



BOOM APPOINTS MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

12 December 2025: Boom Logistics Limited (ASX:BOL, Boom or Company) announces that it has appointed Interim Chief Executive Officer Lester Fernandez as Managing Director and Chief Executive Officer effective immediately.

Mr Fernandez has been the Interim CEO of the Company since 29 August 2025 and during this period the Board has conducted an extensive search process resulting in this appointment.

Boom's Chair Mr Kieran Pryke said: "We are delighted to appoint Lester to the Managing Director and Chief Executive Officer role. Lester has been with Boom since September 2022 and has a unique depth and breadth of experience in the crane industry. Lester was most recently the Company's Director of Operations prior to being appointed Interim CEO. Lester impressed the Board with his ability to articulate a clear vision for our business and his ability to lead our people through high pressure and challenging times. These skills will be invaluable as we look to further grow our Company."

A short summary of Lester's background and key terms of appointment are attached to this announcement.

Mr Fernandez said: "I am incredibly proud to be appointed Managing Director and CEO of Boom Logistics and I'm looking forward to leading the business through its next phase. Our strength has always been our people and the capability we bring to our customers every day. Safety sits at the centre of how we work, and my expectation is simple — everyone goes home safe, every day.

We are in a strong position to create value for our shareholders through disciplined execution, better labour recovery, tighter asset utilisation, and consistent contract performance. We've proven our ability to deliver through shifting market cycles, and we will continue to grow the business to provide the performance expected from a business operating at national scale across diversified industrial sectors.

This focus on safety, performance and service will guide how we lead the business forward."

Authorised for release by the Board.

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About Boom Logistics Limited

Boom is Australia's leading provider of complex lifting and project logistics solutions. The Company provides specialised equipment, engineering services, and workforce solutions to a diversified range of industry projects. Boom is playing a key role in supporting Australia's critical infrastructure development, renewable

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energy transition and resource extraction projects. Boom delivers technically innovative outcomes with a focus on safety, customer value, operational efficiency and sustainability.

About Lester Fernandez

Lester joined Boom in September 2022 and is a senior executive with over 15 years of leadership experience across Australia's crane, logistics and industrial services sectors.

Lester brings deep expertise in P&L management, commercial contracting, enterprise risk and organisational change. He has led multiple business turnarounds and labour restructures in complex environments.

Lester holds tertiary qualifications in finance, project management, human resources and general management. Additionally, Lester serves as a WA Board Member of the Crane Industry Council of Australia (CICA), contributing to national policy and industry safety standards.

Summary of the material terms and conditions of employment of Lester Fernandez:

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| Name | Lester Fernandez |
| Position | Managing Director and Chief Executive Officer |
| Commencement Date | 12 December 2025 |
| Term | Ongoing – no fixed term |
| Fixed Remuneration | Total Fixed Annual Remuneration (FAR) inclusive of superannuation and allowances of \$530,000 p.a. This is reviewed annually with any adjustment subject to Board approval. |
| Variable Remuneration | Mr Fernandez will continue to be eligible to participate annually in Boom's Short-Term Incentive (STIP) and Long-Term Incentive (LTIP) Plans, the terms and operation of which are at the discretion of the Board, and subject to performance. <ul style="list-style-type: none">• 'At-target' Short Term Incentive Plan (STIP) opportunity at 50% of FAR. The Board approved STIP award will be delivered by election of Mr Fernandez as: (i) 100% cash; (ii) 50% cash (cash payment to be made following the end of the financial year) and 50% into rights; or (iii) 100% into Rights.• 'At-target' Long Term Incentive Plan (LTIP) incentive opportunity at 50% of FAR. |
| Termination Notice Period | 6 months by Boom. 6 months by Mr Fernandez. Nil in the event that summary dismissal is warranted. Boom can discharge the notice obligation by providing payment in lieu of notice. |
| Post-employment restraints | 12 months. |



This announcement may contain certain forward-looking statements with respect to the financial condition, results of operations and business of Boom and certain plans and objectives of the management of Boom. Forward-looking statements can generally be identified by the use of words such as 'project', 'believe', 'foresee', 'plan', 'expect', 'aim', 'potential', 'goal', 'target', 'intend', 'anticipate', 'believe', 'estimate', 'may', 'could', 'should', 'will' or similar expressions. All such forward-looking statements involve known and unknown risks, significant uncertainties, assumptions, contingencies and other factors, many of which are outside the control of Boom, which may cause the actual results or performance of Boom to be materially different from any future results or performance expressed or implied by such forward-looking statements. No guarantee, representation, warranty, express or implied, is made as to the accuracy, likelihood of achievement or reasonableness of any forecasts, prospects, returns or other forward-looking statements in relation to future matters contained in this announcement. Such forward-looking statements reflect expectations at the date of this announcement. Factors that could cause actual results or performance to differ materially include without limitation the following: risks and uncertainties associated with the Australian and global economic environment and capital market conditions, fluctuations in foreign currency exchange and interest rates, competition, Boom's relationships with, and the financial condition of, its suppliers and customers, or legislative changes, or regulatory changes or other changes in the laws which affect Boom's business. The preceding list of important factors is not exhaustive. There can be no assurance that actual outcomes will not differ materially from these statements. Readers are cautioned to not place undue reliance on any forward looking statements. Except as required by law and ASX Listing Rules, Boom undertakes no obligation to update publicly or otherwise revise any forward looking statement as a result of new information, future events or other factors. Past performance cannot be relied on as a guide to future performance. Readers are cautioned not to place undue reliance on forward-looking statements or guidance, particularly in light of the current economic, regulatory and political climate.