Announcement Summary

Entity name

TASMEA LIMITED

Announcement Type

New announcement

Date of this announcement

Friday March 13, 2026

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
TEA	ORDINARY FULLY PAID	117,779	11/03/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

TASMEA LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

1.2 Registered number type	**Registration number**
ABN	22088588425

1.3 ASX issuer code

TEA

1.4 The announcement is

New announcement

1.5 Date of this announcement

13/3/2026

Part 2 - Type of Issue

2.1 The +securities to be quoted are:
+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +class of +securities to be quoted is:
Additional +securities in a class that is already quoted on ASX ("existing class")

Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)
ASX +security code and description

No security currently exists

FROM (Existing Class)
+Security description

No security currently exists

TO (Existing Class)
ASX +security code and description

TEA : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

117,779

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Shares have been issued to eligible employees under Tasmea's Employee Share Ownership Plan (ESOP). A summary of the terms of the ESOP are set out in the Notice of Annual General Meeting lodged with ASX on 22 October 2024. The ESOP was approved at the 2024 Annual General Meeting on 20 November 2024. The Notice of Meeting and Results of Meeting can be viewed here: https://shareholders.tasmea.com.au/investor-centre/?page=annual-general-meetings

Are any of these +securities being issued to +key management personnel (KMP) or an +associate
Yes

Provide details of the KMP or +associates being issued +securities

Name of KMP	Name of registered holder	Number of +securities
Michael Terlet	Michael Terlet	252
Jason Pryde	Jason Pryde	252
Simone Thompson	Simone Thompson	252

Issue date

11/3/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?
Yes

Issue details

Number of +securities to be quoted

117,779

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

Shares have been issued to eligible employees for no consideration pursuant to Tasmea's Employee Share Ownership Plan (ESOP).

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

3.96777761

Any other information the entity wishes to provide about the +securities to be quoted

Eligible Tasmea employees have been issued $1,000 in value of shares under Tasmea¿s Employee Share Ownership Plan (ESOP). The share price was calculated based on the volume weighted average price of TEA shares over the 5 trading days immediately preceding 3 March 2026. The shares are subject to a 3-year escrow period ending on 11 March 2029.

Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (total number of each +class of +securities quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
TEA : ORDINARY FULLY PAID	260,362,368

4.2 Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue

Part 5 - Other Listing Rule requirements

5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does not need any security holder approval under Listing Rule 7.1?
Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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