

4 June 2026

Tasmea Announces Special Dividend of 10.0 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 10.0 cents per share, reflecting the Company's strong financial performance, financial position and Board confidence in its strategic direction.

This Special Dividend represents a capital return of approximately A\$26.2 million.

The Board has also approved the inclusion of this dividend in Tasmea's Dividend Reinvestment Plan (DRP), at A\$6.85 per share. The Company's founders and executive directors have all indicated their intention to participate in the DRP.

As a consequence, after allowing for expected participation in the DRP for this special dividend, the total cash dividends paid during FY26 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 will not impact the Group's FY27 earnings or growth aspirations, programmatic acquisition strategy and reflects the sale of surplus properties and the return of accumulated prior period earnings and franking credits to shareholders.

FY26 Guidance Reconfirmation

Tasmea reconfirms its FY26 earnings guidance. The Company continues to experience strong trading conditions across its diversified portfolio of specialist industrial services businesses, underpinned by sustained customer demand and margin resilience.

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:

- **Robust 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 customers' operations.
- **Positive FY27 Outlook:** Tasmea is experiencing and anticipates continued profitable growth driven by sustained customer demand, margin resilience, and execution of strategic initiatives. Full-year FY27 guidance will be released by the end of June 2026 following completion of budgeting processes.
- **Significant Debt Capacity:** As announced in connection with the Maxim Group acquisition, net leverage is expected to remain below 1.0x (i.e. approximately 0.8x), reflecting the Company's strong balance sheet and providing continued capacity to support organic growth and further programmatic acquisitions.
- **Strong and Recurring Cash Flow:** Consistent generation of high-quality operating cash across the Group's decentralised portfolio of specialty industrial services businesses.

- **Dividend Policy Intact:** The Special Dividend aligns with Tasma's 30-50% NPAT payout policy range. Total FY26 cash distributions are forecast to represent approximately 35% of NPAT, at the lower end of the policy range.
- **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 FY26. Following declaration of this special dividend, Tasma's franking credit balance remains above A\$30.0 million, before adjusting for recent tax payments which is expected to further increase the balance.
- **Shareholder Dividend Reinvestment Option:** The DRP allows shareholders to reinvest dividends at A\$6.85 per share, being a 5% discount to the volume weighted average price of all TEA shares traded on the ASX (Market Price) during the period 27 May 2026 to 2 June 2026. **Shareholders are encouraged to exercise this option** as it provides shareholders the opportunity to further participate in the growth of Tasma's share value. The Company's founders and executive directors have indicated their intention to participate in the DRP.

Special Dividend Key Dates and Details

Special Dividend amount	10.0 cents per share (fully franked)
Ex-Dividend date	Tuesday, 9 June 2026
Record date	Wednesday, 10 June 2026
DRP Election date	Thursday, 11 June 2026 (final date to elect or amend participation)
DRP Price	AUD\$6.85 per share.
Payment Date	Thursday, 25 June 2026

Shareholders are encouraged to review and, if necessary, update their DRP election status via the MUFG Investor Portal (au.investorcentre.mpms.mufg.com) or by emailing the DRP Election form (available on our Website, or MUFG Investor Portal Forms) to tasma@cm.mpms.mufg.com, ahead of the election cut-off date of Thursday, 11 June 2026. 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 tasma@cm.mpms.mufg.com.

Shareholders should note that MUFG Corporate Markets may apply enhanced security verification procedures for online DRP elections relating to holdings with a market value exceeding \$300,000. In these circumstances, shareholders may be required to complete Security Code registration or submit a manual DRP election form directly to MUFG Corporate Markets. Shareholders in this category are encouraged to submit their election form well in advance of the cut-off date, as manual processing cannot be guaranteed if submitted on the day.

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

For further information, please contact:

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About Tasmea Limited:

Tasmea owns and operates 27 inter-dependent (independent but collegiate) leading Australian diversified specialist trade skill services businesses focused on essential shutdown, programmed maintenance, emergency breakdown, brownfield upgrade services of fixed plant and labour hire for our blue-chip essential asset owner customer base.

Tasmea provides outsourced specialist maintenance and labour hire to fixed plant for essential industry asset owners in growing industry sectors: Mining & Resources, Oil & Gas, Data Centres, Infrastructure, Power & Renewable Energy, Telecommunications, Defence, Retail Facilities, Aged Care, Waste & Water.

A large, faint, light blue watermark of the Tasmea Limited logo is centered on the page, behind the text. It consists of a large downward-pointing triangle with a green outline, similar to the one in the header.