

The purpose of Tempo Australia Ltd (“Tempo”) is to deliver exceptional services to its clients, which protect and enhance their investments, without ever compromising on our values.

To achieve this, and as an Australian Stock Exchange (“ASX”) listed organisation, Tempo has regulatory and voluntary communications obligations which require us to manage communications with our five key audiences. These audiences are defined as:

- our shareholders;
- the market;
- the community we work within;
- our customers; and
- our workforce.

Each of these audiences have different information needs, obligations owed to them, communication methods, and constraints. Tempo is committed to ensuring that each of these audiences has access to the appropriate information in a timely manner that meets our legal, regulatory and contractual obligations without ever compromising our values.

Tempo will achieve this by:

- implementing a Communications System (“the System”) that defines in detail how Tempo will communicate with its identified audiences;
- ensuring that we meet our continuous disclosure obligations under the ASX Listing Rules.
- providing appropriate resources and oversight of the System to ensure it meets the intent defined in this policy;
- facilitating and encouraging participation at meetings of its stakeholders;
- ensuring there is appropriate awareness of this policy and the System; and
- monitoring and reporting on the System to continuously improve performance, quality and meet any reporting obligations.

Authorised by:



Dr Paul Dalgleish

Chief Executive Officer

11 February 2020