

25 June 2026

**Tasmea releases record earnings guidance in FY27 including Underlying EBITA of A\$202 – A\$208 million and Underlying NPATA of A\$128 – A\$132 million representing more than 70% forecast earnings growth year on year**

Tasmea Limited (ASX: TEA) is pleased to provide earnings guidance for the financial year ending 30 June 2027 (as indicated in our ASX announcement on 4 June 2026) following the completion of its FY27 budgeting process, underpinned by a record order book at the commencement of FY27, more than 120 Master Services Agreements and a number of programmatic acquisitions during Q4 FY26.

**FY27 guidance reflects continued execution of Tasmea's twin-pillar growth strategy – organic growth and programmatic acquisitions**

Tasmea's FY27 earnings guidance reflects continued execution delivery on our twin pillar strategy, and comprises:

- Underlying EBITA range of A\$202 – A\$208 million
- Underlying NPATA range of A\$128 – A\$132 million

This represents year-on-year forecast earnings growth of more than 70% in FY27 vs FY26.

Underlying EBITA and Underlying NPATA exclude the impact of non-underlying items and are stated before the non-cash profit and loss impact from amortisation of acquired customer contracts expense resulting from our announced programmatic acquisitions. Guidance assumes a full 12 months contribution from the Maxim Group acquisition which is now unconditional and is expected to settle on 1 July 2026, and includes 11 months earnings contribution from JPS Group, expected to settle on or around 1 August 2026 (subject to the satisfaction of customary conditions precedent, including obtaining ACCC approval to proceed under Australia's new mandatory merger control regime).

Tasmea has consistently delivered compounding earnings growth since IPO, with a multi-year EBIT and NPAT CAGR of more than 50% from FY24 to forecast FY27 driven by:

- Growth in high-quality, recurring revenues with an increasing number of Master Service Agreements, Facilities Management Agreements and long term contracts with now more than 120 on foot following recent acquisitions and organic customer growth;
- Increasing revenue synergies across Tasmea's national portfolio of specialist trade skills services businesses with the widest breadth of self-perform specialist capabilities in the market;
- Strong industry tailwinds across Australia's key industries including mining and resources, data centres and infrastructure, oil and gas, electrification, power and renewables, waste and water, telecommunications, defence and retail;
- The first full-year contribution from recently acquired WorkPac and the maiden contribution from the Maxim Group and JPS Group acquisitions announced during FY26; and
- Continued underlying organic growth from the existing Tasmea base businesses, which is forecast to grow organically at 10% to 15% in FY27 vs FY26.

Consistent with prior practice, FY27 guidance excludes any contribution from any potential new acquisitions other than those that have been announced during FY26 to date.

## Record order book and supportive industry tailwinds

Tasmea's contracted order book has reached record levels, providing strong forward earnings visibility and reinforcing the Company's ability to deliver sustained organic earnings growth. Demand is underpinned by structural tailwinds across the Group's core markets.

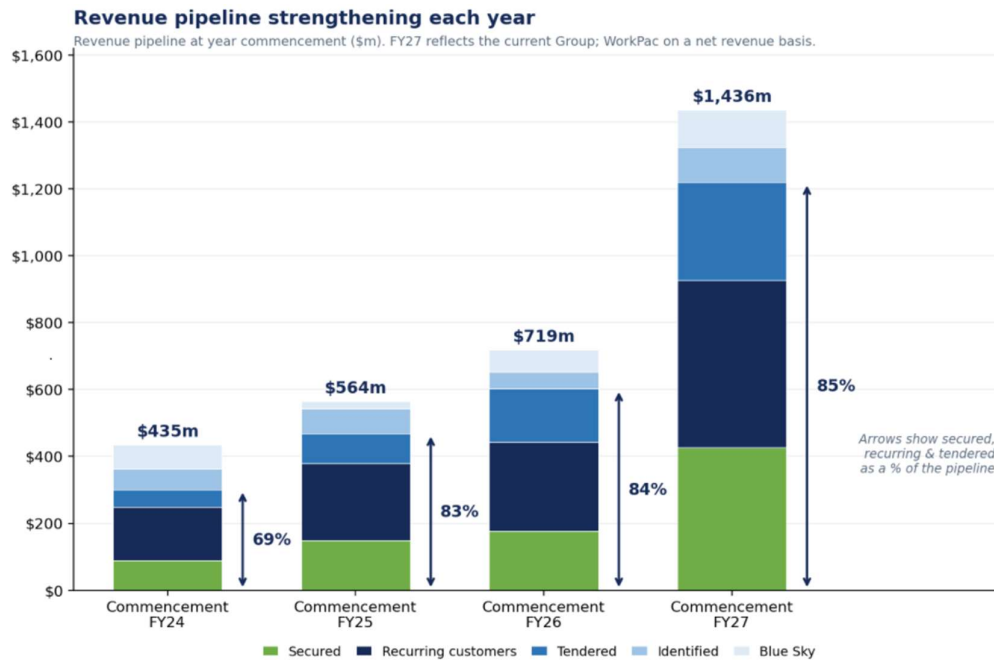


Figure 1: Revenue pipeline by category at year commencement (\$m). FY27 reflects the current Tasmea Group, and includes WorkPac on a net revenue basis.

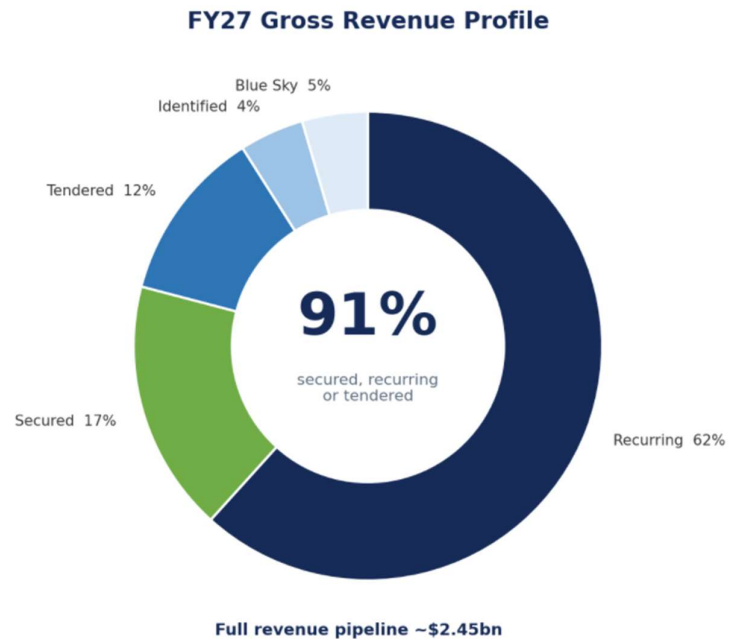


Figure 2: Revenue pipeline by category at year commencement (\$m). FY27 reflects the current Group, with WorkPac on a gross revenue basis.

## **FY26 guidance reconfirmed**

Tasmea is pleased to reconfirm FY26 guidance, as previously announced to the ASX on 24 June 2026.

## **Managing Director's Comment**

Founder and Managing Director Stephen Young said:

"We are proud to be providing FY27 earnings guidance that reflects the continued strength and momentum of our business. These results are only possible thanks to the outstanding efforts of our people across the country. I want to sincerely thank all Tasmea employees for their unwavering commitment to safety and operational excellence — the foundation of everything we do. Tasmea's Executive Directors, Mark, Jason, Trent and I have together reinvested over \$50 million in Tasmea since IPO—reflecting our continued confidence in the Company's outlook, our strategy, and the strength of the team that's driving it with our core purpose, to Deliver Value. Always!"

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

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## **For further information, please contact:**

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## **About Tasmea Limited:**

Tasmea owns and operates 28 individual brands inter-dependently (independent but collegiate). These businesses are 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.

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