

3 June 2025

Tasmea Announces Special Dividend of 12.0 cents per share (fully franked)

Tasmea Limited (ASX: TEA) (**Tasmea or the Company**) is pleased to announce the declaration of a fully franked special dividend of 12.0 cents per share, reflecting the Company's strong financial performance, financial position and Board confidence in the Company's strategic direction and business model. Specifically, Tasmea has generated EBIT growth in the order of 50% per annum over the last few years.

This Special Dividend represents a capital return of approximately A\$28.27 million, with associated franking credits of approximately A\$0.0514 per share or A\$12.12 million in total.

The Board has also approved the inclusion of this dividend in Tasmea's Dividend Reinvestment Plan (DRP), at the lower of 5% discount applied to the volume weighted average price (VWAP) of TEA Shares traded from 12-18 June 2025 or A\$2.85 per share.

After allowing for expected participation in the DRP for this special dividend, the total cash dividends paid during FY25 are forecast to represent approximately 35% of pro-forma NPAT—positioning the payout at the lower end of the Company's dividend policy range of 30–50% of NPAT.

The payment of this special dividend is not expected to impact the Group's FY26 earnings or growth aspirations and reflects the return of accumulated prior period earnings and franking credits to shareholders.

Strategic Rationale for the Special Dividend

The decision to return capital to shareholders at this time is underpinned by a combination of strong performance metrics, continued strategic momentum and the Board's wish to acknowledge and reward the loyalty of their long-term shareholders, which can be summarised as follows:

- **Compelling Growth Pipeline:** The Company remains well positioned to deliver organic and programmatic growth opportunities across key sectors, including resources, energy, infrastructure, and water and continues to experience strong customer demand as a consequence of essential maintenance and the Electrification of its customer's operations.
- **Confidence in FY26 Outlook:** Tasmea is experiencing and anticipates continued profitable growth driven by sustained customer demand, margin resilience, and execution of strategic initiatives. Full-year FY26 guidance which is expected to remain ahead of its LTI Plans and will be released by the end of June 2025 following completion of budgeting processes.
- **Strong and Recurring Cash Flow:** Consistent generation of high-quality operating cash across the Group's decentralised portfolio of specialty industrial services businesses.
- **Significant Undrawn Debt Capacity:** The Company maintains significant undrawn banking facilities, allowing Tasmea to support its organic growth and programmatic acquisitions.
- **Future Dividends:** The payment of this Special Dividend will not impact the company's intention to declare a final fully franked dividend in respect of FY25. Following declaration of this special dividend Tasmea's franking credit balance remains above A\$10.9 million before adjusting for recent tax payments which is expected to further increase the franking credit balance.

- **Shareholder Dividend Reinvestment Option:** The DRP allows shareholders to reinvest dividends at the lower of 5% discount applied to shares issued under the plan or \$2.85 per share. Shareholders are encouraged to exercise this option as it provides shareholders the opportunity to further participate the growth of Tasmaea's share value. The company's founders Young, Vartuli and Pryde will exercise this option.

Special Dividend Key Dates and Details

Special Dividend amount	12 cents per share (fully franked)
Ex-Dividend date	Tuesday, 10 June 2025
Record date	Wednesday, 11 June 2025
DRP Election date	Thursday, 12 June 2025 (final date to elect or amend participation)
DRP Discount	Lower of 5.0% discount to the volume weighted average price (VWAP) of TEA Shares traded from 12 June to 18 June 2025 or AUD\$2.85 per share.
Payment Date	Monday, 30 June 2025

Shareholders are encouraged to review and, if necessary, update their Dividend Reinvestment Plan election status via the MUFG Investor Portal (<https://au.investorcentre.mpms.mufg.com/Login>) ahead of the election cut-off date of Thursday, 12 June 2025.

If you have not previously registered for online access, follow the prompts to create an account using your securityholder information. For assistance, contact MUFG Investor Services on 1300 554 474 or email tasmaea@cm.mpms.mufg.com.

This announcement was authorised for release by Stephen Young, Managing Director, on behalf of the Board of Tasmaea 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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