

Shareholder Communication

Risk and Assurance

MGL-POL-030

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i Purpose

This document forms part of the Monadelphous Group Limited (MGL) Corporate Governance Framework and details the Company's approach and commitment to the disclosure of information concerning the Company to third parties.

This document has been prepared in line with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 3rd Edition.

ii Scope

This document applies to all Monadelphous Group employees

III Policy

Monadelphous Group Limited respects the rights of shareholders and supports governance practices that are designed to promote effective engagement with its shareholders, both retail and institutional.

The Company will empower its shareholders by providing them with clear and balanced information about its business and performance.

The Company is committed to communicating effectively with its shareholders and where practicable, will take advantage of technologies that provide:

- Appropriate opportunities for more effective communications between the Company or Share Registry and shareholders; and
- Access to presentations and materials for shareholders unable to be physically present at meetings.

The Company has a website and will use it to complement the official release of material information to the market. In particular:

- All ASX announcements made to the market will be made available to investors on the Company's website as soon as practical following confirmation of release; and
- Webcasts of analyst or media briefings and general meetings, notice of meetings and related explanatory materials will also be provided.

Investor and analyst briefings

The Company publicly reports financial results twice a year, in accordance with the Corporations Act and the ASX Listing Rules. Financial results for the first half (for the six months ending 31 December) are reported in February, while the full year results (for the 12 months ending 30 June) are reported in August.

On these occasions, the Company releases to the ASX:

- The relevant financial report for the period;
- A media release; and
- An investor and analyst presentation.

This material is subsequently made available on the Company's website.

Following the release of the financial results to the ASX, the Company holds an investor and analyst briefing. This presentation is generally delivered by the Managing Director and Chief Financial Officer, and includes a question and answer session following the formal presentation. This presentation is webcast which enables interstate and overseas participation in the briefing, including the ability to ask questions.

The investor and analyst briefing is typically supported by an investor roadshow, including one-on-one and group meetings with key investors and analysts. Discussions in these meetings are restricted to information previously disclosed to the market.

Advance notification of the investor and analyst briefings associated with the release of the financial results is provided via the Company's website including a link to the webcast for registration and live viewing. An archive copy of the most recent webcast of the Investor and Analyst presentation is available to shareholders on the Company's website.

Annual General Meeting

The Company's Annual General Meeting (AGM) is typically held in late November each year.

The time, date and location of the AGM are available to shareholders in the Notice of Meeting and from the Company's website. The AGM pack is lodged with the ASX and sent to shareholders, in accordance with the timeframes set out in the Corporations Act.

Shareholders are encouraged to attend the AGM or, if they are unable to do so, they are encouraged to utilise the proxy form to vote on any resolutions to be decided at the meeting.

At the AGM, shareholders have the opportunity to ask questions about, or make comments on the Company's operations and performance. Shareholders may also direct questions and comments to the Company's external auditor, who attends the AGM, on the conduct of their audit of the Company's annual financial report, the preparation and content of the auditor's report, the accounting policies adopted by the Company and the auditor's independence.

Shareholders are also able to submit questions prior to the AGM. The Chairman and Managing Director typically respond to a number of shareholder questions that are raised prior to the AGM in their address at the meeting.

A webcast of the AGM is made available to shareholders on the Company's website, enabling shareholders unable to attend to view the meeting.

Following the AGM, the results of voting on any resolutions are released to the ASX and are also made available on the Company's website.

Shareholder enquiries

Shareholders with queries relating to their holding of the Company's shares can contact the Share Registry which provides a call centre to assist with matters including shareholdings, changes of address, dividend information, tax file numbers and withholding tax.

The Company's Share Registry is administered by Computershare Investor Services Pty Limited. Contact details are available from the Company's website.

Shareholder or investor questions of a more specific nature should be directed to the Company's Investor Relations Manager.

Review of Policy

The Board will review this policy at least every three years.

This policy has been developed in alignment with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations and the Australasian Investor Relations Association Best Practice Investor Relations: Guidelines for Australasian Listed Entities. It has also been developed to ensure compliance with the Company's obligations under the ASX Listing Rules and the Corporations Act.



CGB Rubino
Chairman