18 November 2026

Tasmea Limited – 2026 Annual General Meeting and FY27 Guidance Upgrade

Tasmea Limited (ASX: TEA) ("**Tasmea**" or the "**Company**") is pleased to provide its 2026 Annual General Meeting (AGM) presentation, to be delivered today at 1:00pm (AWST) at the Anzac Club, 28 St Georges Terrace, Perth WA, together with a second upgrade to its FY27 earnings guidance.

This announcement should be read in conjunction with the AGM presentation and the Chairman's and Managing Director's addresses, each released separately to the ASX today and available on the Tasmea Investor Centre at https://shareholders.tasmea.com.au/investor-centre/.

Highlights

- **FY27 guidance upgraded for the second time** to Underlying EBITA of A$210–215m (previously A$205–210m) and Underlying NPATA of A$133–136m (previously A$130–133m), representing growth of ~80% and ~82% respectively on FY26 at the guidance midpoints
- **Record Q1 FY27 performance,** with organic growth in the quarter significantly above our 15% target compared with the prior corresponding period
- Recent programmatic acquisitions, Maxim Group and JPS Group, are **performing above expectations**

FY27 guidance upgrade

Following a record first quarter performance, continued strong operating conditions and high demand across our specialist services portfolio, the Board has upgraded FY27 guidance. This is the second upgrade since maiden FY27 guidance was announced in June 2026.

FY27 guidance (A$m)	Initial guidance (25 Jun 2026)	August upgrade (27 Aug 2026)	AGM upgrade (18 Nov 2026)
Underlying EBITA	202 – 208	205 – 210	**210 – 215**
Underlying NPATA	128 – 132	130 – 133	**133 – 136**

Underlying EBITA and Underlying NPATA exclude non-underlying items and amortisation of acquired customer contracts. FY27 guidance only includes announced or completed programmatic acquisitions and excludes any future programmatic acquisitions.

Outlook

High demand for specialist services and strong operating conditions are continuing across our diversified portfolio. Our balance sheet is positioned for growth, supported by our new A$250m undrawn syndicated debt facility and net leverage of approximately 0.8 times net debt to pro forma EBITDA (post completion of Maxim and JPS), comfortably within Tasmea's target of less than 1.0 times. Tasmea continues to assess a pipeline of specialist programmatic acquisition opportunities, with a number under live negotiations.

Managing Director Stephen Young said: "FY27 is off to a record start. Our people are delivering strong organic growth, Maxim and JPS are performing above expectations, and demand for our portfolio of specialist services remains high. That gives us the confidence to upgrade FY27 guidance for the second time this year and we remain focused on executing our twin pillar growth strategy of organic growth and programmatic acquisitions."

- ENDS

This announcement was authorised for release by the Board of Tasmea Limited.

For enquiries, 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.