automate manual processes to allow efficient, optimized operational excellence.

## SIMPLIFY

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

## COMPLY

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

## INSIGHT

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

# 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

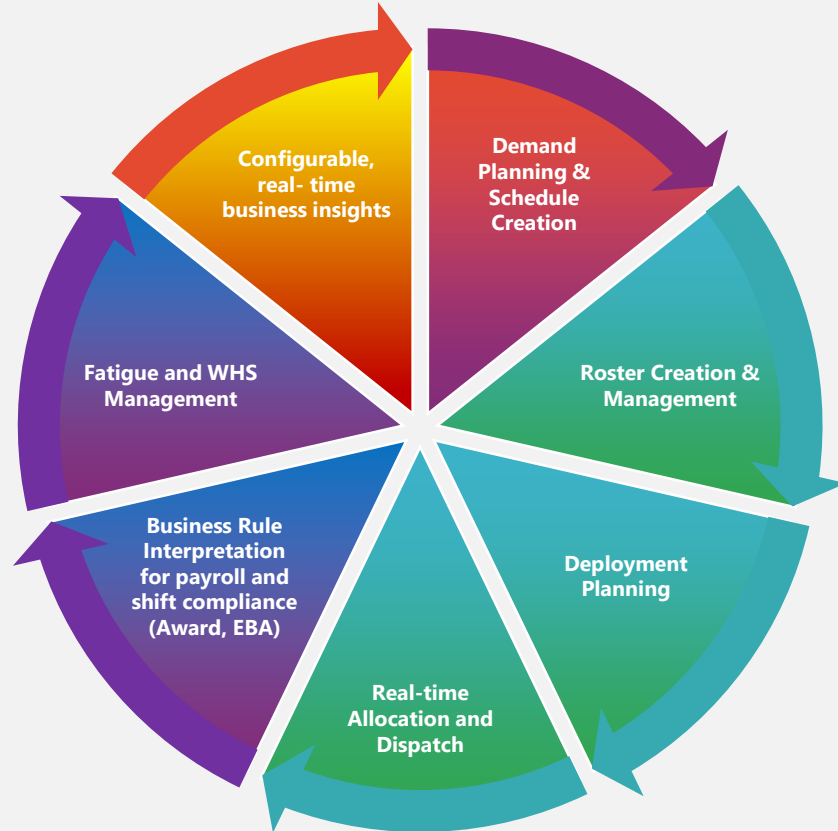
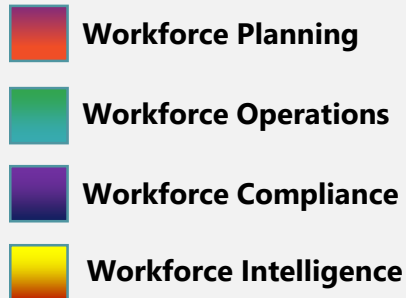
With over 20 years experience, we are recognized as having the most flexible and capable rules interpreter in the market ensuring staff are correctly paid.

### CUSTOMISABLE APPROACH

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

# WHAT WE DO

Provide businesses that have complex **shift-based workforces**, a highly configurable **single system** that will improve efficiency & transparency, reduce cost and ensure compliance with business and legislative requirements.



2018 - A Business Restructured

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# 01 2018 SUMMARY

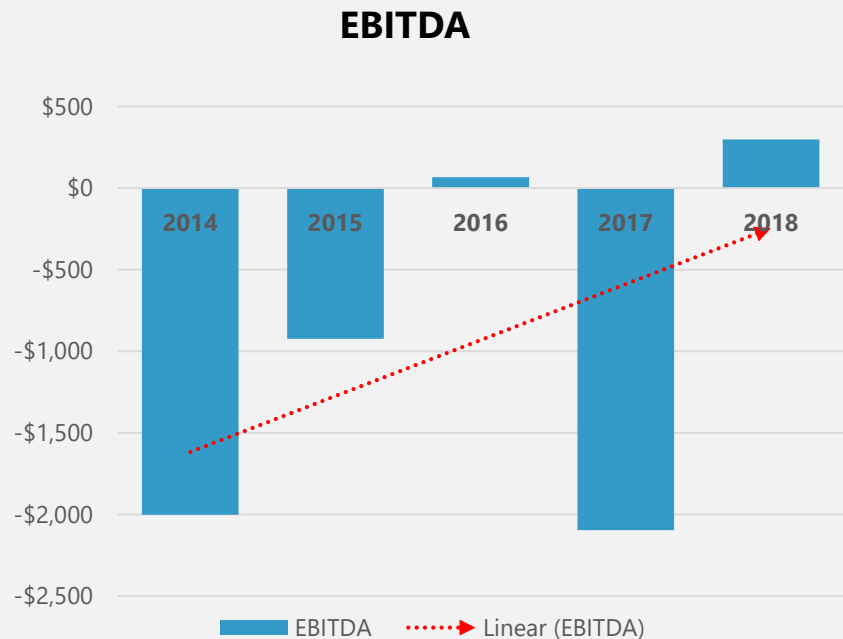
# TAMBLA FINANCIAL PERFORMANCE

	2014	2015	2016	2017	2018*
Revenue (\$,000)	\$6,227	\$9,124	\$10,019	\$9,445	\$10,300
EBITDA (\$,000)	(\$2,002)	(\$924)	\$67	(\$2,097)	\$250

\* estimated pending audit



# FINANCIAL HIGHLIGHTS



- Projected \$10.3m revenue for 2018
- Double-digit organic sales growth
- Projected EBITDA positive
- 15% reduction in op. costs
- Cashflow positive for year 2018
- Approx. 62% recurring revenue

# OTHER 2018 HIGHLIGHTS

2018 included many highlights with existing customer base, new customers, new products and share price.

## 95% CUSTOMER RETENTION

Extremely high customer retention continued in 2018.

## NEW \$1m GOVT CUSTOMER

STA (Sydney Buses) joined the growing government customer list at Tambla.

## \$3m+ RE-SIGN SYDNEY TRAINS

One of our largest customers reconfirmed their commitment for another 2 years.

## NEW WHOLESALE CHANNEL

Announced new wholesale Award Interpretation service with first customer, Alayacare.

## WORKFORCE PLANNING

Announced new integrated Workforce Capacity Planning Module to customers in Q3.

## 100%+ SHARE PRICE GROWTH

Over 100% share price growth since October 2017.

# IMPROVED CUSTOMER SATISFACTION

43%

Significant increase in the survey response rate indicating greater engagement and providing more accurate benchmarking and detailed feedback.

31%

Significant improvement in customers' perceived engagement by Tambla and our ability to align with their business requirements.

100%

2018 system availability for cloud platform.

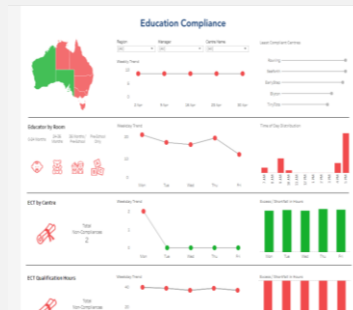
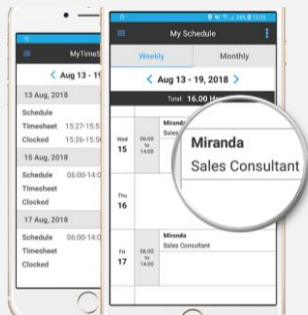
(excludes planned maintenance windows).

Enhanced, Modern, Relevant

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# 02 PRODUCT EVOLUTION

# PRODUCT ENHANCEMENTS



## TAMBLA MOBILE APP

Released in H1 for employees to provide simple mobile visibility of rosters, leave, payroll and approvals.

## IMPROVED PERFORMANCE

H1 major datacenter upgrades for cloud products improving performance and reliability.

## ENHANCED REPORTING

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

## WORKFORCE INTELLIGENCE

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

2019

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03

# 2019 OUTLOOK

# GROWTH STRATEGY



## Domestic and International Growth

Increased sales and marketing budget domestically paired with strong focus on global partnership opportunities utilising key unique technology strengths.

### Accelerated Organic Growth

2018 release of new products including Workforce Intelligence and Mobility to increase value provided to customers.

### Increase Sales and Marketing

100% increase in the sales and marketing budget for 2019.  
Strong pipeline entering 2019.

### Domestic and Global partnerships

Inbound international interest to deliver key functionality including business rule interpretation, time and attendance, rostering and workforce planning to global partners.

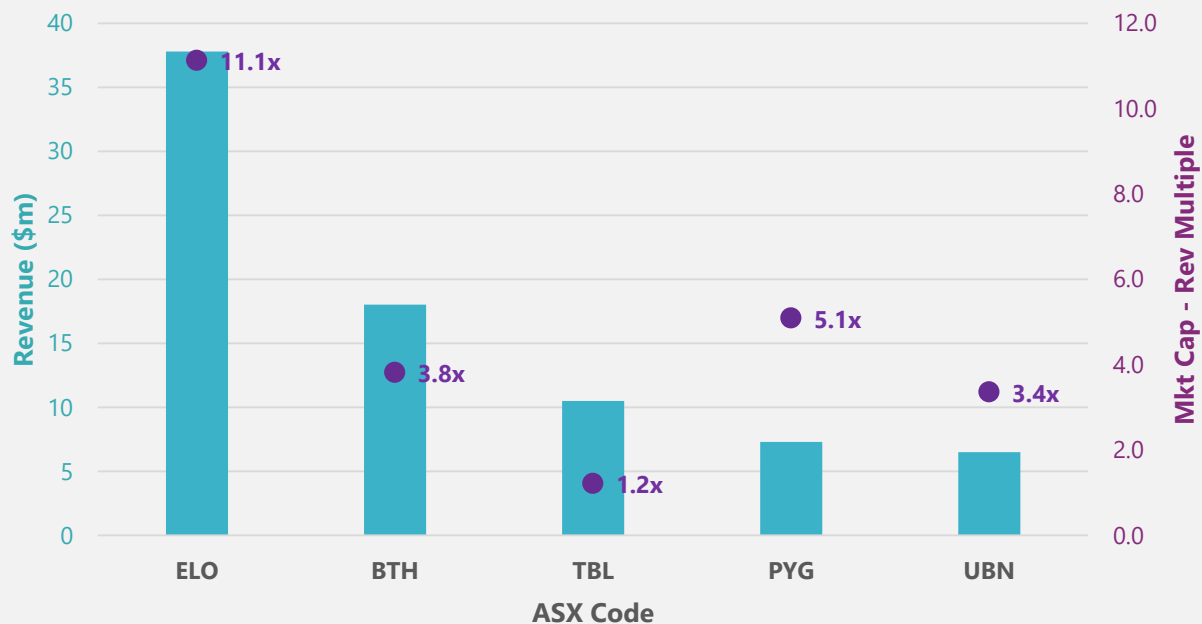
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# 04 MARKET VALUE COMPARISON



# COMPARABLE ASX VALUATIONS

\* Based on Oct 2018 prices

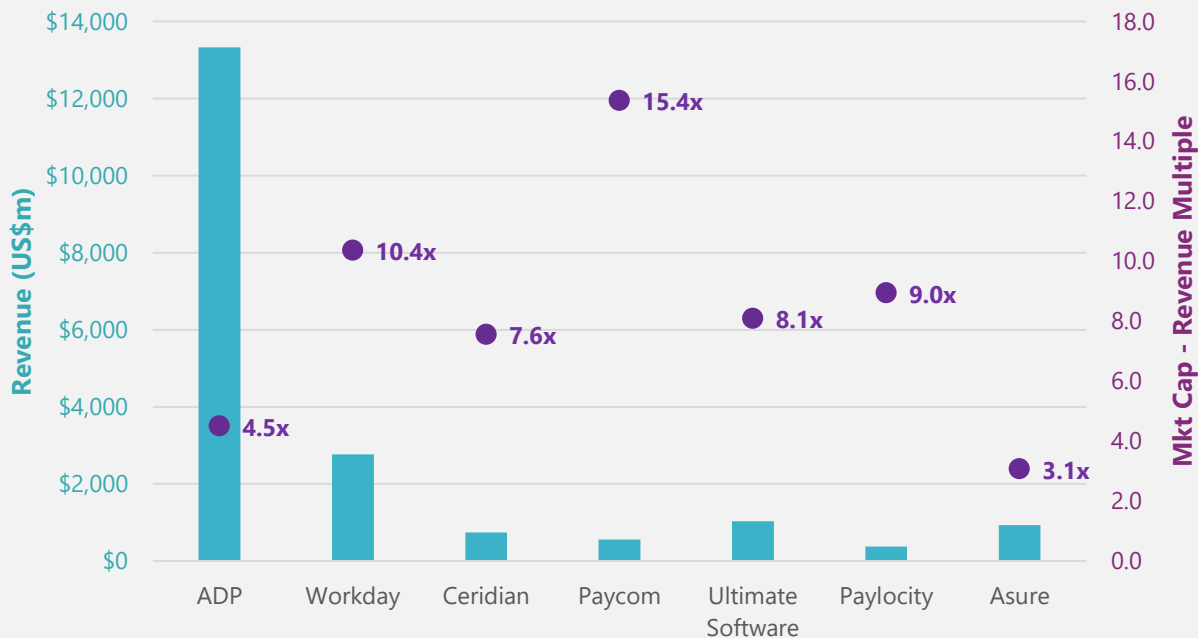


ASX comparable  
market valuation  
as a multiple of  
revenue (ex TBL)

Range 3-11x

# INTERNATIONAL INDUSTRY COMPARABLES

\* Based on Oct 2018 prices



International examples:

Market capitalisation as a multiple of revenue:

Range between 3-15x rev.

# SUMMARY

## Double-digit Organic Growth

Increased investment in sales and marketing to enable continued organic growth.

## Existing blue-chip customer base

Long-term blue-chip customer base with increasing Customer Satisfaction statistics.

## EBITDA and cashflow positive

Stable financial fundamentals providing platform for improved market confidence.

## Growing global requirement for pay compliance

Growing requirement for compliant work rule interpretation, strengthening the value proposition of Tambla software.

## Continued investment to evolve solutions

Continued investment in modernizing and evolving product to create the next generation of intelligent workforce solutions.

# IMPORTANT INFORMATION

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