

4 December 2017

**ASX RELEASE  
ON-MARKET BUY-BACK**

Rubicor Group Limited (Rubicor or Company) (ASX:RUB) is pleased to announce today the establishment of an on-market buy-back program. Under the program, Rubicor can buy back shares having an aggregate value of up to \$250,000.

The Company reserves the right to increase the amount of the buy-back in the future which it will do subject to the Directors' targeted debt gearing levels, liquidity and the prevailing trading value of the Company's securities compared to the Directors' view of the Company's fundamental value.

The buy-back program:

- will be within the '10/12 limit' permitted by the Corporations Act 2001 (Cth) and therefore does not require shareholder approval; and
- is expected to commence from 20 December 2017 and to remain in place for a period of up to 12 months or until all funds have been utilised.

Further details are in the enclosed Appendix 3C – Announcement of Buy-Back.

CEO & Executive Chairman David Hutchison said "We have a significant opportunity and are focused on consolidating and improving the Rubicor business. The On-Market Buy-Back announcement is an indication that the balance sheet is sound and that Rubicor shares at current prices are attractive. There is much work to be done and progress to be made but this is a pleasing and encouraging sign".

**For further information:**

*Investor Enquiries*

Andrew Angus  
Investor Relations Manager  
RUBICOR Group  
[andrewangus@overlandadvisers.com.au](mailto:andrewangus@overlandadvisers.com.au)  
+61 402 823 757

*Media Enquiries*

Sharad Loomba  
Executive Director  
RUBICOR Group  
+61 2 8061 0000

*Mergers and Acquisitions*

Angus Mason  
Managing Director  
Cashel Family Office  
+61 3 9209 9000

**ABOUT RUBICOR**

The RUBICOR Group is one of the largest providers of recruitment and human resource services in Australia, New Zealand and Asia. Consisting of 6 specialist recruitment and HR solutions businesses, RUBICOR employs over 200 team members across 18 offices delivering complete staffing, payroll, consulting and managed services solutions across a diverse range of industry sectors and geographies.

## Appendix 3C

### Announcement of buy-back (*except* minimum holding buy-back)

Information and documents given to ASX become ASX's property and may be made public.

Introduced 1/9/99. Origin: Appendix 7B. Amended 13/3/2000, 30/9/2001, 11/01/10

Name of entity	ABN/ARSN
Rubicor Group Limited ( <b>Rubicor</b> )	74 110 913 365

We (the entity) give ASX the following information.

#### Information about buy-back

1	Type of buy-back	On-market buy-back
2	*Class of shares/units which is the subject of the buy-back ( <i>eg, ordinary/preference</i> )	Ordinary shares ( <b>Shares</b> )
3	Voting rights ( <i>eg, one for one</i> )	One for one
4	Fully paid/partly paid ( <i>and if partly paid, details of how much has been paid and how much is outstanding</i> )	Fully Paid
5	Number of shares/units in the *class on issue	246,147,315
6	Whether shareholder/unitholder approval is required for buy-back	No
7	Reason for buy-back	Capital Management

## Appendix 3C Announcement of buy-back

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8 Any other information material to a shareholder's/unitholder's decision whether to accept the offer (eg, details of any proposed takeover bid)

Nil

### On-market buy-back

9 Name of broker who will act on the company's behalf

TBA

10 Deleted 30/9/2001.

11 If the company/trust intends to buy back a maximum number of shares - that number

Note: This requires a figure to be included, not a percentage.

Rubicor intends to buy back up to \$250,000 worth of ordinary shares on issue (which, based on the closing price of Rubicor shares on 1 December 2017 of \$0.036 equates to approximately 6,944,444 Shares or 2.8% of Rubicor's Shares.

12 If the company/trust intends to buy back shares/units within a period of time - that period of time; if the company/trust intends that the buy-back be of unlimited duration - that intention

20 December 2017 to 19 December 2018

13 If the company/trust intends to buy back shares/units if conditions are met - those conditions

Not applicable

### Employee share scheme buy-back

14 Number of shares proposed to be bought back

Not applicable

15 Price to be offered for shares

Not applicable

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<sup>+</sup> See chapter 19 for defined terms.

**Selective buy-back**

- |    |  |                |
|----|--|----------------|
| 16 | Name of person or description of class of person whose shares are proposed to be bought back | Not applicable |
| 17 | Number of shares proposed to be bought back  | Not applicable |
| 18 | Price to be offered for shares   | Not applicable |

**Equal access scheme**

- |    |   |                |
|----|---|----------------|
| 19 | Percentage of shares proposed to be bought back   | Not applicable |
| 20 | Total number of shares proposed to be bought back if all offers are accepted                      | Not applicable |
| 21 | Price to be offered for shares  | Not applicable |
| 22 | *Record date for participation in offer<br><small>Cross reference: Appendix 7A, clause 9.</small> | Not applicable |

**Compliance statement**

1. The company is in compliance with all Corporations Act requirements relevant to this buy-back.
2. There is no information that the listing rules require to be disclosed that has not already been disclosed, or is not contained in, or attached to, this form.

Sign here:            [Signed]  
                                 Director

Date: 4 December 2017

Print name:           Sharad Loomba

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<sup>+</sup> See chapter 19 for defined terms.