

**Form 603  
Corporations Act 2001  
Section 671B**

**Notice of Initial Substantial Holder**

To: **Programmed Maintenance Services Limited**  
ACN/ARSN:

**1. Details of substantial holder (s)**

Name: FMR LLC and the entities listed in Annexure A ("FMR")  
ACN/ARSN (if applicable)

The holder became a substantial holder on

14 March 2017

**2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of Securities (4)	Number of securities	Person's votes (5)	Voting power (6)
Ordinary shares	13,249,569	13,249,569	5.15%

**3. Details of relevant interests**

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Refer to Annexure A
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**4. Details of present registered holders**

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Refer to Annexure A
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## 5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Date of Change	Person whose relevant interest changed	Nature of change (6)	Consideration given in relation to change (7)	Class and number of securities affected	Person's votes affected
			AUD \$	Common stock	Common stock
6-Dec-16	FMR	BUY	1.68	136,175	136,175
7-Dec-16	FMR	BUY	1.70	27,714	27,714
19-Jan-17	FMR	BUY	1.81	37,767	37,767
19-Jan-17	FMR	BUY	1.81	35,395	35,395
19-Jan-17	FMR	BUY	1.81	30,818	30,818
19-Jan-17	FMR	BUY	1.81	4,363	4,363
20-Jan-17	FMR	BUY	1.84	278,666	278,666
20-Jan-17	FMR	BUY	1.84	261,170	261,170
20-Jan-17	FMR	BUY	1.84	227,394	227,394
20-Jan-17	FMR	BUY	1.84	32,222	32,222
23-Jan-17	FMR	BUY	1.83	162,615	162,615
23-Jan-17	FMR	BUY	1.83	152,407	152,407
23-Jan-17	FMR	BUY	1.83	132,686	132,686
23-Jan-17	FMR	BUY	1.83	18,794	18,794
24-Jan-17	FMR	BUY	1.81	17,802	17,802
24-Jan-17	FMR	BUY	1.81	16,685	16,685
24-Jan-17	FMR	BUY	1.81	14,526	14,526
24-Jan-17	FMR	BUY	1.81	3,650	3,650
25-Jan-17	FMR	BUY	1.87	23,461	23,461
25-Jan-17	FMR	BUY	1.87	21,989	21,989
25-Jan-17	FMR	BUY	1.87	19,144	19,144
25-Jan-17	FMR	BUY	1.87	3,517	3,517
27-Jan-17	FMR	BUY	1.88	4,510	4,510
27-Jan-17	FMR	BUY	1.88	4,226	4,226
27-Jan-17	FMR	BUY	1.88	3,680	3,680
27-Jan-17	FMR	BUY	1.88	3,522	3,522
30-Jan-17	FMR	BUY	1.92	69,719	69,719
30-Jan-17	FMR	BUY	1.91	104,578	104,578
30-Jan-17	FMR	BUY	1.92	65,340	65,340
30-Jan-17	FMR	BUY	1.91	98,010	98,010
30-Jan-17	FMR	BUY	1.92	56,890	56,890
30-Jan-17	FMR	BUY	1.91	85,335	85,335
30-Jan-17	FMR	BUY	1.91	12,077	12,077
30-Jan-17	FMR	BUY	1.92	8,051	8,051
31-Jan-17	FMR	BUY	1.89	50,729	50,729
31-Jan-17	FMR	BUY	1.89	47,635	47,635
31-Jan-17	FMR	BUY	1.89	41,564	41,564
31-Jan-17	FMR	BUY	1.89	452	452
7-Feb-17	FMR	BUY	1.75	167,653	167,653

10-Feb-17	FMR	BUY	1.80	82,593	82,593
15-Feb-17	FMR	BUY	1.84	107,954	107,954
15-Feb-17	FMR	BUY	1.84	82,414	82,414
15-Feb-17	FMR	BUY	1.84	46,339	46,339
15-Feb-17	FMR	BUY	1.84	18,132	18,132
15-Feb-17	FMR	BUY	1.84	30,729	30,729
15-Feb-17	FMR	BUY	1.84	60,286	60,286
16-Feb-17	FMR	BUY	1.82	121,425	121,425
16-Feb-17	FMR	BUY	1.82	52,142	52,142
16-Feb-17	FMR	BUY	1.82	11,261	11,261
16-Feb-17	FMR	BUY	1.82	34,565	34,565
16-Feb-17	FMR	BUY	1.82	67,615	67,615
17-Feb-17	FMR	BUY	1.79	135,976	135,976
17-Feb-17	FMR	BUY	1.79	58,610	58,610
17-Feb-17	FMR	BUY	1.79	38,835	38,835
17-Feb-17	FMR	BUY	1.79	75,955	75,955
20-Feb-17	FMR	BUY	1.78	42,293	42,293
20-Feb-17	FMR	BUY	1.78	18,204	18,204
20-Feb-17	FMR	BUY	1.78	12,081	12,081
20-Feb-17	FMR	BUY	1.78	23,626	23,626
21-Feb-17	FMR	BUY	1.79	113,284	113,284
21-Feb-17	FMR	BUY	1.79	50,057	50,057
21-Feb-17	FMR	BUY	1.79	33,179	33,179
21-Feb-17	FMR	BUY	1.79	66,291	66,291
24-Feb-17	FMR	BUY	1.75	101,698	101,698
27-Feb-17	FMR	BUY	1.77	18,066	18,066
27-Feb-17	FMR	BUY	1.77	10,247	10,247
27-Feb-17	FMR	BUY	1.77	3,687	3,687
28-Feb-17	FMR	BUY	1.78	71,779	71,779
28-Feb-17	FMR	BUY	1.78	40,874	40,874
28-Feb-17	FMR	BUY	1.78	11,569	11,569
1-Mar-17	FMR	BUY	1.75	86,721	86,721
1-Mar-17	FMR	BUY	1.75	49,282	49,282
1-Mar-17	FMR	BUY	1.75	13,997	13,997
2-Mar-17	FMR	BUY	1.83	150,764	150,764
2-Mar-17	FMR	BUY	1.80	51,214	51,214
2-Mar-17	FMR	BUY	1.83	86,825	86,825
2-Mar-17	FMR	BUY	1.80	29,494	29,494
2-Mar-17	FMR	BUY	1.83	24,411	24,411
2-Mar-17	FMR	BUY	1.80	8,292	8,292
3-Mar-17	FMR	BUY	1.84	7,079	7,079
7-Mar-17	FMR	BUY	1.93	12,857	12,857
7-Mar-17	FMR	BUY	1.94	170,421	170,421
8-Mar-17	FMR	BUY	1.95	270,151	270,151
8-Mar-17	FMR	BUY	1.93	53,863	53,863
9-Mar-17	FMR	BUY	1.94	25,986	25,986
9-Mar-17	FMR	BUY	1.93	14,363	14,363
10-Mar-17	FMR	BUY	1.90	79,847	79,847
13-Mar-17	FMR	BUY	1.90	18,246	18,246

14-Mar-17	FMR	BUY	1.90	274,825	274,825
14-Mar-17	FMR	BUY	1.90	1,352,797	1,352,797
14-Mar-17	FMR	BUY	1.90	120	120
14-Mar-17	FMR	BUY	1.90	237,424	237,424
14-Mar-17	FMR	BUY	1.90	518,392	518,392
14-Mar-17	FMR	BUY	1.90	401,754	401,754
14-Mar-17	FMR	BUY	1.90	705,620	705,620
14-Mar-17	FMR	BUY	1.90	475,747	475,747
14-Mar-17	FMR	BUY	1.90	38,590	38,590
			<b>Total Buys</b>	<b>9,283,779</b>	<b>9,283,779</b>

## 6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are all follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	

## 7. Addresses

The addresses of the persons named in this form are as follows:

Refer to Annexure A

Sign Here



**Dated: 16 March 2017**

**Kelvin Lo**

**Head of Regulatory Reporting, Asia Pacific**

**Duly authorized under Powers of Attorney by and on behalf of FMR LLC**

### Annexure A

Investment Manager	Address	Custodian	Nature of Relevant Interest	Sum of Numerator Shares
FIAM LLC	900 Salem Street, Smithfield, RI 02917 United States	BANK OF NEW YORK MELLON	Investment Discretion/ Voting Power	149,389
		NORTHERN TRUST CO (C)		341,393
		STATE STREET BANK AND TR CO		475,747
		BROWN BROTHERS HARRIMAN AND CO		520,932
		JPMORGAN CHASE BANK		274,825
Fidelity Institutional Asset Management Trust Company	900 Salem Street, Smithfield, RI 02917 United States	BANK OF NEW YORK MELLON		1,099,939
		NORTHERN TRUST CO (C)		401,754
		STATE STREET BANK AND TR CO		2,583,133
		BROWN BROTHERS HARRIMAN AND CO		1,840,118
FIDELITY MANAGEMENT & RESEARCH (JAPAN) LIM	4-1-17 Kamiya-cho Prime Place, Toranomon, Minatoku, Tokyo 105-0001 Japan	BANK OF NEW YORK MELLON		4,187,339
FMR CO., INC	245 Summer Street, Boston, MA 02210 United States	STATE STREET BANK AND TR CO		1,375,000
<b>Grand Total</b>				<b>13,249,569</b>