



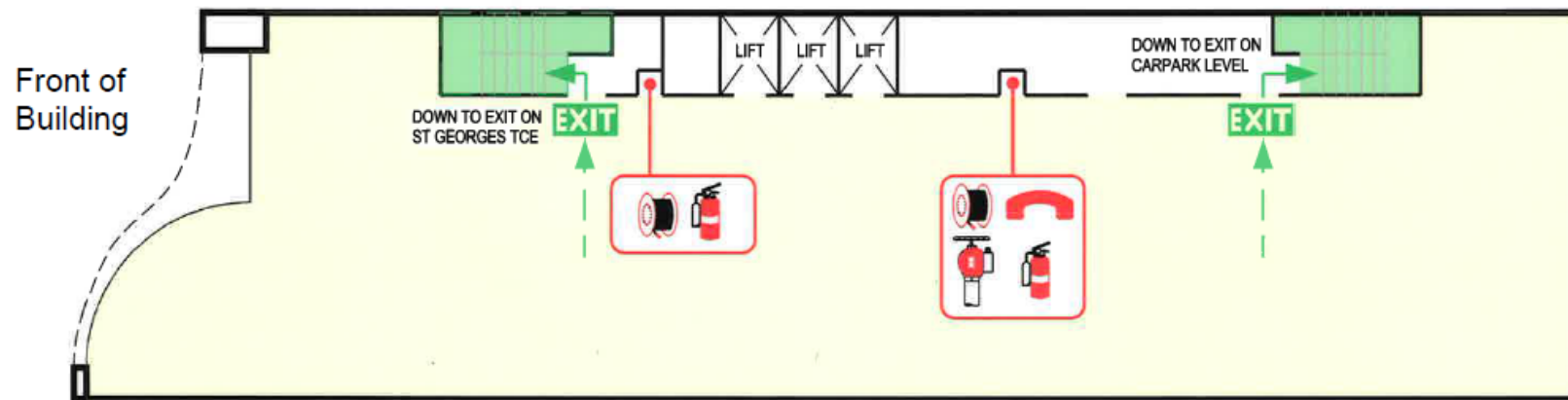
TEMPO AUSTRALIA LIMITED 2016 ANNUAL GENERAL MEETING

ASX: TPP

PERTH, WESTERN AUSTRALIA
31 MAY 2016



EVACUATION POINT



SEVENTH FLOOR



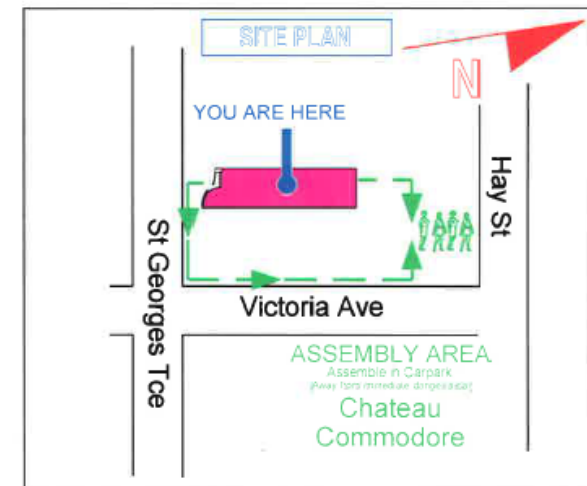
8 ST GEORGES TCE FIRE & EVACUATION PLAN EMERGENCY PROCEDURES

ON HEARING THE ALERT TONE (Beep.....Beep.....Beep...)

- Check for signs of fire and smoke in your area
- Move to Warden Intercom Point and standby for Chief Warden to give instructions via Warden Intercom Phone (WIP) [PHONE CALL # 1](#)
- Carry out Chief Wardens instructions.
Note: If phone call # 1 instruction is "Assemble staff and advise back when assembled", wardens are to assemble staff at the designated fire stair
- When Chief Wardens instructions are completed, report actions or findings back to Chief Warden via Warden Intercom Phone (WIP) [PHONE CALL # 2](#)

ON HEARING THE EVACUATION TONE (Whoop.....Whoop.....Whoop...)

- On activation of Evacuation Tone, move staff into fire stairs and evacuate the building.
When in fire stairs ensure that the following is adhered to:
A) Staff are in single file on the hand rail side
B) No talking in the fire stairs other than Fire Wardens instructions
C) No inappropriate items to be taken into stairs. eg NO DRINKS
- When all staff have evacuated, Floor Wardens at the Warden Intercom Point must report back to Chief Warden that area is all clear & include any other relevant information.
Eg. Persons refusing to leave or mobility impaired persons. [PHONE CALL # 3](#)



- ADVISE CHIEF WARDEN OF ANY DEVIATIONS FROM THIS PROCEDURE VIA WIP.
- AT THE ASSEMBLY AREA:
Assemble staff in straight lines
Report any missing persons to the Fire Brigade or Warden

CHAIRMAN'S WELCOME

BOARD AND MANAGEMENT

BOARD



**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.



**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.



**Max
Bergomi**

**Chief Executive
Officer &
Managing
Director**

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

MANAGEMENT



**Daniel
Hibbs**

**Chief Operating
Officer**

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



**Michael
West**

**Chief Financial
Officer and
Company
Secretary**

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

FORMAL BUSINESS OF THE MEETING

FINANCIAL STATEMENTS AND REPORTS

RESOLUTION 1

ADOPTION OF REMUNERATION REPORT

“That, for the purposes of section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company’s annual financial report for the financial ended 31 December 2015”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
40,217,186	32	187,208	4	356,200	3
98.67%		0.46%		0.87%	

RESOLUTION 2

RE-ELECTION OF DIRECTOR – CARMELO BONTEMPO

“That, for the purpose of clause 47.1 of the Constitution, ASX Listing Rule 14.4 and for all other purposes, Carmelo Bontempo, a Director, retires by rotation, and being eligible, is re-elected as a Director.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
86,469,579	38	447	2	356,200	3
99.59%		0.00%		0.41%	

RESOLUTION 3

RENWEAL OF ADOPTION OF EMPLOYEE INCENTIVE PLAN

“That, for the purposes of ASX Listing Rule 7.2 (Exception 9(b)) and for all other purposes, approval is given for the Company to adopt an employee incentive scheme titled Employee Share Incentive Right Plan and for the issue of securities under that Plan, on the terms and conditions set out in the Explanatory Statement.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
40,615,136	31	167,258	5	356,200	3
98.79%		0.41%		0.87%	

RESOLUTION 4

ISSUE OF PERFORMANCE RIGHTS TO RELATED PARTY - MAX BERGOMI

“That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the Company to issue up to 4,000,000 Related Party Performance Rights issued pursuant to the Plan as Director incentive remuneration to Max Bergomi (or his nominee) on the terms and conditions set out in the Explanatory Statement.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
40,836,936	32	95,458	5	356,200	3
98.91%		0.23%		0.86%	

RESOLUTION 5

APPROVAL FOR ISSUE OF RELATED PARTY INCENTIVE RIGHTS – MAX BERGOMI

“That for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given for the Company to issue up to that number of Long Term Performance Rights issued pursuant to the Plan that equals 60% of his remuneration as Director incentive remuneration to Max Bergomi (or his nominee) on the terms and conditions set out in the Explanatory Statement.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
40,836,936	32	395,458	6	56,200	2
98.91%		0.96%		0.14%	

RESOLUTION 6

ISSUE OF OPTIONS TO RELATED PARTY – CARMELO BONTEMPO

“That, for the purposes of ASX Listing Rule 10.11 and for all other purposes, approval is given for the Company to issue 2,000,000 Related Party Options to Carmelo Bontempo (or his nominee) on the terms and conditions set out in the Explanatory Statement.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
44,600,136	34	167,258	5	356,200	3
98.84%		0.37%		0.79%	

RESOLUTION 7

APPROVAL OF 10% PLACEMENT CAPACITY

“That, for the purposes of Listing Rule 7.1A and for all other purposes, approval is given for the issue of Equity Securities totalling up to 10% of the issued capital of the Company at the time of issue, calculated in accordance with the formula prescribed in Listing Rule 7.1A.2 and on the terms and conditions set out in the Explanatory Statement.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
86,374,568	35	95,458	5	356,200	3
99.48%		0.11%		0.41%	

RESOLUTION 8

ADOPTION OF NEW CONSTITUTION

“That, for the purposes of section 136(2) of the Corporations Act and for all other purposes, approval is given for the Company to repeal its existing Constitution and adopt a new constitution in its place in the form as signed by the chairman of the Meeting for identification purposes.”

For Votes	For Holders	Against Votes	Against Holders	Open Votes	Open Holders
86,240,776	36	79,250	3	356,200	3
99.50%		0.09%		0.41%	

2015 BUSINESS OVERVIEW CEO ADDRESS

2015 SAFETY PERFORMANCE

SAFETY PERFORMANCE

“Lagging” safety indicators performance:

- 2015 LTIFR= 0
- 2015 TRIFR= 1.6*

Driving safety “leading” indicators and behaviours:

- Critical Accidents Risk bowties
- Hazard identification workshops
- TAKE 5's
- JHA's (C/W Verification Checklist)
- Hazard/ positive observations

**2015 LTIFR
– zero**

**1000+ DAYS
LTI FREE**

*per million man-hours

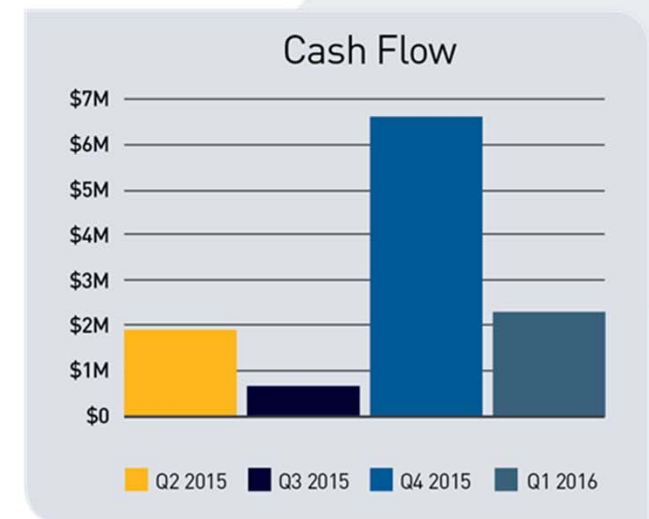
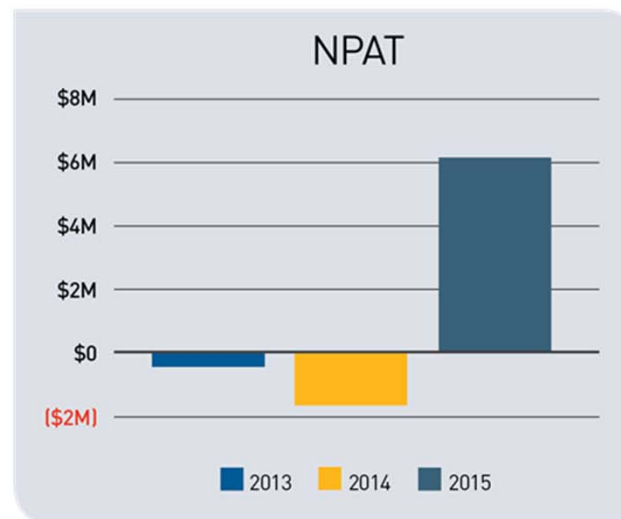
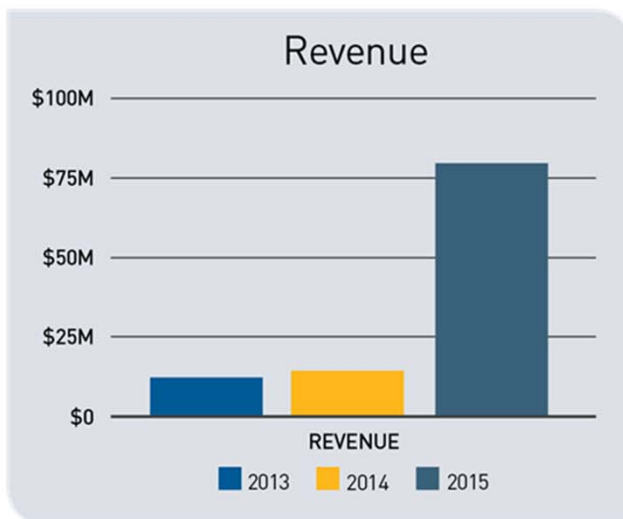
2015 FINANCIAL PERFORMANCE

FINANCIALS

Strong financial performance:

- Record revenue of \$79.2 million¹
 - NPAT of \$6.7 million¹
 - Net assets of \$13.9 million¹
 - Strong cash generation - \$11.5 million operating cash flows in the 12 months to 31 Mar 2016
 - Cash at bank (at 31 Mar 2016) of \$9.8 million
 - \$10 million working capital facility in place and undrawn
- Q4 2015 and Q1 2016 cash receipts of approx. \$65 million (compared to a \$79 million revenue at 31 Dec 2015 year end)
 - Q2 2016 cash receipts (April – June 2016) expected to reflect Q1 2016 performance

1) As at 31 Dec 2016



OPERATIONAL UPDATE

2015 OPERATIONS SUMMARY



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.



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.



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.

MARKET CONDITIONS AND 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
- Available market revenue in maintenance and construction ca. \$8B by 2020 (O&G, M&M, and import terminals tanks)
- Whilst this available market is very large for Tempo, it is far smaller than what it was a few years back
- Clients are tendering out smaller work packages (\$20-100 million in size)
- Clients willing to contract directly with tier two companies, provided the business foundations are solid: safety, productivity and quality standards are met

VALUE PROPOSITION & OUTLOOK



- Tempo is in a size bracket that is unique in both O&G and M&M sectors.
 - Tempo has a highly experienced Executive Leadership Team and Board, with strong alignment
 - Flat management structure, lean overheads, and no legacy from resource “boom” time (ie culture, REM, management systems, etc)
 - Few companies in peer set have similar relationships with clients, and international contractors
- Well over \$900 million of pipeline opportunities (> 15 distinct near/mid term targets identified across all focus markets)
- Selective tendering approach - focus on blue chip clients

RESOURCES SECTOR, AN ANALOGY

FIT FOR PURPOSE SOLUTIONS – ZERO GRAVITY PEN

During the height of the space race in the 1960s, both the American and Russian space programs realised that pens could not function in space.

- A Houston Engineering group carried out 2 years of extensive research and development that resulted in the development of the first space writing device that could:
 - write in space upside down
 - function in temperatures as low as -35°C
 - write on practically any surface
- In 1965 the American space agency paid \$4,382.50 for 34 mechanical writing devices, ie a cost of \$129 per device

When confronted with the same problem, the Russian space agency found a different, yet equally effective solution.



Pencils ...that:

- matched the intended performance
- where readily available
- not engineered to unnecessary design specifications
- costed (in 1965) the Russian space agency \$0.1 for a box of 10 pencils

The Tempo way is first and foremost a change in culture, in an Industry in search for cultural change:

- We don't seek to build "space pens"
- We seek to act as a cultural change agent for the Resources industry:
 - An organisation built without the legacy and the entitlement mentality of the boom times
 - Implementing a management system that is lean, yet shaped around our clients needs, developed recognising what is necessary, and, equally as important, what is superfluous
 - Driving constant engagement with our workforce, applying a bottom up philosophy
 - Differentiated by relentless focus on efficiency, productivity and safety, supporting our Clients' need of reductions in capital and operating costs.





TEMPO AUSTRALIA LIMITED 2016 ANNUAL GENERAL MEETING

END



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The Forward Looking Statements may involve subjective judgements and are based on a large number of assumptions and are subject to significant uncertainties and contingencies, many of which are outside the control of the Company and may not prove to be correct.

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