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Notice of Annual General Meeting

Service Stream Limited
2026

ServiceStream

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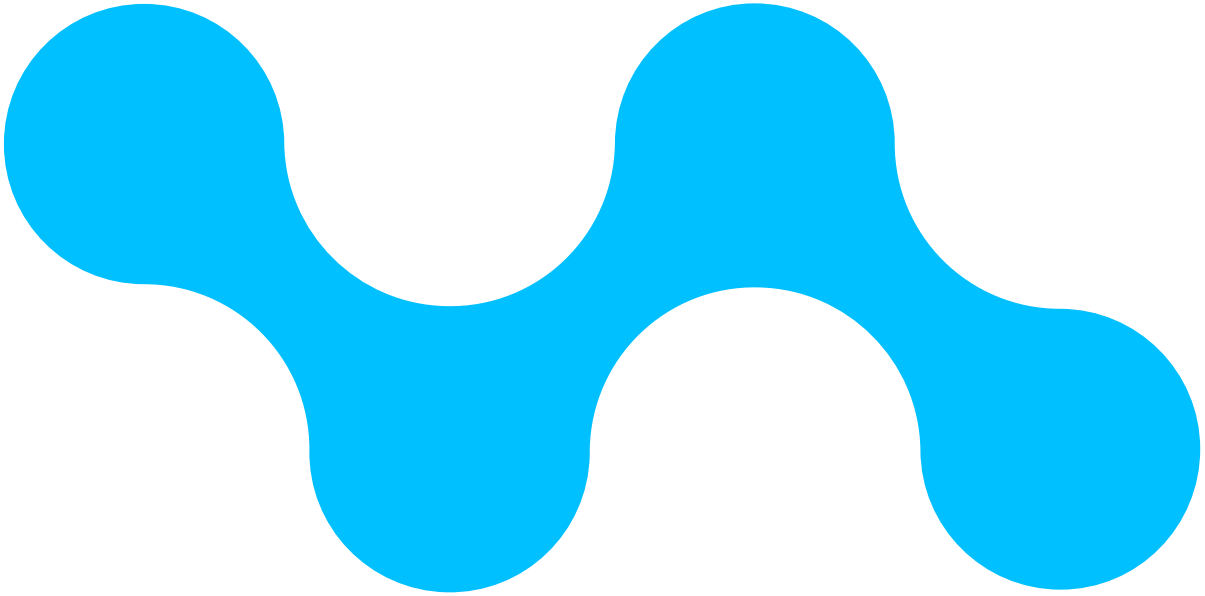

Notice of Annual General Meeting

Service Stream Limited
ABN: 46 072 369 870

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Notice of Annual General Meeting

Notice is given that the 2026 annual general meeting (**AGM**) of members of Service Stream Limited (**Company**) will be held at Service Stream Limited – Level 5, 655 Collins Street, Docklands, Victoria on Wednesday 21 October 2026 at 10.00am (Melbourne time).

Annual financial and other reports

To receive and consider the Company's financial report, sustainability report, directors' report and auditor's reports for the financial year ended 30 June 2026.

Resolution 1 — Adoption of remuneration report

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

"That the remuneration report for the year ended 30 June 2026 be adopted."

Note: The remuneration report is set out on pages 36 to 63 of the Company's 2026 annual report. The vote on this resolution is advisory only and does not bind the directors of the Company.

Note: A voting exclusion applies to this resolution (see section 1 of the Voting Exclusion Statement).

Resolution 2 – Re-election of Brett Gallagher

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

"That Brett Gallagher be re-elected as a director of the Company."

Resolution 3 — Re-election of Sylvia Wiggins

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

"That Sylvia Wiggins be re-elected as a director of the Company."

Resolution 4 — Acquisition of securities by Leigh Mackender under the Company's FY27 Short-Term Incentive Plan

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

"That for the purpose of ASX Listing Rule 10.14 and for all other purposes, the grant of performance rights to the Managing Director, Leigh Mackender under the Company's FY27 Short-Term Incentive Plan, in accordance with the terms of that plan and as described in the explanatory statement, be approved."

Note: A voting exclusion applies to this resolution (see section 2 of the Voting Exclusion Statement).

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Resolution 5 — Acquisition of securities by Leigh Mackender under the Company's FY27 Long-Term Incentive Plan

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

> "That for the purpose of ASX Listing Rule 10.14 and for all other purposes, the grant of 354,729 performance rights to the Managing Director, Leigh Mackender under the Company's FY27 Long-Term Incentive Plan, in accordance with the terms of that plan and as described in the explanatory statement, be approved."

Note: A voting exclusion applies to this resolution (see section 2 of the Voting Exclusion Statement).

Resolution 6 — Refresh of the exemption from the 15% threshold of securities issued under the Service Stream ESOP

To consider and if thought fit pass the following resolution as an **ordinary resolution**:

> "That the issue of securities in the Company under the Service Stream employee share ownership plan 2007 (**Service Stream ESOP**), the terms of which are summarised in the explanatory statement accompanying the notice of this meeting, be approved for the purposes of exception 13(b) of rule 7.2 of the ASX Listing Rules and for all other purposes."

Note: A voting exclusion applies to this resolution (see section 3 of the Voting Exclusion Statement).

By order of the Board:

CJChapman

Chris Chapman
Company Secretary
Date: 16 September 2026

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Notes

1. This year the Company will be hosting the AGM in-person at its Head Office at Level 5, 655 Collins Street, Docklands Victoria.

2. A shareholder entitled to attend and vote at this meeting is entitled to appoint one proxy or, if the shareholder is entitled to cast two or more votes at the meeting, two proxies to attend and vote on behalf of and instead of the shareholder.

3. Where two proxies are appointed, the proxies may vote only if each proxy is appointed to represent a specified proportion of the shareholder's voting rights.

4. A proxy need not be a shareholder.

5. A proxy can be an individual or body corporate.

6. A proxy form accompanies the letter in respect of the AGM. To be valid, the proxy form together with the power of attorney or other authority (if any) under which the form is signed, or a certified copy of that power or authority, must be:

   (a) received by the Company's share registrar, Computershare Investor Services Pty Limited by:

      (1) hand delivery to "Yarra Falls", 452 Johnston Street, Abbotsford, Victoria 3067;

      (2) post to GPO Box 242, Melbourne, Victoria, 3001 Australia; or

      (3) facsimile on 1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia),

      before 10.00am (Melbourne time) on Monday 19 October 2026; or

   (b) received by the Company (addressed to the attention of Mr. Chris Chapman, Company Secretary):

      (1) at its office at Level 5, 655 Collins Street, Docklands, Victoria, 3008; or

      (2) by facsimile to +61 3 9677 8877,

      before 10.00am (Melbourne time) on Monday 19 October 2026.

7. Alternatively, a proxy may be appointed electronically by:

   (a) visiting www.investorvote.com.au and following the instructions provided;

   (b) scanning the QR code on your Proxy Form with your mobile device; or

   (c) visiting www.intermediaryonline.com to submit your voting intentions (for Intermediary Online subscribers (custodians) only),

   before 10.00am (Melbourne time) on Monday 19 October 2026. A proxy cannot be appointed electronically if they are appointed under power of attorney or similar authority. The Company has determined that those persons who are registered as the holders of shares in the Company at

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7.00pm (Melbourne time) on Monday 19 October 2026 will be taken to be the holders of shares for the purposes of determining voting entitlements at this meeting.

8. If you wish to indicate how your proxy should vote, please mark the appropriate votes on the proxy form. If you do not direct a proxy on how to vote on a resolution, your proxy may vote or abstain from voting on that resolution as they see fit (subject to any applicable voting exclusions).

9. If you appoint a proxy, you may still attend and take part in the AGM but you should not vote at the AGM. If you do vote on a resolution at the AGM, your vote on that resolution will be counted instead of any vote by your proxy on that resolution.

10. If you appoint a proxy (other than the Chairman) and direct them how to vote, and they do not attend the AGM or do not vote in favour of the resolution, the Chairman will act in place of your appointed proxy and vote in accordance with your instructions.

11. The Chairman intends to call a poll on each of the resolutions set out in this notice of meeting.

Voting exclusion statement

1. Resolution 1 (adoption of remuneration report):

   The Company will disregard any votes cast on resolution 1 by:

   (a) or on behalf of a member of the key management personnel for the Company, in any capacity (details of whose remuneration are included in the remuneration report, including each director) (**KMP Member**), or a closely related party of a KMP Member; or

   (b) any KMP Member as at the date of the meeting (and their closely related parties) as proxy for another shareholder.

   However, this does not apply to a vote cast on the resolution by:

   (a) a person as proxy for a person who is entitled to vote on the resolution, in accordance with the directions provided by that person on the proxy form; or

   (b) the Chairman, as proxy for a person who is entitled to vote on the resolution, in accordance with an express authorisation to vote undirected proxies on resolution 1 as the Chairman decides, despite the fact that the resolution is connected directly or indirectly with the remuneration of a KMP Member.

2. Resolutions 4 and 5 (acquisition of securities by Leigh Mackender under the Company's FY27 Short-Term Incentive Plan and Long-Term Incentive Plan):

   The Company will disregard any votes cast:

   (a) in favour of resolutions 4 and 5 by or on behalf of Leigh Mackender and his associates, in any capacity; or

   (b) on resolutions 4 and 5 by any KMP Member as at the date of the meeting (and their closely related parties) as proxy for another shareholder.

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However, this does not apply to a vote cast on those resolutions:

(a) by a person as proxy or attorney for a person who is entitled to vote on those resolutions, in accordance with directions given to the proxy or attorney to vote on those resolutions in that way; or

(b) by the Chairman as proxy or attorney for a person who is entitled to vote on those resolutions, in accordance with a direction given to the Chairman to vote on those resolutions as the Chairman decides even though resolutions 4 and 5 are connected with the remuneration of a KMP Member; or

(c) in favour of the relevant resolution, by a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:

i. the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the relevant resolution; and

ii. the holder votes on the relevant resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

3. Resolution 6 (refresh of exemption from 15% threshold of securities issued under the Service Stream ESOP)

The Company will disregard any votes cast in favour of resolution 6 by a person who is eligible to participate in the Service Stream ESOP or an associate of that person. However, this does not apply to a vote cast in favour of the resolution by:

(a) a person as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with directions given to the proxy or attorney to vote on the resolution in that way; or

(b) the Chairman as proxy or attorney for a person who is entitled to vote on the resolution, in accordance with a direction given to the Chairman to vote on the resolution as the Chairman decides; or

(c) a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met:

i. the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an associate of a person excluded from voting, on the resolution; and

ii. the holder votes on the resolution in accordance with directions given by the beneficiary to the holder to vote in that way.

Express authority of the Chairman:

The voting restrictions set out above mean that if you intend to appoint a member of the KMP (such as one of the directors) or one of their closely related parties as your proxy, please ensure that you direct them on how to vote on each of the relevant resolutions. If the Chairman of the meeting is appointed as your proxy, you can direct the Chairman of the meeting how to vote by marking a voting box for each resolution (for example, if you wish to vote for, against or abstain from voting), or you can choose not to mark a voting box for each resolution and give the Chairman of the meeting your express authority to vote your undirected proxy as he sees fit.

The Chairman intends to vote undirected proxies held by him in favour of each resolution. Please refer to this notice of meeting for more information.

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Questions from Shareholders

Your questions relating to the Company that may be relevant to the 2026 AGM are important to us.

In accordance with the *Corporations Act 2001* (Cth) (**Corporations Act**) and the Company's past practice, a reasonable opportunity will be given to shareholders at the meeting to ask questions about, or make comments on, the management of the Company, the remuneration report and the resolutions put forward.

Similarly, a reasonable opportunity will be given to shareholders at the meeting to ask the Company's auditor, PricewaterhouseCoopers, questions relevant to the conduct of the financial report audit and sustainability report review, the preparation and content of the auditor's reports, the accounting policies adopted by the Company in relation to the preparation of the financial statements, the policies adopted by the Company in relation to the preparation of the sustainability report, and the independence of the auditor in relation to the conduct of the audit and review.

Written questions may be submitted by shareholders in advance of the meeting, including questions for PricewaterhouseCoopers.

Shareholders can submit their questions in advance of the meeting by:

1. emailing questions to AGM@servicestream.com.au; or
2. submitting an online question when voting online prior to the meeting at www.investorvote.com.au.

To be considered in advance of the meeting, a written question must be received by no later than 10.00am (Melbourne time) on Monday 19 October 2026. Written questions for the auditor in relation to the content of the auditor's reports or the conduct of the audit or review must be received by 5.00pm (Melbourne time) on Wednesday 14 October 2026.

We will attempt to respond to as many of the more frequently asked questions as possible in the Chairman's and Managing Director's addresses at the 2026 AGM. If we receive a large number of questions, we may not reply on an individual basis.

You will also be able to listen to the addresses made at the 2026 AGM within 2 days after the meeting at https://servicestream.com.au/investor-hub/investor-resources.

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Explanatory statement

General Information

This explanatory statement is an important document and should be read carefully. It comprises part of, and should be read in conjunction with, the notice of the Company's AGM to be held on Wednesday 21 October 2026.

If you have any questions regarding the matters set out in this explanatory statement (or elsewhere in the notice of AGM), please contact the Company, or your stockbroker or other professional adviser.

Resolution 1 — Adoption of remuneration report

There will be an opportunity for shareholders at the meeting to comment on and ask questions about the Company's remuneration report for the year ended 30 June 2026 (**FY26 Remuneration Report**), which appears on pages 36 to 63 of the Company's 2026 annual report. The vote on the proposed resolution adopting the FY26 Remuneration Report is advisory only and will not bind the Company nor its directors. However, the Board will take the outcome of the vote into consideration when reviewing the Company's remuneration policy and practices.

The Corporations Act contains a 'two strikes' rule in relation to remuneration reports. Under this rule, if, at two consecutive AGMs, 25% or more votes were cast against the resolution that the Company's remuneration report be adopted, a 'spill resolution' must be put to the vote at that AGM. If 50% or more shareholders vote in favour of a 'spill' then the entire Board (except the Managing Director) are required to stand for re-election at a further general meeting which must take place within 90 days of the AGM.

At the Company's 2025 AGM, approximately 1.29% of votes were cast against the resolution that the remuneration report be adopted. Accordingly, there is no requirement to allow for a possible spill resolution at this year's AGM under the 'two strikes' rule.

The directors recommend that shareholders vote in favour of resolution 1.

Resolution 2 — Re-election of Brett Gallagher

The Company's constitution states the Company must hold an election of directors at each AGM (rule 7.1(h)) and further that no director who is not a managing director may hold office beyond the third AGM following the meeting at which the director was last elected or re-elected (whichever is the later) (rule 7.1(f)). In determining the number of directors to retire, no account is to be taken of the Managing Director or of a director appointed as an addition to the existing directors and who only holds office until the next AGM. A retiring director is eligible for re-election. In accordance with these requirements, Brett Gallagher retires by rotation at this year's AGM and, being eligible, stands for re-election.

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Brett Gallagher was appointed as Non-Executive Director of the Company in April 2010 and was appointed Chairman on 1 March 2015. Brett brings to the Board extensive commercial and operational expertise, and strategic leadership gained in the telecommunications, utilities, infrastructure and technical services industries. He has spent over 30 years as a senior executive, director and owner of businesses within these sectors. Brett has specific experience in service delivery, contract management, business development, health, safety & environment, corporate finance and mergers & acquisitions.

Brett is an experienced company director and has particular experience in governance and compliance, reporting and investor relations. His current directorships include not-for-profit organisations and several private businesses that operate predominantly in the utilities and services sector.

Brett is Chairman of the Board and a member of the Company's Health, Safety, Environment & Sustainability Committee.

Brett has no other listed company directorships and has held no other listed company directorships in the last three years.

During Brett's tenure as Chair, Service Stream has delivered significant growth and generated substantial value for shareholders, and successfully diversified its operations, positioning the business for long-term success. His leadership has had a positive and lasting influence on the Company, underpinned by a strong commitment to both the Board and the broader organisation.

Over the past three years, Brett has proactively led a comprehensive Board renewal process, ensuring the Board maintains an appropriate balance of skills, experience, and independence. Through this process, he has helped position the Board to continue providing effective oversight and leadership.

The directors (other than Mr. Gallagher) recommend that shareholders vote in favour of resolution 2.

Resolution 3 — Re-election of Sylvia Wiggins

In accordance with the requirements in the Company's constitution, Sylvia Wiggins retires by rotation at this year's AGM and, being eligible, stands for re-election.

Sylvia Wiggins was appointed as a Non-Executive Director of the Company in November 2022. Sylvia Wiggins brings to the Board extensive infrastructure, finance, strategic planning and risk management experience gained across a diverse range of industries including energy, infrastructure, finance, funds management, transport and government in Australia and overseas. She has over 30 years' experience as a CEO, senior executive and strategic advisor across these sectors. Sylvia has specific experience in corporate finance, audit, risk management, contract management, stakeholder engagement and service delivery.

Sylvia is an experienced company director and currently is a Non-Executive Director of ASX listed Southern Cross Media Group Limited. Sylvia serves on a number of private boards including Vocus Communications Group, Ausgrid Group and Lochard Energy Group.

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Sylvia is Chair of the Audit and Risk Committee and a member of the Remuneration and Nomination Committee.

During the last three years, Sylvia held a listed company directorship with Aeris Resources Limited (retired 31 December 2023) and Altium Limited (retired 1 August 2024).

The directors (other than Ms. Wiggins) recommend that shareholders vote in favour of resolution 3.

Resolutions 4 and 5 — Acquisition of securities by Leigh Mackender under the Company's FY27 Short-Term Incentive Plan and Long-Term Incentive Plan

Board Considerations

The Board is of the view that the structure, conditions and operation of the FY27 short-term incentive plan (**STIP**) and long-term incentive plan (**LTIP**) are the most appropriate for the Company.

The Board considers the FY27 STIP and LTIP to be aligned with market expectations on growth performance and structured in a manner that rewards participants for the delivery of performance over the short-term and long-term which is linked to enhancing shareholder value.

Mr. Mackender's current total remuneration package for FY27 is comprised of:

- Total Fixed Remuneration (**TFR**): $1,199,078.38 (inclusive of superannuation);
- STIP: 70% of TFR, $839,354.87, at target (with an opportunity to receive a maximum STIP award equal to 80% of his TFR, being $959,262.71); and
- LTIP: 75% of TFR, $899,308.79, at target.

The non-executive directors of the Company have concluded that the remuneration package for Mr. Mackender (including the proposed grant of securities under the FY27 STIP and LTIP) is reasonable and appropriate to the circumstances and complexity of the Company and the duties and responsibilities of Mr. Mackender.

Further details on the Company's remuneration framework are set out in the Company's 2026 remuneration report.

Resolution 4 — Short-Term Incentive Plan

Under the FY27 STIP, Mr. Mackender is entitled to an STIP award should the relevant performance targets be achieved. The achievement of "at target" performance under the STIP will entitle Mr. Mackender to an award of 70% of his TFR, with an opportunity to receive a maximum STIP award equal to 80% of his TFR, where "stretch" performance is achieved.

The exact amount of the STIP award which Mr. Mackender will receive, if any, will be subject to performance measures linked to the Company's financial performance and Mr. Mackender's

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individual performance over the financial year, with the maximum STIP award only being realised if a specified stretch target is achieved. The performance measures will be set by the Board each year.

The FY27 STIP targets are based on financial performance relative to Board determined budgets (as to 60%), individual components (as to 30%) and safety components (as to 10%). The financial measures are Group EBITDA[1] and OCFBIT[2], while the individual performance measures will relate to key business drivers set by the Board. The safety component will relate to safety performance measures set by the Board.

Where Mr. Mackender becomes entitled to receive a STIP award, it will be paid in the following way:

(a) 50% of the STIP award will be paid in cash following the end of the performance year;

(b) 50% of the STIP award will be settled in performance rights. The actual number of performance rights that Mr. Mackender will receive will be determined by dividing that amount by the volume-weighted average market price (**VWAP**) of the Company's shares over 10 days of trading following the release of the Company's FY27 full-year results. Those performance rights will vest in the following way:

    (1) 50% will vest 12 months from the end of the performance year (being in or around August 2028) (**Tranche 1**); and

    (2) 50% will vest 24 months from the end of the performance year (being in or around August 2029) (**Tranche 2**),

    (**STIP Performance Rights**).

The key terms of the FY27 STIP, including those that will be applicable to Mr. Mackender, are summarised as follows:

(a) Each STIP Performance Right is a right to receive one ordinary share in the Company upon vesting.

(b) Tranche 1 of the STIP Performance Rights will automatically vest on release of the Company's audited FY28 preliminary final report. Tranche 2 of the STIP Performance Rights will automatically vest on release of the Company's audited FY29 preliminary final report. However, they will lapse if prior to vesting Mr. Mackender ceases to be an employee, and the Board determines that he is not a 'good leaver' under the terms of the FY27 STIP.

(c) The STIP Performance Rights will not carry dividend or voting rights. However, for each STIP Performance Right that vests, Mr. Mackender will receive a cash payment equal to the value of any dividends paid by the Company between the date the STIP Performance Right is granted and the date it vests.

(d) The Board retains the discretion to settle the STIP Performance Rights in the form of cash.

[1] Earnings before interest, tax, depreciation and amortisation, non-operational costs and adjustments for equity accounted joint ventures.
[2] Operating Cashflow before interest and tax.

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ASX Listing Rule 10.14 relevantly states that an entity must not permit a director to acquire securities under an employee incentive scheme without the approval of shareholders. As a result, shareholder approval is being sought for the proposed grant of STIP performance rights to Mr. Mackender. The number of performance rights Mr. Mackender actually receives, if any, will depend on the value of the STIP awarded and the Company's share price at the time of granting the performance rights.

If the grant of the STIP Performance Rights to Mr. Mackender is not approved by shareholders, Mr. Mackender will be entitled to a cash payment equal to 50% of the STIP award (resulting in 100% of the STIP award paid in cash).

Further details on the Company's STIP scheme are set out in the Company's 2026 remuneration report.

Resolution 5 — Long-Term Incentive Plan

For the financial year ending 30 June 2027, the directors determined to make available a tranche of performance rights (**FY27 LTIP Tranche**) to senior executives of the Company, including Mr. Mackender, as a long-term incentive. The directors have determined to make 354,729 performance rights available to Mr. Mackender under the FY27 LTIP Tranche subject to shareholder approval.

ASX Listing Rule 10.14 relevantly states that an entity must not permit a director to acquire securities under an employee incentive scheme without the approval of holders of ordinary shares. Subject to shareholder approval, it is proposed that Mr. Mackender will acquire 354,729 performance rights under the terms of the FY27 LTIP Tranche (and subsequently, shares underlying those performance rights to the extent that the relevant vesting criteria are satisfied).

The key terms of the FY27 LTIP Tranche, including those that will be applicable to Mr. Mackender, are summarised as follows:

(a) Each participating senior executive may acquire performance rights for nil consideration. The number of performance rights offered to an executive is calculated by reference to the executive's TFR, a long-term incentive participation rate (75% of TFR for Mr. Mackender) and an issue price of $2.5352 per share.

(b) Each performance right entitles the holder to be issued one ordinary share in the Company for nil consideration provided they remain an employee of the Company on 30 June 2029 and/or provided that certain other vesting conditions have been satisfied, including those described below.

The performance rights granted will each vest where the following vesting conditions are met:

(a) 50% of the performance rights granted will vest where the Company's Adjusted Earnings Per Share (**EPS**), measured using a point-to-point compound annual growth rate (**CAGR**) over the three financial years ending 30 June 2029 (**Performance Period**) meet the growth targets over the Performance Period (**EPS Target**); and

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(b) 50% of the performance rights granted will vest where the Company's Total Shareholder Return (**TSR**) over the Performance Period is such that it would rank in the top quartile of a relevant peer group of companies (being the ASX200 industrials).

The performance rights are subject to proportional vesting according to the tables below where the vesting conditions specified above are not fully met.

Earnings Per Share (50% weighting)

The growth performance condition is based on the Company's EPS CAGR over the Performance Period. The tranche of performance rights will vest on a pro-rata basis upon achieving annual EPS CAGR growth of between 5% and 10%.

The performance vesting scale that will apply to the performance rights which are subject to the EPS Target is outlined in the table below:

EPS CAGR	Percentage of performance rights which qualify for vesting subject to the EPS condition
< 5%	0%
5%	50%
Above 5% and less than 10%	Straight-line vesting (i.e., 10% incremental vesting for each 1% of EPS CAGR delivered)
10% or more	100%

Relative Total Shareholder Return (50% weighting)

The relative TSR performance condition is based on the Company's TSR performance relative to the TSR of comparative companies, as at the start of the Performance Period and measured over the Performance Period. If the TSR in the comparison group is ranked from highest to lowest, the median TSR is the percentage return to shareholders that exceeds the TSR for half of the comparison companies. The 75th percentile TSR is the percentage return required to exceed the TSR for 75% of the comparison companies.

The performance vesting scale that will apply to the performance rights which are subject to the TSR test is outlined in the table below:

The Company's TSR ranking	Percentage of performance rights which qualify for vesting subject to the TSR condition
< 50th percentile	0%
50th percentile	50%

Above 50th and below 75th percentile	straight-line vesting (i.e., 2% incremental vesting for each percentile ranking achieved)
75th percentile and above	100%

Other matters relating to LTIP

Performance rights vest when the Company determines that the vesting conditions have been met. The shares underlying the performance rights must be issued within 14 days of the later of that date and the date on which the Company releases its results for the financial year ended 30 June 2029.

The executive will not have any rights in respect of shares in the Company underlying any performance rights acquired under the FY27 LTIP Tranche (such as dividend and voting rights) unless and until the shares are issued.

Where an executive ceases to be employed by the Company, the Board will determine if the executive is a 'good leaver'. If the executive is determined to be a good leaver then the number of the performance rights held by that executive that have not been exercised will lapse subject to an agreed formula which takes into consideration the number of months between cessation of employment and the end of the performance period. Any performance right that does not lapse remains eligible to vest in accordance with the performance conditions. If the executive is not determined to be a good leaver then all performance rights will lapse. A good leaver may include those executives who cease to be employed by the Company due to death, serious disability, permanent incapacity, retirement, redundancy or agreed cessation.

If the grant of performance rights to, and acquisition of shares by, Mr. Mackender is not approved by shareholders, Mr. Mackender will be entitled to a cash payment equal to the market value of the shares that would have been issued to him had shareholder approval been obtained.

Additional information for the purpose of ASX Listing Rule 10.15

ASX Listing Rule 10.14 also states that the notice of meeting to obtain shareholder approval must comply with ASX Listing Rule 10.15. The Company has prepared this notice of meeting so that it complies with ASX Listing Rule 10.15, and provides the following additional information for that purpose:

(a) The grant of performance rights under the FY27 STIP and FY27 LTIP Tranche is to Mr. Leigh Geoffrey Mackender, who in accordance with ASX Listing Rule 10.14.1, is a director of the Company.

(b) The value attributed by the Company to the performance rights proposed to be granted to Mr. Mackender under the FY27 LTIP Tranche is $899,308.79, being 75% of Mr. Mackender's TFR. The value that Mr. Mackender actually receives from the grant will depend on the number of performance rights that vest (if any) and the value of the Company's shares at that time.

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(c) The number of securities that have previously been issued to Mr. Mackender under the Company's Short-Term Incentive Plan are:

- Under the FY24 STIP, 25% of the STI awarded to Mr. Mackender, being $122,259 was provided as 83,739 performance rights (using an issue price of $1.46, being the 10-day VWAP following the release of the Company's FY24 full-year results). All of those performance rights vested in September 2025.
- Under the FY25 STIP, 50% of the STI awarded to Mr. Mackender, being $417,413.50 was provided as 198,475 performance rights (using an issue price of $2.1031, being the 10-day VWAP following the release of the Company's FY25 full-year results). Subject to those performance rights vesting, Mr. Mackender will be entitled to be issued 50% of all of the shares underlying those performance rights in September 2026 and the remaining 50% in September 2027.
- Under the FY26 STIP, 50% of the STI awarded to Mr. Mackender, being $409,804.67 was provided as 161,646 performance rights (using an issue price of $2.5352, being the 10-day VWAP following the release of the Company's FY26 full-year results). Subject to those performance rights vesting, Mr. Mackender will be entitled to be issued 50% of all of the shares underlying those performance rights in September 2027 and the remaining 50% in September 2028.

(d) The number of securities that have previously been issued to Mr. Mackender under the Company's current long-term incentive plan are:

- At the 2025 annual general meeting, shareholders approved the acquisition by Mr. Mackender of 413,151 performance rights under the FY26 LTIP Tranche (and up to 413,151 fully paid ordinary shares in the Company underlying and issued in accordance with the terms of those performance rights). Assuming that Mr. Mackender is entitled to be issued all of the shares underlying those performance rights, he would be issued 413,151 ordinary shares in September 2028 for no consideration. Further details in relation to the acquisition of those performance rights are contained in the Company's 2025 notice of annual general meeting;
- At the 2024 annual general meeting, shareholders approved the acquisition by Mr. Mackender of 577,801 performance rights under the FY25 LTIP Tranche (and up to 577,801 fully paid ordinary shares in the Company underlying and issued in accordance with the terms of those performance rights). Assuming that Mr. Mackender is entitled to be issued all of the shares underlying those performance rights, he would be issued 577,801 ordinary shares in September 2027 for no consideration. Further details in relation to the acquisition of those performance rights are contained in the Company's 2024 notice of annual general meeting; and

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- At the 2023 annual general meeting, shareholders approved the acquisition by Mr. Mackender of 916,342 performance rights under the FY24 LTIP Tranche (and up to 916,342 fully paid ordinary shares in the Company underlying and issued in accordance with the terms of those performance rights). Of the vesting conditions applicable to the FY24 LTIP, both the EPS CAGR and TSR vesting conditions were met. With Service Stream's EPS CAGR being 10% or more and TSR ranking being in the 75th percentile and above, 100% of the performance rights approved by shareholders to be acquired by Mr. Mackender vested and 916,342 fully paid ordinary shares in the Company were issued to Mr. Mackender. Details in relation to those performance rights are contained in the Company's 2023 notice of annual general meeting.

(e) No consideration is payable by Mr. Mackender for any performance rights granted to him (or ordinary shares underlying those performance rights issued to him) under the FY27 LTIP or the FY27 STIP.

(f) Mr. Mackender is the only director, associate of a director or other person referred to in ASX Listing Rule 10.14 who may be granted performance rights under the FY27 LTIP Tranche or FY27 STIP (or issued shares underlying those performance rights). As at the date of this notice of meeting, no securities have been issued under the FY27 LTIP Tranche or FY27 STIP to any director or other person referred to in ASX Listing Rule 10.14.

(g) No loans have been (or will be) given by the Company to Mr. Mackender in relation to the grant of the FY27 STIP and FY27 LTIP performance rights or his acquisition of the shares underlying these rights.

(h) Each annual report of the Company relating to a period in which performance rights or shares have been issued, granted to, or acquired by, a director, an associate of a director or other person referred to in ASX Listing Rule 10.14 will include:

(1) details of any such issue, grant or acquisition; and

(2) a statement that approval for the issue of those securities to those persons was obtained under ASX Listing Rule 10.14.

(i) Any additional persons referred to in ASX Listing Rule 10.14 who become entitled to participate in the FY27 LTIP Tranche or STIP after resolutions 4 and 5 have been passed and who were not named in this notice of meeting will not participate in the FY27 LTIP Tranche or STIP until approval is obtained under ASX Listing Rule 10.14.

(j) If resolution 4 is passed, the FY27 STIP performance rights (if any) will be granted to Mr. Mackender on release of the Company's FY28 financial results (being 12 months from the award of the FY27 STIP).

(k) If resolution 5 is passed, the FY27 LTIP performance rights will be granted to Mr. Mackender as soon as reasonably practicable following the AGM, and in any event by no later than 30 October 2026. Any underlying shares which Mr. Mackender is entitled to acquire will be

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issued within 14 days of the later of the date that the Company determines that the vesting conditions have been met and the date on which the Company releases its results for the financial year ended 30 June 2029, which will be on or before 30 August 2029.

The directors (other than Mr. Mackender) recommend that shareholders vote in favour of resolutions 4 and 5.

Resolution 6 — Refresh of the exemption from the 15% threshold of securities issued under the Service Stream ESOP

In 2007, the directors of the Company established and implemented the Service Stream ESOP.

In 2011, the directors of the Company established a Long-Term Incentive Plan (**LTIP**) for qualifying senior employees to be administered under the Service Stream ESOP and subsequently issued performance rights and securities.

In 2014, the directors of the Company developed an Executive Share-based Incentive Plan (**ESBIP**) to also be administered under the Service Stream ESOP. The ESBIP was offered to the Managing Director and a small number of other executives of the time, replacing participation in both the STIP and LTIP for financial years commencing FY15 up to and including FY19. From FY20 the ESBIP ceased to be in operation and eligible executives reverted back to the Company's STIP and LTIP.

Rule 7.1 of the ASX Listing Rules requires the Company to obtain shareholder approval if it wishes to issue, or agrees to issue, equity securities in a 12-month period in excess of 15% of the ordinary securities in the Company on issue at the commencement of the 12-month period.

Rule 7.1 is subject to a number of exceptions which are set out in rule 7.2. One of the exceptions set out in rule 7.2 is where the issue has occurred under an employee incentive scheme and shareholders have approved the issue of securities under that employee incentive scheme as an exception to rule 7.1 within 3 years before the date of issue (exception 13(b)).

At the Company's annual general meeting held on 18 October 2023, shareholders approved the issue of securities under the Service Stream ESOP as an exception to rule 7.1, and hence the ability to issue securities under the Service Stream ESOP as an exception to rule 7.1 will expire on 18 October 2026. As such, the purpose of resolution 6 is to refresh the approval of shareholders for further issues of securities under the Service Stream ESOP as an exception to rule 7.1.

Exception 13(b) of rule 7.2 of the ASX Listing Rules requires the notice of meeting to include a summary of the terms of the scheme, and information about the number of securities issued under the scheme since the date of the last approval by shareholders, the maximum number of securities proposed to be issued under the scheme following the approval being sought and a voting exclusion statement. The scheme, in this case, is the Service Stream ESOP and the terms of the scheme are summarised below.

The following is a summary of the objectives and terms of the Service Stream ESOP:

(a) Objectives: The objectives of the Service Stream ESOP are:

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(1) to motivate and retain employees and directors of the Company and its subsidiaries (**Group**);

(2) to attract quality employees and directors to the Group;

(3) to create commonality of purpose between the employees and directors and the Group; and

(4) to add wealth for all shareholders of the Company through the motivation of the Group's employees and directors,

by allowing employees and directors to share the rewards of the success of the Group as holders of securities in the Company.

(b) Participation: Any person who is:

(1) an employee of the Group; or

(2) a director of the Company who holds a salaried employment or office in the Group,

(**Eligible Person**) is eligible to participate in the Service Stream ESOP. Participation by an eligible director would currently require separate specific shareholder approval under rule 10.14 of the ASX Listing Rules except where:

(1) the participation is by way of a purchase of the relevant securities on market by, or on behalf of, the eligible director (or their associates), and

(2) the terms of the scheme permit such purchases.

Participation is by invitation of the directors only.

(c) Acquisition of securities: The Service Stream ESOP provides for the acquisition by, or for the benefit of, Eligible Persons of ordinary shares in the Company, options over ordinary shares and/or rights to or interests in such shares or options (**Securities**). The acquisition may be made directly by the Eligible Person (or his or her approved nominee) or the Company may arrange for a trust to be established for the benefit of Eligible Persons and for the trustee to acquire and hold the Securities on trust for the Eligible Persons.

(d) Acquisition price: Securities may be offered for acquisition by, or for the benefit of, an Eligible Person under the Service Stream ESOP at any price determined by the board of directors of the Company, including for nil consideration. This provides the Company with the greatest flexibility to reward Eligible Persons, including allowing the Company to provide ordinary shares in the Company to Eligible Persons for no consideration as a bonus. Payment for the acquisition of Securities may be provided by the Company through the provision of loans (see (q) and (r) below), by Eligible Persons or by a combination of both.

(e) Restrictions: Under the Service Stream ESOP, the directors of the Company may make the allocation or acquisition of Securities by, or on behalf of, an Eligible Person subject to satisfaction of performance, eligibility or other vesting criteria (**Vesting Criteria**) where failure to satisfy any Vesting Criteria may result in the forfeiture of the Eligible Person's

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entitlement, in whole or in part. The application of Vesting Criteria (if any) is at the discretion of the directors. In addition, the directors may impose restrictions on dealing in Securities which are acquired under the Service Stream ESOP.

(f) Control of Securities: Where an Eligible Person participates in the Service Stream ESOP and Securities are acquired by, or for the benefit of, the Eligible Person, the terms of participation may authorise the Company to do all that is necessary or appropriate for the Company to ensure the Securities are not disposed of or encumbered prior to the satisfaction of any Vesting Criteria or the cessation of any restrictions on dealing, including by applying a holding lock in respect of the Securities (if they are uncertificated) or by retaining the certificates in respect of the Securities (if they are certificated).

(g) Nomination: If approved by the Company, an Eligible Person may nominate an associate to take up or apply for any Securities or loan that the Eligible Person is offered, allocated or invited to apply for under the Service Stream ESOP.

(h) No limit on issues: Subject to the maximum total number of Securities proposed to be issued under the Service Stream ESOP following the shareholder approval over the three-year period from the date of this AGM (as set out below), there is no limit on the number of Securities that may be acquired by Eligible Persons under the Service Stream ESOP.

(i) Ranking of shares: Unless the board of directors of the Company otherwise provides, all new fully paid ordinary shares issued to, or for the benefit of, Eligible Persons under the Service Stream ESOP will rank from the date of issue equally with the other fully paid ordinary shares in the Company then on issue.

(j) Nature of options: Any options acquired under the Service Stream ESOP will, when the option becomes exercisable, entitle the holder, on payment of the exercise price, to have issued to the holder 1 fully paid ordinary share in the Company.

(k) Terms of options: The number of any options to be issued, any consideration for the issue of options, the exercise period and the exercise price will be determined by the directors of the Company. The directors are also given the power to specify vesting conditions which must be satisfied before options can be exercised.

(l) Ordinary shares issued on exercise of options: The ordinary shares issued on the exercise of any options under the Service Stream ESOP will from the date of their issue rank equally with all other fully paid ordinary shares in the Company then on issue.

(m) Variation to the number and exercise price of options: A holder of any options issued under the Service Stream ESOP will, in accordance with the ASX Listing Rules, be entitled to have the number of options, the exercise price of the options and/or the number of shares underlying the options varied in the event of a bonus issue, rights offer or reconstruction of the share capital of the Company.

(n) Termination of options: Any options which are not exercised by their expiry date will terminate. Any options that are the subject of a vesting condition will also terminate if the

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vesting condition is not met or cannot be met. Further, the Company may impose any other termination event for any options at the time of acquisition, and also has the power to waive a termination event or vesting condition, or to postpone termination.

(o) Amendments to the rules of the Service Stream ESOP: The Company may amend the rules of the Service Stream ESOP, subject to any requirements of the Corporations Act and subject to obtaining any approval of shareholders required under the ASX Listing Rules.

(p) Suspension or termination of the Service Stream ESOP: The Company may suspend the operation of the Service Stream ESOP or terminate it at any time. Suspension or termination would not prejudice the existing rights of any person who previously acquired Securities under the plan.

(q) Provision of loans: The Service Stream ESOP also allows the Company to provide loans to Eligible Persons to fund:

(1) the subscription for, or other acquisition of, Securities offered or allocated to, or for the benefit of, Eligible Persons; and/or

(2) the exercise of any options or other rights issued to, or for the benefit of, Eligible Persons.

(r) Terms of loans: The loans that may be provided to Eligible Persons to fund the acquisition of Securities or exercise of options or other rights that are Securities are to be on such terms as are determined by the directors of the Company. Further, the Service Stream ESOP specifically provides that a loan provided to an Eligible Person may be:

(1) interest free;

(2) non-recourse or limited recourse;

(3) satisfied by payment to the Company of the proceeds of the sale of the Eligible Person's Securities or by the transfer of those Securities to the Company or its nominee; and

(4) secured (including by the Company taking security over the shares in the Company acquired by the Eligible Person under the Service Stream ESOP) or unsecured.

Further, where a loan is provided to fund the acquisition of Securities, subject to the terms of the relevant loan agreement, the Securities may not, without the prior written consent of the Company, be sold, transferred, mortgaged, charged or otherwise disposed of or encumbered prior to repayment of the loan.

A copy of the Service Stream ESOP may be inspected at the Company's office at Level 5, 655 Collins Street, Docklands, Victoria, 3008. Please contact the Company Secretary, Mr. Chris Chapman, on 03 9677 8888 if you have any questions or wish to make arrangements to inspect the plan.

During the period commencing on 18 October 2023 (being the date the Service Stream ESOP was last approved by shareholders) and the date of the notice of meeting, the Company has:

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(a) issued or transferred 8,518,305 fully paid ordinary shares in the Company to senior employees and executives in respect of performance rights that vested under the FY22 and FY23 LTIP tranches;

(b) issued or transferred 980,563 fully paid ordinary shares in the Company to executives in respect of performance rights that vested under the FY24 and FY25 STIP tranches (including those issued to Mr. Mackender under the FY24 and FY25 STIP tranches);

(c) issued 8,923,153 performance rights to senior employees and executives under the FY24 and FY25 LTIP tranches (including those issued to Mr. Mackender under the FY24 and FY25 LTIP tranches), that remain subject to vesting;

(d) issued 467,340 performance rights to executives under the FY26 STIP (including those issued to Mr. Mackender under the FY26 STIP), that remain subject to vesting; and

(e) issued or transferred 1,866,601 fully paid ordinary shares in the Company to eligible employees who elected to participate in the Employee Share Ownership Plans for FY24, FY25 and FY26,

under the Service Stream ESOP.

The maximum number of Securities proposed to be issued under the Service Stream ESOP following the shareholder approval over the three-year period from the date of this AGM is approximately 10 million (representing, in aggregate, approximately 1.6% of the issued capital of the Company as at the date of this notice of meeting). This number is not intended to be a prediction of the actual number of Securities to be issued under the Service Stream ESOP but simply a maximum number specified for the purposes of setting a ceiling on the number of Securities approved to be issued under and for the purposes of exception 13 of rule 7.2 of the ASX Listing Rules.

If resolution 6 is passed, the actual number of Securities issued under the Service Stream ESOP will be excluded in calculating the number of equity securities issued by Service Stream under ASX Listing Rule 7.1 without shareholder approval over the 12 month period following their issuance. If resolution 6 is not passed, the actual number of Securities issued under the Service Stream ESOP will be included in calculating the number of equity securities issued by Service Stream under ASX Listing Rule 7.1 without shareholder approval over the 12 month period following their issuance.

Please note a voting exclusion applies to this resolution — please refer to page 5 of this notice of meeting.

The directors (other than Mr. Mackender) recommend that shareholders vote in favour of resolution 6. As Mr Mackender is eligible to participate in incentive arrangements that are administered under the Service Stream ESOP and, subject to obtaining any necessary shareholder approval, will do so, he does not consider it appropriate for him to make a recommendation in relation to resolution 6.

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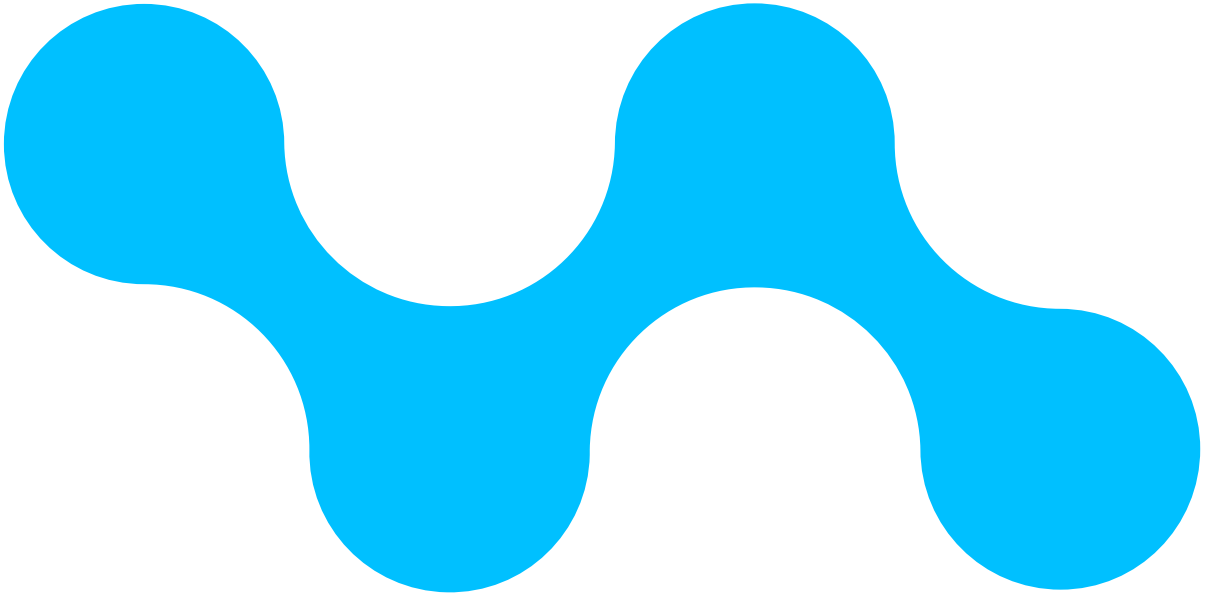

Notice of Annual General Meeting

Service Stream Limited
ABN: 46 072 369 870

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Corporate Directory

Directors

Brett Gallagher
Leigh Mackender
Elizabeth Ward
Martin Monro
Sylvia Wiggins
Brent Dennison

Company Secretary

Chris Chapman
Jamie O'Brien

Registered Office

Level 5
655 Collins Street
Docklands Victoria 3008

Tel: +61 3 9677 8888
Fax: +61 3 9677 8877
www.servicestream.com.au

Bankers

Australia & New Zealand Banking Group
Commonwealth Bank of Australia
HSBC Bank Australia Limited
Westpac Banking Corporation

Share Registry

Computershare Investor Services Pty Limited
Yarra Falls
452 Johnston Street
Abbotsford Victoria 3067

Tel: 1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)
Fax: +61 3 9473 2500

Auditors

PricewaterhouseCoopers

ServiceStream

Service Stream Limited
ABN 46 072 369 870

SSM

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Need assistance?

Phone:
1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)

Online:
www.investorcentre.com/contact

YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **10:00am (Melbourne time) on Monday, 19 October 2026.**

Proxy Form

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How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

PARTICIPATING IN THE MEETING

Corporate Representative
If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select "Printable Forms".

Lodge your Proxy Form: XX

Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is

Control Number: 999999
SRN/HIN: I9999999999
PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia

PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

☐ **Change of address.** If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with '**X**') should advise your broker of any changes.

I 9999999999 I ND

Proxy Form

Please mark ☒ to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

XX

I/We being a member/s of Service Stream Limited hereby appoint

☐ **the Chairman of the Meeting** **OR** ☐

PLEASE NOTE: Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of Service Stream Limited to be held at Service Stream Limited, Level 5, 655 Collins Street, Docklands, VIC 3008 on Wednesday, 21 October 2026 at 10:00am (Melbourne time) and at any adjournment or postponement of that meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Resolutions 1, 4, 5 and 6 (except where I/we have indicated a different voting intention in step 2) even though Resolutions 1, 4, 5 and 6 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Resolutions 1, 4, 5 and 6 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

		For	Against	Abstain
Resolution 1	Adoption of remuneration report	☐	☐	☐
Resolution 2	Re-election of Brett Gallagher	☐	☐	☐
Resolution 3	Re-election of Sylvia Wiggins	☐	☐	☐
Resolution 4	Acquisition of securities by Leigh Mackender under the Company's FY27 Short-Term Incentive Plan	☐	☐	☐
Resolution 5	Acquisition of securities by Leigh Mackender under the Company's FY27 Long-Term Incentive Plan	☐	☐	☐
Resolution 6	Refresh of the exemption from the 15% threshold of securities issued under the Service Stream ESOP	☐	☐	☐

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s)

This section must be completed.

Individual or Securityholder 1	Securityholder 2	Securityholder 3	
			/ /
Sole Director & Sole Company Secretary	Director	Director/Company Secretary	Date

Update your communication details *(Optional)*

By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

Mobile Number	Email Address

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