



Tasmea Limited Employee Share Ownership Plan

Application Form

INSTRUCTIONS:

Please provide the application form to Tasmea Corporate Services at accounts@tasmea.com.au. All capitalised terms not otherwise defined herein have the same meaning given to them in the Plan.

PERSONAL DETAILS

First name	
Last Name	
Email	
Mailing Address	
TFN	

Pursuant to this Application (**Application**), I hereby accept the offer of Shares offered to me pursuant to a Letter of Offer dated 18 December 2025 (**Offer Letter**) under the Company's Employee Share Ownership Plan (**Plan**) (please check only one (1) of the following boxes):

In full.
 In respect of _____ Shares.

ACKNOWLEDGEMENTS

By accepting the Offer and delivering this form to the Company, I agree and acknowledge:

- 1 the Shares are issued pursuant to the Plan and the Rules and I agree to be bound by the Company's constitution (as amended from time to time), the Plan, the Rules and the terms of the Offer as a Participant in the Plan;
- 2 that the Shares are issued pursuant to Division 1A of Part 7.12 of the *Corporations Act 2001* (Cth);
- 3 participation in the Plan does not create a right to employment or interfere with the ability to terminate my employment or service relationship (if any), subject to applicable law;
- 4 the future value of the Shares is uncertain and the value of such Shares may increase or decrease from time to time;
- 5 any rights acquired under the Plan are an extraordinary item of compensation, which is outside the scope of my employment agreement, if any, and are not part of ordinary compensation or salary for any purpose;

- 6 no claim or entitlement to compensation or damages shall arise from forfeiture of Shares under the Plan resulting from my service to the Company coming to an end for any reason;
- 7 the ultimate liability for all taxes payable in respect of my participation in the Plan and the acquisition and disposal of Shares is and remains my responsibility;
- 8 the Company may be required by law to provide information about me to tax or duty authorities and I will allow the Company to provide such information; and
- 9 the Offer Letter provided to me is not financial product advice and I have been advised to consult an independent investment or taxation advisor prior to accepting Shares if I have any concerns.

I further agree and acknowledge that:

- 10 the Offer Letter and the Shares are subject to the terms, conditions, and provisions of the Plan, which I have read in full and to which I hereby expressly assent;
- 11 I have read and expressly acknowledge clause 11 of the Plan and other relevant clauses of the Plan, with respect to their bearing on any tax and duty consequences in connection with the Shares;
- 12 I hereby authorise payroll withholding and otherwise will make adequate provision for all applicable tax withholding of the Company, all as more completely described in the Plan;
- 13 the Company does not have a duty to design or administer the Plan or its other compensation programs in a manner that minimises my tax liabilities;
- 14 I am aware of the Company's business affairs and financial condition and have acquired sufficient information about the Company to reach an informed and knowledgeable decision to acquire the Shares;
- 15 I have received and have access to such information as I consider necessary or appropriate for deciding whether to invest in the Shares;
- 16 my investment in the Company is a speculative investment that has limited liquidity and is subject to the risk of complete loss, and I am able to hold the Shares for an indefinite period and to suffer a complete loss in my investment in such Shares; and
- 17 this Application shall inure to the benefit of and be binding upon my heirs, executors, administrators, successors, and assigns.

THIS APPLICATION IS HEREBY EXECUTED BY

Name

Signature

Date