

Media release

8 January 2020

Completion of Minimum Holding Buy-Back

Sydney: Tambla Limited (ASX: TBL) (**Company**), the leading workforce management solutions company, wishes to advise shareholders and the market that pursuant to the market announcement made on 22 November 2019, Tambla Limited (ASX: TBL) has completed its minimum holding buy-back (**Buy-Back**).

The Buy-Back allowed shareholders who hold 1,000 or less shares in the Company (**Relevant Unmarketable Parcel**) as at 7.00 pm (AEDT) on 20 November 2019 (**Eligible Shareholders**) to sell their shares back to the Company at the Buy-Back price of \$0.44 per share (being the average of the last sale prices of Tambla Limited ordinary shares for each of the 10 trading days immediately preceding 20 November 2019). Based on the Buy-Back price per share and the register of members of the Company as at 7.00pm on 20 November 2019:

- a) A minimum holding of Shares has been determined by the Company to be any shareholding of 1,000 or less ordinary shares;
- b) 0.26% of Tambla ordinary shares [52,195] are held in Relevant Unmarketable Parcels; and
- c) The aggregate value of the Tambla ordinary shares held by all holders of Relevant Unmarketable Parcels is \$22,965.80.

A total of 44,633 ordinary shares have been acquired under the Buy-Back at a price of \$0.44 per share and have been cancelled in accordance with the Corporations Act 2001 (Cth).

Under the terms of the Buy-Back, holders with a minimum holding of shares were entitled to elect to retain their holding by returning their completed share retention form by the Closing Time (3 January 2020). The following summary details the elections made by the Eligible Shareholders under the Buy-Back:

	Number of Holders	% Eligible	Number of Shares	% Eligible
Total Eligible Unmarketable Parcels	167	100%	52,195	100%
Shareholders that elected to retain their minimum holding	34	20.36%	7,562	14.49%

Shareholdings that have been acquired and cancelled	133	79.64%	44,633	85.51%
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Notwithstanding completion of the Buy-Back, management will continue to work with its share registry to implement any available measures to minimise the administration and costs of maintaining its registry for the benefit of all shareholders.

The outcome of the minimum holding Buy-Back on TBL's shares on issue is as follows:

Number of ordinary shares on issue before cancellation of Buy-Back shares	19,810,639
Number of ordinary shares on issue after cancellation of Buy-Back shares	19,766,006

In accordance with the requirements of Listing Rule 3.8A, a form 484 has been lodged with ASIC to cancel the 44,633 ordinary shares that have been acquired under the Buy-Back.

For further information, please contact:

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About Tambla

Tambla is an innovative enterprise HR software company delivering cloud-first intelligent workforce solutions to organisations with large “shift-based” workforces. Tambla provides these companies with the tools to ensure visibility, optimisation and compliance of their workforce globally. At present, over 340,000 workers globally are managed by Tambla software.