Tasmea Limited
Appendix 4E
Preliminary final report

1. Company details

Name of entity:	Tasmea Limited
ABN:	22 088 588 425
Reporting period:	For the year ended 30 June 2026
Previous period:	For the year ended 30 June 2025

2. Results for announcement to the market

The current reporting period is the financial year ended 30 June 2026 (FY26). The previous corresponding period is the financial year ended 30 June 2025 (FY25).

	2026 $'000	2025 $'000	Change $'000	Change %
Revenue from ordinary activities	1,293,308	547,914	745,394	136.0%
Profit from ordinary activities after tax attributable to the owners of Tasmea Limited	71,269	53,069	18,200	34.3%
Profit for the year attributable to the owners of Tasmea Limited	71,269	53,069	18,200	34.3%

Commentary on the results for the year can be found in the Managing Director's Report in the FY26 Annual Financial Report.

3. Reconciliation of Statutory Results and Underlying Results

The statutory results presented above are prepared in accordance with the Corporations Act 2001 and Australian Accounting Standards and have been audited by Ernst & Young.

Underlying results are non-IFRS financial measures and are presented to assist investors in understanding the underlying performance of the Group's ongoing operations. They have not been audited or reviewed and should not be considered a substitute for statutory results.

	Reported	Results		Underlying	Results	
	30 June 2026 $'000	30 June 2025 $'000	%	30 June 2026 $'000	30 June 2025 $'000	%
Revenue	1,293,308	547,914	136.0%	1,293,308	547,914	136.0%
EBITA[1]	116,746	75,189	55.3%	118,112	76,543	54.3%
EBIT[1]	115,321	74,402	55.0%	116,687	75,756	54.0%
NPATA[1]	72,745	53,917	34.9%	73,686	51,711	42.5%
Net Profit After Tax	71,320	53,130	34.2%	72,261	50,924	41.9%

[1] EBITA (Earnings Before Interest, Tax and Amortisation of Acquired Intangibles), EBIT (Earnings Before Interest and Tax) and NPATA (Net Profit after Tax, excluding Amortisation of Acquired Intangibles) are non-IFRS financial measures that are not recognised under Australian Accounting Standards. These measures have not been audited or reviewed and should not be considered as a substitute for statutory measures prepared in accordance with Australian Accounting Standards.

A reconciliation of FY26 and FY25 underlying earnings to reported earnings is provided below.

	Consolidated 2026 $'000	Consolidated 2025 $'000
Reported EBIT	**115,321**	**74,402**
Amortisation of acquired intangible assets	1,425	787
Reported EBITA	**116,746**	**75,189**
Derivative fair value losses/(gains)	(7,465)	(6,857)
Share based payments	5,044	2,028
Business acquisition costs/(income)	(1,607)	2,768
Non-recurring expenses	5,394	3,415
Underlying EBITA	**118,112**	**76,543**
Reported NPATA	**72,745**	**53,917**
Underlying adjustments (above)	1,366	1,354
Unwinding of discount on contingent consideration	1,016	-
Tax effect of the underlying adjustments	(1,441)	(1,760)
Non-recurring deferred tax asset recognition	-	(1,800)
Underlying NPATA	**73,686**	**51,711**

Note: Commentary on the underlying adjustments can be found in the Financial Highlights section in the FY26 Annual Financial Report.

4. Dividends

Current period

	Amount per security Cents	Franked amount per security Cents
FY26 Interim Dividend (paid 10 April 2026)	6.0	6.0
FY26 Special Dividend (paid 25 June 2026)	10.0	10.0
FY26 Final Dividend (declared 27 August 2026)	8.5	8.5

Record date for determining entitlements to the final dividend	30 September 2026
Date the final dividend is payable	30 October 2026

Dividend reinvestment plan

The Tasmea Limited (Tasmea or The Group) Dividend Reinvestment Plan will apply to the FY26 Final Dividend. All Australian and New Zealand resident Tasmea shareholders are eligible to participate in the Dividend Reinvestment Plan for shares held on the relevant dividend record date.

The last date for lodgement of election notices to participate in the Dividend Reinvestment Plan for the FY26 Final Dividend is 5pm AEST on 2 October 2026.

5. Net tangible assets

	Reporting period Cents	Previous period Cents
Net tangible assets per ordinary security	3.71	(14.52)

Note: Net tangible assets per share is negative in the prior reporting period due to the recognition of significant intangible assets, including goodwill, brand names and customer contracts, arising from business acquisitions. These intangibles form a material part of the Group's balance sheet but are excluded from the NTA calculation.

6. Control gained over entities

WorkPac Group

On 1 December 2025, Tasmea Limited's wholly owned subsidiary WorkPac Holdings Pty Ltd, acquired 100% of WorkPac Group Pty Ltd and its subsidiaries (collectively "**WorkPac Group**").

WorkPac is an Australian workforce solutions provider delivering recruitment and workforce services across a range of sectors including mining, construction, engineering, industrial, defence, health and social care. WorkPac's services include end-to-end recruitment and staffing services, including temporary and permanent placements, managed services, vendor management, recruitment process outsourcing, traineeships and apprenticeships.

The acquisition of WorkPac strengthens Tasmea's specialist labour capability with the establishment of a dedicated Workforce Solutions segment and enhances Tasmea's ability to source, mobilise and deploy skilled labour at scale across its Electrical, Mechanical, Civil, and Water & Fluid operating segments.

Further details regarding the acquisitions can be found in Note 39 of the FY26 Annual Financial Report.

7. Audit

This information should be read in conjunction with the FY26 Annual Financial Report of Tasmea Limited and associated ASX market releases made during the period. The FY26 Annual Financial Report includes additional Appendix 4E disclosure requirements and commentary on the results for the year ended 30 June 2026. This report is based on the FY26 Annual Financial Report which has been audited by Ernst & Young.

8. Signed

Authorised for release by
Stephen Young, Managing Director, Tasmea Limited

Date: 27 August 2026