

30 May 2025

Issue of shares to Tasmea Employee Share Trust

Tasmea Limited (ASX: TEA) (**Tasmea**) has established an Employee Share Trust to facilitate the administration of Tasmea's Employee Incentive Plan (**LTI Plan**).

The LTI Plan was approved by shareholders at Tasmea's 2024 Annual General Meeting and is designed to retain and motivate high-performing employees by aligning their interests with Tasmea's earnings growth targets.

Performance Rights issued under the LTI Plan are expected to vest by 30 June 2027, with TEA shares transferred to employees in FY28, FY29 and FY30.

Tasmea ESP Pty Ltd as trustee for the Tasmea Employee Share Trust has acquired 550,114 fully paid ordinary TEA shares on-market for the purpose of satisfying Performance Rights issued under the LTI Plan.

In addition, Tasmea intends to issue 1,583,000 fully paid ordinary shares to Tasmea ESP Pty Ltd as trustee for the Tasmea Employee Share Trust, at \$2.54 per share, being the price under the FY25 Interim Dividend Reinvestment Plan. These shares will be held in the Employee Share Trust to satisfy entitlements arising under the LTI Plan.

Tasmea has today lodged an Appendix 3B in respect of this proposed issue and will lodge an Appendix 2A following the issue.

Following the proposed issue, the shares held by the Employee Share Trust will be available to satisfy employee entitlements under the LTI Plan. The trust structure allows Tasmea to align employee rewards with company performance while managing the delivery of equity incentives over time and reduce the amount expensed to fund the LTI Plan.

This announcement was authorised for release by Stephen Young, Managing Director, Tasmea Limited.

For further information, please contact:

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About Tasmea Limited:

Tasmea owns and operates 24 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 provides outsourced specialist maintenance to fixed plant for essential industry asset owners in six growing industry sectors: mining and resources, oil and gas, defence, infrastructure and facilities, power and renewable energy, telecommunications, and retail, waste and water.

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