

20 February 2025

Tasmea Limited - Executive Director Appointment Key Terms

With reference to the ASX Announcement made on 5 February 2025 and in accordance with ASX Listing Rule 3.16.4, Tasmea Limited (ASX: TEA) advises the key terms of the appointment of Mr Trent Northover as an Executive Director of Tasmea Limited on 3 February 2025.

Mr Northover's remuneration arrangements are outlined below:

| Terms | Summary |
|---|--|
| Employer | Tasmea Corporate Services Limited |
| Position / Title | Executive Director – Tasmea Limited Chief Executive Officer – ICE Engineering & Construction Pty Ltd Member of Tasmea Limited Executive Team |
| Fixed remuneration | \$835,000 base salary inclusive of superannuation and car allowance |
| Performance based remuneration (Short term incentive) | Mr Northover is eligible to receive an annual bonus of up to \$300,000 based on certain outperformance metrics approved by the Nomination & Remuneration Committee and Board. |
| Equity based remuneration (Long term incentive) | Mr Northover is eligible to participate in Tasmea's Employee Incentive Plan. The specific terms of the plan are currently being finalised and will be disclosed in the 2025 Remuneration Report. |
| Notice period, termination and termination payments | Mr Northover or Tasmea Corporate Services Limited may terminate the agreement on 6 months' notice or, in Tasmea Corporate Services Limited's case, payment in lieu of notice. Tasmea Corporate Services Limited may also terminate the agreement with notice or payment in lieu of notice if Mr Northover engages in serious misconduct. |
| Non-solicitation or restrictions on future activities | Mr Northover's employment contract includes a cascading restraint of trade by geography and non-solicitation undertaking of the Group's customers, suppliers and employees of up to 24 months following termination. |

This announcement was authorised for release by Stephen Young on behalf of the Board of Tasmea Limited.

For enquiries, please contact:

Stephen Young
Managing Director, Tasmea Limited
+61 08 8212 2929
syoung@tasmea.com.au

About Tasmea Limited

Tasmea owns and operates 23 inter-dependent leading Australian diversified specialist trade skill services businesses focused on Essential Shutdown, Programmed Maintenance, Emergency Breakdown, and Brownfield Upgrade Services of fixed plant for a blue-chip essential asset owner customer base.

Tasmea primarily provides these specialist trade skills services to fixed plant for essential industry asset owners in six growing industry sectors: mining and resources, defence, infrastructure and facilities, power and renewable energy, telecommunications and retail, and waste and water.

**TASMEA
LIMITED**

