25 November 2026

TASMEA – CHANGES TO NON-EXECUTIVE DIRECTORS

Tasmea Limited (ASX: TEA) (**Tasmea** or the **Company**) advises that Mr Glenn Davis and Mr Greg Columbus were elected as Non-Executive Directors at the Company's Annual General Meeting held on 18 November 2026, effective from the close of the meeting. The Board considers each of them to be an independent director.

Mr Mike Terlet AO retired as a Director at the close of the meeting and did not seek re-election.

New Directors

Mr Glenn Davis (LLB, BEc (Acc), FAICD) is an experienced ASX-listed company chair with broad board and commercial experience across a range of sectors, overlaid by 40 years in legal practice across corporate, commercial and risk management matters.

Glenn is the Chairman of Elders Limited (ASX: ELD), having joined its board as a non-executive director in September 2024 and become Chairman in November 2025, and the Chairman of iTech Minerals Ltd (ASX: ITM) since April 2021. He has been a non-executive director of SkyCity Entertainment Group Limited (ASX/NZX: SKC) since September 2022. He was Chairman of Beach Energy Limited (ASX: BPT) from November 2012 to November 2023. Glenn was a partner of Piper Alderman and in 2002 founded DMAW Lawyers, which he chaired until his retirement from the firm on 30 June 2026.

Mr Greg Columbus (MBA, MAICD, FAIM) has over 35 years of experience in the energy, electrical infrastructure and oil and gas sectors, spanning technical, commercial and executive roles. He is an experienced company director with commercial, strategy, corporate finance and legal experience, and has been involved in the delivery of large, complex energy, infrastructure and oil and gas projects and in numerous M&A transactions.

Greg has been the Managing Director of Clarke Energy Pty Ltd since 2004 and is retiring from that role effective 31 December 2026. He is the Non-Executive Chairman of D3 Energy Limited (ASX: D3E) since April 2021 and of Pilot Energy Limited (ASX: PGY), and a Director of the Port Adelaide Football Club. He was previously Non-Executive Chairman of Warrego Energy Limited (ASX: WGO) from March 2018 to February 2023 and of Talon Energy Limited (ASX: TPD) from April 2023 until December 2023.

Retirement of Mike Terlet AO

Mr Terlet joined the Board in October 2007 as an Independent Non-Executive Director and served as Independent Chair from 1 July 2018 to 21 September 2023. Since then, he has continued to serve as Chair of the Audit and Risk Committee and the Nomination and Remuneration Committee. The Board thanks Mr Terlet for his significant contribution to Tasmea over more than 19 years.

This announcement was authorised for release by Managing Director Stephen Young on behalf of the Board of Tasmea Limited.

For further information, please contact:

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About Tasmea Limited:

Tasmea owns and operates 29 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.