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| Constitution of [Water Organisation] Limited | |
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**Notes for using this template:**

* This template contains rules to govern a single-shareholder water organisation delivery model for water services. It includes the minimum requirements of the Companies Act 1993, the Local Government Act 2002, the Local Government (Water Services Preliminary Arrangements) Act 2024, the [Local Government (Water Services) Bill] and provides further detail on requirements and matters for the Board of the [Water Organisation].
* Have a go at preparing a first draft of the Constitution by completing the details highlighted in yellow to assist you. Please note that this Constitution will create legally binding obligations for the [Water Organisation], so it is important to ensure that it will be able to comply with these obligations.
* For further guidance in preparing this template, please refer to the *Guidance Material – Constitution (Single Council)* for more information.

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# Definitions and Interpretation

## In this Constitution, unless the context otherwise requires:

"**Board**" means Directors who number not less than the required quorum, acting together as a board of Directors.

"**Board Skills Matrix**" means the skills matrix set out in Schedule 4.

"**Business Day**" means a day (other than a Saturday, a Sunday or a public holiday) on which registered banks are open for business in [   ], New Zealand.

"**Chair**" means the chair of the Board appointed in accordance with clause 12.8.

"**Companies** **Act**" means the Companies Act 1993.

"**Company**" means [Water Organisation] Limited.

"**Constitution**" means this constitution of the Company (including the Schedules) and all amendments to it from time to time.

"**Director**" means a person appointed as a director of the Company in accordance with this Constitution.

"**Financial Year**" has the meaning set out in the LG(WS) Act.

"**Independent Director**" means a Director who is neither a current elected member nor a current employee of any Local Authority.

"**LGA**" means the Local Government Act 2002.

"**LG(WS) Act**" means the [*insert legislation name as enacted, which is to be titled the Local Government (Water Services) Act 2024 under clause 1 of the Local Government (Water Services) Bill 11*].

"**Local Authority**" has the meaning set out in the LGA.

"**Reserved Matters**" means matters of the nature listed in Schedule 3.

"**Service Area**" has the meaning set out in the LG(WS) Act.

"**Shares**" means the shares in the Company on issue from time to time.

"**Shareholder**" means any person for the time being registered in the Company's share register as the holder of one or more Shares in the Company.

"**Statement of Expectations**"has the meaning given to it in LG(WS) Act.

"**Subsidiary**" has the meaning set out in the Companies Act.

"**Water Organisation**" has the meaning set out in the LG(WS) Act.

"**Water Services**" has the meaning set out in the LG(WS) Act, which shall be the water services transferred by the Shareholders to the Company in accordance with the Transfer Agreement between the Shareholder and the Company.

"**Water Services Annual Budget**" has the meaning set out in the LG(WS) Act.

"**Water Services Annual Report**" has the meaning set out in the LG(WS) Act.

"**Water Services Strategy**" has the meaning set out in the LG(WS) Act.

## **Interpretation**: In this Constitution, the following rules of interpretation apply, unless the context requires otherwise:

### headings are for convenience only and do not affect interpretation;

### the singular includes the plural and vice versa, and a gender includes other genders;

### another grammatical form of a defined word or expression has a corresponding meaning;

### words in this Constitution have the same meaning as in the Companies Act unless inconsistent with the context;

### a reference to a party, person or entity includes:

#### an individual, firm, company, trust, partnership, joint venture, association, corporation, body corporate, estate, state, government or any agency thereof, municipal or local authority and any other entity, whether incorporated or not (in each case whether or not having a separate legal personality); and

#### an employee, agent, successor, permitted assign, executor, administrator and other representative of such party, person, entity;

### a reference to dollars or $ is to New Zealand currency and excludes every tax and duty;

### a reference to a clause or schedule is to a clause or schedule of this Constitution;

### a reference to a statute, ordinance, code or other law includes regulations and other instruments under it and consolidations, amendments, re‑enactments or replacements of any of them;

### references to the word 'include' or 'including' are to be construed without limitation;

### references to any form of law is to New Zealand law, including as amended or re-enacted;

### a reference to a document or instrument includes the document or instrument as novated, altered, supplemented or replaced from time to time;

### "written" and "in writing" include any means of reproducing words, figures or symbols in a tangible and visible form;

### any obligation falling due for performance on or by a day other than a Business Day shall be performed on or by the Business Day immediately following that day; and

### an obligation not to do something includes an obligation not to allow or cause that thing to be done.

## If there is any conflict:

### between a provision in this Constitution and a mandatory provision in the Companies Act, the LG(WS) Act or the LGA, then the mandatory provision in the Companies Act, the LG(WS) Act or the LGA will prevail; and

### between:

#### a provision in this Constitution and a provision in the Companies Act which is expressly permitted to be altered by this Constitution; or

#### a word or expression defined or explained in the Companies Act and a word or expression defined or explained in this Constitution,

then the provision, word or expression in this Constitution will prevail.

# Capacity and Objectives

## As at the date of its incorporation, the Company is a Water Organisation.

## The Company must not carry on any business other than the provision of Water Services and activities that are related to, or necessary for, the provision of Water Services, in order to meet the objectives set out in section [15] of the LG(WS) Act for the [insert region/Service Area] Service Area.

## Subject to this Constitution, the Companies Act, the LG(WS) Act, the LGA and the Statement of Expectations, the Company has full capacity, rights, powers and privileges to carry on or undertake any business or activity, do any act, or enter into any transaction.

# Water Organisation Requirements

## The Company must comply with:

### its obligations under the LGA and LG(WS) Act, including preparing, adopting and publishing its Water Services Strategy and Water Services Annual Budget;

### all applicable statutory and regulatory obligations relating to Māori and the Treaty of Waitangi, including those set out in the LGA and LG(WS) Act; and

### the applicable part of the Local Government Official Information and Meetings Act 1987.

## In preparing the Company's Water Services Strategy and Water Services Annual Budget, the Shareholder:

### [**Option 1**: will be able to:

#### provide comments on each of the draft strategy and draft budget;

#### require the water organisation to amend each of the draft strategy and the draft budget; and

#### approve each of the final strategy and final budget.]

### [**Option 2**: will be able to provide comments on each of the draft strategy and draft budget, but will not have the power to require changes or approve the final strategy or final budget.]

## In accordance with the LGA, the auditor for the Company shall be the Auditor-General.

# Shares

## **Issue of Shares**: Subject to the LG(WS) Act, the Board may:

### issue Shares at any time, to any other person permitted to hold Shares in accordance with the LG(WS) Act and in such numbers as it thinks fit;

### issue Shares in different classes which have different rights;

### issue Shares which are redeemable (as defined in section 68 of the Companies Act); and

### divide existing Shares into different classes which have different rights,

provided that no Shares may be issued unless the issue is first approved by the Shareholder.

# Calls on Shares

## **Board may make calls**: The Board may make calls on the Shareholder in respect of any money unpaid on its Shares, and not previously made payable at a fixed time, by prior written notice to the Shareholder specifying the time and date for payment (such time and date to be no earlier than 10 Business Days after the notice is given to the Shareholder). The Shareholder must comply with the terms of any call made by the Board. A call may be payable by instalments. The Board may revoke or postpone a call.

## **Interest and expenses**: A person who fails to pay a call on the due date must pay:

### interest on that money from the day payment was due to the day of actual payment at a rate fixed by the Board; and

### all expenses which the Company has incurred or may incur because of non-payment,

provided that the Board may waive payment of all or part of that interest or those expenses.

## **Joint Shareholders**: Joint Shareholders are jointly and severally liable to pay all calls in respect of Shares registered in their names.

# lien over shares

## **Existence and subject matter of lien**: If a Shareholder fails to pay any call on the due date, the Board may at any time by written notice to the Shareholder require payment of the unpaid amount together with any amount payable under clause 5.2. Such notice must specify a further date (not earlier than 10 Business Days from the date of the notice) by which payment is required to be made, and must state that if such payment is not made on or before the specified date, clause 6.2 will apply.

## **Company has first lien**:

### The Company has a first lien over:

#### each Share and the proceeds of sale of the Share; and

#### all distributions made in respect of the Share,

for:

#### all unpaid calls owing in respect of the Shares and any amount payable under clause 5.2; and

#### sale expenses owing to the Company in respect of the Shares.

### The registration of any transfer of a Share will not operate as a waiver of any lien the Company may have on that Share, unless notice to the contrary is given by the Company to the transferee.

# Transfer of Shares

## **Right to transfer**: Subject to any restrictions set out in this clause 7, the LGA and the LG(WS) Act, aShare may be transferred by entry of the name of the transferee in the share register for the Company following receipt by the Company of a validly signed form of transfer.

## **Board may refuse to register**: The Board may refuse or delay the registration of any transfer of a Share to any person if:

### the transfer would result in a breach of law or this Constitution;

### any money payable on that Share is due for payment and has not been paid;

### the Company has an unsatisfied lien on that Share or the proceeds of sale of that Share;

### the transferee is a person without legal capacity to contract or the transfer has not been properly executed;

### the transfer is not accompanied by proof (reasonably required by the Directors) of the right of the transferor to make the transfer;

### the Directors acting in good faith determine that registration of the transfer would not be in the best interests of the Company; or

### the transfer document is not in the usual or common form or otherwise in the form prescribed by the Board from time to time (if any),

provided that the Board must at all times comply with section 84 of the Companies Act.

# Distributions

## **Distributions**: The Board, if satisfied on reasonable grounds that the Company will, immediately after the Distribution, satisfy the solvency test under section 4 of the Companies Act, may, subject to:

### the Companies Act and the LG(WS) Act; and

### the prior approval of the Shareholder,

## authorise Distributions by the Company at times, and of amounts, and in such form, as it thinks fit and may do everything which is necessary or expedient to give effect to any such Distribution.

# Company acquiring its own Shares

## **Company may acquire its own Shares**: The Company may purchase or otherwise acquire its own Shares only if it has first been authorised to do so by the Shareholder in which case the Shares purchased or otherwise acquired shall be deemed to be cancelled immediately on acquisition.

# Shareholder meetings

## **Annual meeting**: The Board must hold an annual Shareholder meeting in accordance with section 120 of the Companies Act unless in the case of any annual meeting, everything required to be done at that meeting (whether by way of resolution or otherwise) is done by written resolution in accordance with section 122 of the Companies Act.

## **Special meetings**: A special Shareholder meeting:

### may be called at any time by the Board; and

### must be called by the Board on the written request of the Shareholder.

## **Proceedings at Shareholder meetings**: The provisions of the First Schedule to the Companies Act as modified by this Constitution, govern proceedings at Shareholder meetings.

# Reporting Requirements

## **Reporting**: Subject to clause 11.2:

### the Board must prepare the reports required by the Shareholders Council by notice in writing to the Company (such notice must comply with the requirements in section [211(4)] of the LG(WS) Act), in accordance with the requirements specified in that notice;

### within eight months of the start of each Financial Year of the Company, the Board must prepare and adopt a water services half-yearly report in accordance with the LG(WS) Act, which must include information required to be included by the Statement of Expectations; and

### within three months of the end of each Financial Year of the Company, the Board must prepare, adopt and deliver to the Shareholder, and publish in accordance with the LG(WS) Act, its Water Services Annual Report for that Financial Year, which must include the information required to be included by:

#### the Statement of Expectations;

#### the Companies Act; and

#### sections [205] to [208] of the LG(WS) Act.

## **Information to be withheld**: Nothing in this clause 11 requires the inclusion in any Statement of Expectations, annual report, financial statements or quarterly report required to be produced under this Constitution of any information that may be properly withheld if a request for that information was made under the Local Government Official Information and Meetings Act 1987.

# Directors

## **Independent Directors**:All Directors will be Independent Directors.

## **Number of Directors**: The maximum number of Directors will be [   ].

## **Appointment and removal by Shareholder**: A person may be appointed as a Director at any time by the Shareholder by written notice to the Company. Two or more persons may be appointed as Directors by a single notice. In respect of joint Shareholders, the Shareholder named first in the Share Register, or such other person as the joint Shareholders may in writing direct, may appoint, remove and replace the Director(s).

## **Appointment and removal by Board**: Where there is a vacancy on the Board, the Appointments and Accountability Committee established by the Board (or, where the Board so determines, the full Board), may, by majority vote, appoint a person to fill that vacancy.

## **Skills of Directors**:

### A person may only be appointed to be a Director if the person has, in the opinion of the appointor, the skills, knowledge, or experience to:

#### guide the Company, given the nature and scope of its activities; and

#### contribute to the achievement of the objectives of the Company.

### All Director appointments must be made in accordance with the Board Skills Matrix, with the aim of ensuring that the Board as a whole has the skills required by the Board Skills Matrix.

## **Term of Appointment**:

### No person may be appointed as a Director for a term of more than [   ] consecutive years ("**Term**").

### A Director may be reappointed at the expiry of his or her Term of appointment, provided that no Director may be appointed for more than [   ] consecutive Terms.

## **Vacation of office**: A Director vacates office if that Director:

### resigns by written notice of resignation to the Company. The notice is to be effective when it is received at that address or at a later time specified in the notice;

### is removed from office in accordance with clause 12.4;

### becomes disqualified from being a Director pursuant to section 151 of the Companies Act; or

### dies.

## **Appointment of Chair**:

### The Board must appoint a Chair by majority vote of the Board.

### The Chair will hold office until:

#### they cease to be a Director of the Company; or

#### a new Chair is appointed by the Board.

## **Powers of the Board**:

### Subject to clause 12.9(b) and any restrictions in the Companies Act, the LG(WS) Act or this Constitution, the business and affairs of the Company must be managed by or under the direction or supervision of the Board.

### The Board has, and may exercise, all the powers necessary for managing, directing and supervising the management of the business and affairs of the Company except to the extent that this Constitution, the Companies Act or the LG(WS) Act expressly requires those powers to be exercised by the Shareholder or any other person.

## **Prohibited Matters**:Notwithstanding clause 12.9(b), the Board must not, and must not cause the Company to:

### incur indebtedness to any person other than the New Zealand Local Government Funding Agency Limited; or

### grant a security interest over any of the assets of the Company,

## except to the extent permitted by the LG(WS) Act and the Shareholder.

## **Shareholder Reserved Matters**: Notwithstanding clause 12.9(b), but subject to any restrictions in the LG(WS) Act, the Board must not, and must not cause the Company to enter into any transaction or matter that is a Reserved Matter, unless first approved in writing by the Shareholder.

## **Solvency test**: Notwithstanding any approval attained pursuant to clause 12.10, the Board must not cause the Company to borrow or raise any money, or enter into or incur any guarantee or other liability of any nature, if the effect of doing so would be that the Company will not satisfy the solvency test (as that term is defined in the Companies Act).

## **Proceedings of the Board**: The provisions of the Third Schedule to the Companies Act as modified by this Constitution, including the rules set out in Schedule 2, govern proceedings at meetings of Directors.

## **Directors duties**: In addition to the duties set out in the Companies Act, the Directors must assist the Company to meet the objective set out in clause 2.3 and any other requirements set out in the Statement of Expectations or the LG(WS) Act.

## **Directors to act in good faith**: A Director, when exercising powers or performing duties, may act in a manner which that Director believes to be in the best interests of the Shareholder (notwithstanding that it may not be in the best interests of the Company) and consistent with section 59 of the LGA.

## **Indemnity and insurance of Directors and employees**: The Company may indemnify and effect insurance in accordance with any part or all of section 162 of the Companies Act provided that:

### the Board must ensure that particulars of any indemnity given to, or insurance taken out for, any director, or employee of the Company are immediately entered in the interests register; and

### the Board may impose any conditions in relation to any indemnity or insurance if the conditions do not contravene the Companies Act.

## For the purposes of this clause 12.16 "director" includes any former director, "employee" includes any former employee and "Company" includes any related company.

## **Disqualification of Directors**: A person will be disqualified from holding the office of Director if he or she:

### is or becomes disqualified from being a Director under any provision of the Companies Act or the LG(WS) Act; or

### dies; or

### becomes a protected person under the Protection of Personal and Property Rights Act 1988; or

### is an undischarged bankrupt.

## **Remuneration of Directors**:

### The Shareholder shall determine the total sum available to the Board each year to make remuneration payments in accordance with clause 12.18(b).

### The Board may not authorise any form of remuneration to be paid to a Director without Board approval and unless such payment is made and authorised in accordance with the provisions of the Companies Act and clause 12.18(a).

### The Board may authorise the reimbursement by the Company of reasonable travelling, hotel and other expenses incurred by Directors in attending Board meetings, Shareholder meetings or in relation to any other affairs of the Company.

## **Other offices with company held by Director**:

### Any Director may act by himself or herself or by the Director's firm in a professional capacity for the Company, and the Director or the Director's firm will be entitled to remuneration for professional services as if the Director were not a Director. Nothing in this clause authorises a Director or the Director's firm to act as auditor of the company.

### A Director may hold any other office or place of profit in the Company (other than the office of auditor) in conjunction with the Director's office of Director for such period and on such terms (as to remuneration and otherwise) as the Board may determine, subject to the necessary reporting disclosures and avoidance of conflicts of interest.

## **Alternate Directors**:

### Each Director will have the power from time to time by written notice to the Company to appoint any person who is already a Director to act as an alternate Director in his or her place. An alternate Director cannot be appointed for more than one Director at any given time. The following provisions will apply to an alternate Director:

#### the alternate Director will not be entitled to any remuneration in his or her capacity as alternate Director in addition to that of the Director in whose place he or she acts, but will have the same rights as a Director to be reimbursed under clause 12.18(c);

#### unless otherwise provided by the terms of the appointment, the alternate Director:

##### has the same rights, powers and privileges (including the power to sign resolutions of Directors and the power to sign documents on behalf of the Company, but excluding the power to appoint an alternate Director under this clause 12.20); and

##### must discharge all of the duties and obligations of the Director in whose place he or she acts.

### An alternate Director will cease to be an alternate Director:

#### if the Director who appointed the alternate Director ceases to be a Director or revokes the appointment;

#### on the occurrence of any event relating to the alternate Director which, if the alternate Director were a Director, would disqualify the alternate Director from being a Director; or

#### if a majority of the other Directors resolve to revoke the alternate Director's appointment.

# Interests of Directors

## **Disclosure of interests**: A Director must disclose particulars of any interest in a transaction or proposed transaction of the Company in accordance with section 140 of the Companies Act.

## **Interested Directors**: As set out in section 139 of the Companies Act, a Director is "interested" in a transaction to which the Company is a party if:

### they are a party to the transaction or may derive a material financial benefit from it;

### they have a material interest in another party to the transaction;

### they are a director, officer or trustee of another party to the transaction;

### they are a director, officer or trustee of a person who may derive a material financial benefit from the transaction; or

### they are otherwise directly or indirectly materially interested in the transaction.

## **Interested Directors may act**: A Director who is interested in a transaction entered into, or to be entered into, by the Company must not do any of the following:

### sign a document relating to that transaction on behalf of the Company; or

### do any other thing in their capacity as a Director in relation to that transaction,

provided that a Director may vote, sign documents and otherwise do any other thing in their capacity as a Director with regard to any matter relating to the following:

### any payment or other benefit of the kind referred to in section 161 of the Companies Act in respect of that Director in accordance with clause 12.18;

### the entry into an indemnity or insurance arrangement in respect of that Director in their capacity as a director of the Company in accordance with clause 12.16; or

### transactions in which a Director is interested solely in their capacity as a director of a Subsidiary of the Company.

## **Interests register review**: The Board shall review the interests register at the beginning of every Board meeting.

## **No prohibition re quorum**: No prohibition under this clause 13 will prevent the attendance of a Director at a Board meeting from counting for quorum purposes.

# Notices

## **Service**: Notices may be served by the Company upon any Director or Shareholder, either by personal delivery, by electronic means or by posting it in a prepaid envelope or package addressed to the recipient at his or her last known address (or, in the case of a company, its registered office). A notice may be given by the Company to joint Shareholders by giving the notice to the joint Shareholder named first in the Share Register in respect of the Share, or to such other person as or the joint Shareholders may in writing direct.

## **Time of service**: Notices are deemed served at the following times:

### when given personally, on delivery;

### when sent by post or document exchange, five Business Days after (but exclusive of) posting; and

### when sent by email, at the time of transmission, if (in the event receipt is disputed) the sender produces a printed copy of the email which evidences that the email was sent to the email address of the recipient.

## Any notice which has been served on a Saturday, Sunday or public holiday is deemed to be served on the first Business Day after that day.

# Liquidation

## If the Company is liquidated, the liquidator may, with the approval of the Shareholder and any other approval required by the Companies Act or the LG(WS) Act, but subject to, where applicable, the rights or restrictions attached to the different classes of shares issued by the Company:

### distribute to the Shareholder in kind the whole or any part of the assets of the Company; and

### vest the whole or any part of any such assets in trustees upon such trusts for the benefit of the persons so entitled as the liquidator thinks fit, but so that the Shareholder is not compelled to accept any Shares or other securities on which there is any liability.

# Methods of Contracting

## A deed which is to be entered into by the Company may be signed on behalf of the Company by:

### two or more Directors;

### a Director, and any person authorised by the Board, whose signatures must be witnessed; or

### one or more attorneys appointed by the Company.

## Subject to clause 16.1, an obligation or contract which is required by law to be in writing, and any other written obligation or contract which is to be entered into by the Company, may be signed on behalf of the Company by two people acting under the express or implied authority of the Company.

## Subject to clause 16.1, any other obligation or contract may be entered into on behalf of the Company in writing or orally by two people acting under the express or implied authority of the Company.



Rules for Board Proceedings

# Notice of meeting

## A Director or, if requested by a Director to do so, an employee of the Company, may convene a meeting of the Board by giving notice in accordance with this clause.

## At least five Business Days' notice of a meeting of the Board must be given to every Director who is in New Zealand. The notice must include the date, time and place of the meeting and the matters to be discussed.

## An irregularity in the notice of the meeting is waived if all Directors attend the meeting without protest as to the irregularity or if all Directors entitled to receive notice of the meeting agree to the waiver.

## Notice of a meeting may be given by any means, including by telephone. Notice given by a letter addressed to a Director at his or her last known residential address in New Zealand will be deemed to have been given on the next Business Day after the letter is posted.

# Method of holding meetings

## The Board may meet in person or by any technological means that allow participating Directors to be in communication with other participating Directors in a manner that is relatively contemporaneous. Where Directors are not all in attendance in one place but are holding a meeting through a system of communication by virtue of which each of the Directors can communicate with the others:

### the participating Directors will be taken to be assembled together at a meeting and present at that meeting (including for the purposes of quorum requirements);

### the meeting will be taken to be held at the place agreed to by the participating Directors so long as at least one participating Director is physically present at that place; and

### all proceedings at meetings conducted in such a manner will be valid and effective as if conducted at a meeting at which all of them were physically present.

# Quorum

## At any meeting of Directors:

### a quorum will only be present if at least a majority of Directors are present; and

### any resolution, unless otherwise specified in this Constitution, will be passed if a majority of the votes cast on it are in favour of it.

## If a quorum is not present within 30 minutes of the time appointed for the commencement of the Board meeting, the Board meeting must be adjourned to the same day in the following week at the same time and place, or to such other date, time and place as the chairperson may appoint, and if at the adjourned meeting a quorum is not present within one hour after the time appointed for the commencement of the meeting, the Directors present (regardless of the person who appointed them) will constitute a quorum. No business may be transacted at a meeting of Directors if a quorum is not present.

# Voting

## Every Director has one vote.

## The Chair does not have a casting vote.

## Subject to clause 12.10, a resolution of the Board is passed if it is agreed to by all Directors present without dissent or if a majority of the votes cast on it are in favour of it.

## A Director who abstains from voting is not presumed to have voted in favour of the relevant resolution of the Board.

# Minutes

## The Board must ensure minutes are kept of all proceedings at meetings of the Board.

# Resolutions

## A resolution in writing, signed or assented to by all Directors then entitled to receive notice of a Board meeting, is as valid and effective as if it had been passed at a meeting of the Board duly convened and held.

## A resolution may consist of several documents (including facsimile or other similar means of communication) in like form each signed or assented to by one or more Directors.

## A copy of all resolutions must be entered in the minute book of Board proceedings.

# No notice to Directors outside New Zealand

## It is not necessary to give notice of a meeting of the Board to any Director temporarily absent from New Zealand.

# Other proceedings

## Except as provided in this Schedule 2 and this Constitution, the Board may regulate its own procedure.



Reserved Matters

Matters requiring Shareholder approval

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| --- |
| **Matter or transaction** |
| Adoption of any Company Water Services Strategy under the LG(WS) Act. |
| The adoption of the Water Services Annual Budget. |
| Any issue of Shares, securities that are convertible into or exchangeable for Shares, or options to acquire Shares. |
| Any alteration of rights, privileges or conditions attaching to the Shares. |
| Any arrangement, dissolution, reorganisation, liquidation, merger or amalgamation of the Company. |
| Any transfer by the Company of Shares held by the Company. |
| Any consolidation, division, or subdivision of Shares. |
| Any cancellation, buy-back or reduction of Shares, securities that are convertible into or exchangeable for Shares, or options to acquire Shares. |
| The giving of any financial assistance for the purpose of, or in connection with, the purchase of Shares. |
| Making a material change in the nature of the Company's business or engaging in business activities other than the Business. |
| Starting or settling any legal or arbitration proceedings, except in the ordinary course of business. |



Board Skills Matrix