

Reserved Powers Policy

Service Stream



Overview

Service Stream Limited's Board has approved Reserved Powers that set out the matters specifically reserved for determination by the Board, as distinct from the matters that are delegated to management.

Matters reserved for Board

The matters specifically reserved for Board approval under this Reserved Powers Policy include decisions about Company strategy, financial plans, major policies, the issue of equity and matters involving amounts over specified limits (which vary depending upon the nature of the transaction).

The Board also has authority, through the Remuneration and Nominations Committee, for succession planning and remuneration for the Managing Director and members of the Executive Team.

Delegation to the Managing Director

All matters not specifically reserved for the Board and which are necessary for the day to day management of the Company are delegated by the Board to the Managing Director. On this basis, the Managing Director has general authority to run the company.

Delegation by the Managing Director

The Managing Director is responsible for developing and implementing a Delegation of Authorities Policy for the delegation of his authorities to the members of the Executive Team and to other levels of management throughout the company as appropriate.

The Board Audit and Risk Committee is responsible for reviewing and endorsing the Delegation of Authority Policy and for conducting periodic reviews of the currency and appropriateness of delegations issued under this policy.

Reserved Powers

The Board reserves authority over the following specific decisions and areas of activity.

Reserved Powers Policy

Service Stream

These are the Board Reserved Powers:

Accounting and financial reporting <ul style="list-style-type: none"> Approval of half-year and full-year financial statements 	Customer contracts <ul style="list-style-type: none"> Fixed price lump sum contracts with a contract value greater than \$50m Termed contracts with a duration greater than 5 years Termed contracts with projected revenue greater than \$250m over the term and/or \$75m revenue in the first year Changes to the 'Golden Rules of Contracting'
Acquisitions and divestments <ul style="list-style-type: none"> Acquisition or divestment of companies or businesses Establishment of Joint Ventures or Partnerships 	External affairs <ul style="list-style-type: none"> Release of Group results and/or market presentations Timing and conduct of shareholder meetings Release of ASX announcements (excluding ASX Appendix Forms)
Audit <ul style="list-style-type: none"> Appointment or replacement of external auditors Appointment or replacement of Manager Group Risk 	Group policies <ul style="list-style-type: none"> Reserved Powers Policy Sustainability Report Modern Slavery Statement
Banking <ul style="list-style-type: none"> Establishment of new banking facilities over \$50m Commitment to issue bank guarantees over \$10m 	Governance <ul style="list-style-type: none"> Appointment of directors to Parent and Group companies Establishment of Board Committees Appointment or changes to membership of Board Committees Corporate Governance Statement

Reserved Powers Policy

Service Stream

Budgets		Health, safety and environment	
<ul style="list-style-type: none"> • Annual capital expenditure budget • Annual operating budget 		<ul style="list-style-type: none"> • Environment and OHS Policies 	
Capital expenditure		Human resources	
<ul style="list-style-type: none"> • Acquisition of land • Lease/sub-lease of property with a term greater than 5 years or annual rental greater than \$5m • Commitment to purchase a capital asset over \$2m • Disposal of assets with WDV over \$5m 		<ul style="list-style-type: none"> • Appointment, dismissal and remuneration of Managing Director • Appointment, dismissal and remuneration of Executive Team members • Short term incentive plan • Long term incentive plan and issue of securities under LTIP • Employee share scheme and issue of securities under ESS 	
Capital Management		Risk management	
<ul style="list-style-type: none"> • Dividends Policy • Dividend payments • Issue of equity • Appointment of underwriters • Mortgage and security over Group assets • Loans to parties other than 100% subsidiaries • Share buy-backs • Dividend reinvestment plans 		<ul style="list-style-type: none"> • Risk Management Plan (including D&O insurance policy) • Taxation Risk Management Policy • Treasury Risk Management Policy 	

Reserved Powers Policy

Service Stream

Company structure	Strategy
<ul style="list-style-type: none">• Major changes in the organisation and shape of the Group• Incorporation of a new legal entity• Liquidation of a current legal entity• Closure of an existing business with annual revenue over \$10m	<ul style="list-style-type: none">• Approval of Group Strategy• Entry into new fields of operation
	Other material matters
	Approval of all other material matters which would have or would be likely to have an impact on the share price or have other strategic importance to the Company.