

25 June 2025

Tasmea Accelerates Growth Trajectory

FY26 Guidance Highlights: Year-on-Year NPAT Growth of 34%, Record Order Book, and Continued Founder Investment

Tasmea Limited (ASX: TEA) is pleased to provide earnings guidance for the financial year ending 30 June 2026, following the completion of its FY26 budgeting process and the successful completion of a number of programmatic business acquisitions during FY25.

The Company **reaffirms FY25 NPAT guidance of A\$52 million**, underpinned by a robust year-end earnings trajectory that sets a strong pace **leading into FY26**. This performance positions Tasmea with a solid foundation for continued momentum across the group.

The Company expects to achieve **FY26 EBIT of A\$110 million (up statutory ~45%)** and **NPAT of A\$70 million (up statutory ~34%)**, tracking **one year ahead of its Long-Term Incentive Plan (LTI) EBIT target**. This strong outlook reflects Tasmea's diversified and recurring revenue base, underpinned by disciplined strategic execution and a record order book.

FY26 Guidance – Continued Earnings Expansion

Tasmea's FY26 guidance reflects further earnings growth:

- **EBIT:** A\$110 million
- **NPAT:** A\$70 million

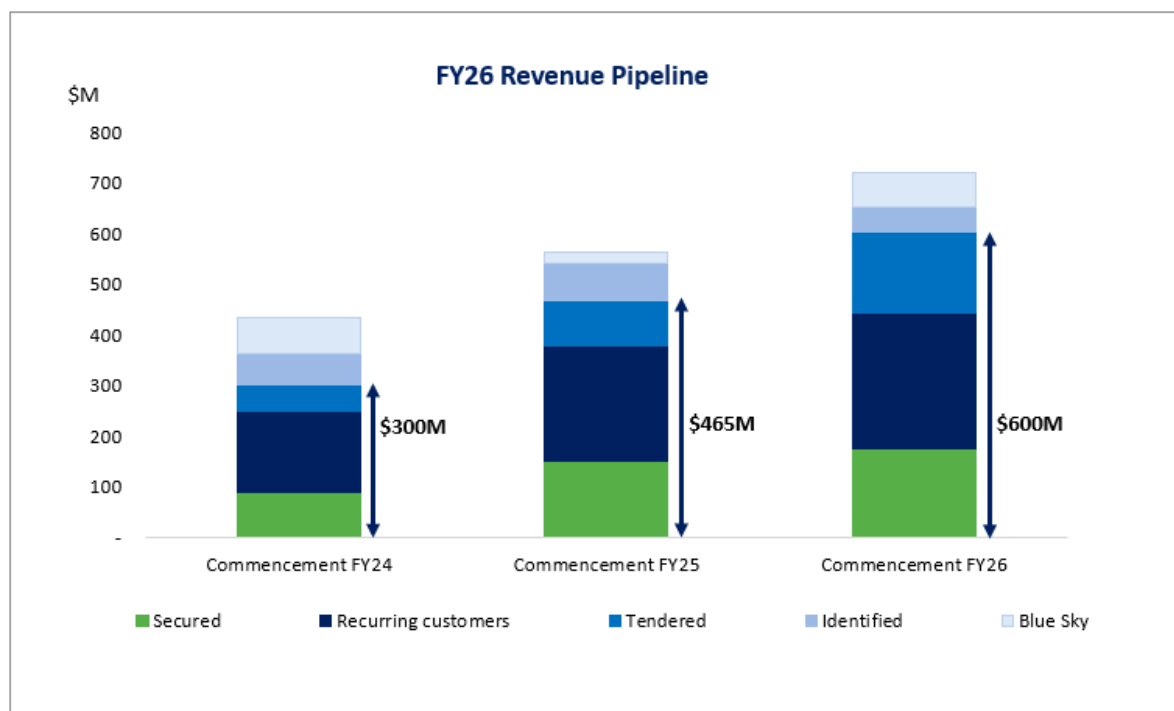
This represents a **year-on-year uplift** of more than **34% in NPAT** over FY25 guidance. Tasmea has consistently delivered compounding earnings growth with a **5-year NPAT CAGR of more than 50%** driven by:

- Growth in high-quality, recurring revenues from long-term maintenance contracts;
- Revenue synergies delivered across Tasmea's national portfolio of businesses; and
- Organic performance from businesses already announced to market (excluding any future acquisitions in FY26).

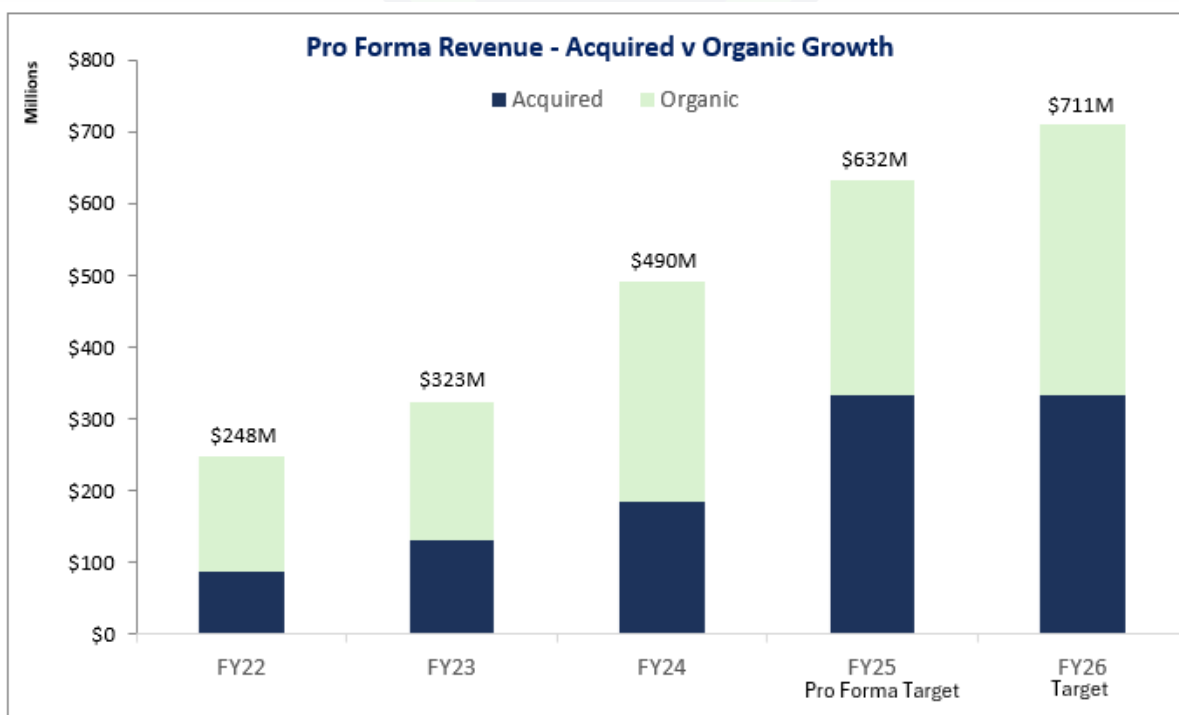
Record Order Book Supports Multi-Year Growth

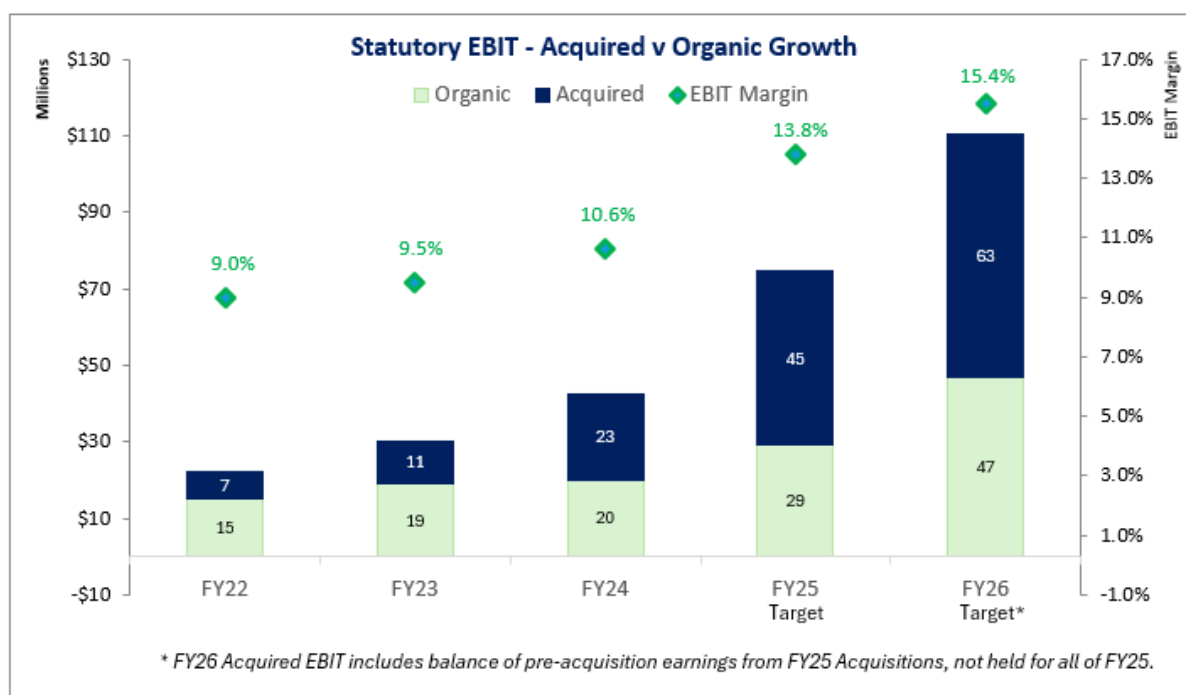
Tasmea's contracted order book has reached **record levels**, providing strong visibility into future earnings and reinforcing the Company's ability to deliver **sustained organic earnings growth**.

The Company continues to secure, retain and expand long-term service contracts across essential industries including fixed plant maintenance, infrastructure upgrades, and energy connectivity – supporting earnings predictability and strategic resilience.



Tasmea's ability to secure, retain, and expand critical service contracts across asset maintenance of fixed plant, infrastructure upgrades, and electrification, all of which continue to be a key driver of earnings predictability.





Disciplined Strategy Execution

Tasmea's growth continues to be driven by:

- **High-performing specialised subsidiaries** operating under long-term maintenance service agreements (MSAs);
- **Cross-selling and revenue synergies** across a national operating footprint;
- **Scalable operating model**, enabling margin expansion and operational efficiency; and
- **Targeted programmatic acquisitions**, adding new specialist capabilities aligned to customer needs.

Tasmea remains focused on delivering **above-market, sustainable returns** through integrated, high-margin specialist service offerings.

Founder and Managing Director Stephen Young said:

“We are proud to be providing FY26 earnings guidance which reflect the 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 Tasma employees for their unwavering commitment to safety and operational excellence — the foundation of everything we do. **Delivering Value. Always!**”

As we look ahead, we’re pleased that more than 100 of our team members are participating in Tasma’s Long-Term Incentive program, aligning our leadership and key talent with long-term shareholder outcomes. Tasma’s Executive Directors, Mark, Jason, Trent and I have together reinvested over \$30 million in Tasma since our IPO in April 2024 — a clear reflection of our continued confidence in the Company’s outlook, our strategy, and the strength of the team that’s driving it.”

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 Tasma Limited:

Tasma owns and operates 25 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.

Tasma provides specialist maintenance services 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.