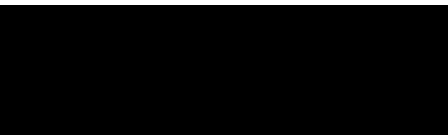




base annual fee. This requirement is to be met within four years of the commencement of this policy or from the date of a new Director's appointment.



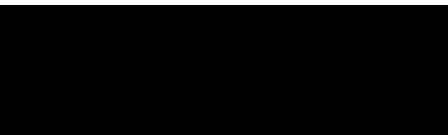


This new structure allows us to scale the capability we have across both geographies and to provide a much higher level of visibility into the



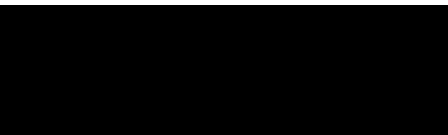
potential. It will take time, but I am absolutely certain we are on the right track.


Lastly, turning to the trading update. Our EBITA for the period of July to



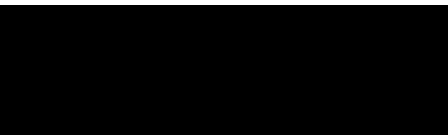
Ladies and gentlemen, it has been a challenging year for Downer, but as you can see, we are taking responsibility for our performance and implementing change. Finally, I would like to give my thanks to our 32,000 staff and many more thousand delivery partners who are tireless in their dedication in enabling communities to thrive. Thank you.

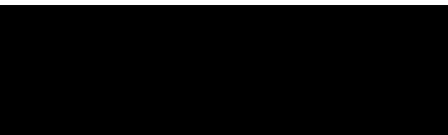
Mr Menhinnie W* n Tf59(i4.0.000008871 0 595.32 delivery partners who are tireless i2 their





Over 15 years ago I led Downer EDI Engineering in New Zealand, when there was such a business, and I was also over here, the EGM of





seems to be three years. Most companies are moving towards a four-year horizon. Will the Board take that on notice to improve? I know that it makes a e

