

2025 ANNUAL GENERAL MEETING DOCUMENTATION

21 November 2025: Boom Logistics Limited (ASX:BOL) attaches the following documents ahead of the Annual General Meeting (AGM) which will be held today 21 November 2025 at 1:00pm (AEDT) and in accordance with ASX Listing Rule 3.13.3:

- AGM address - Chair's Address and Interim CEO's Address
- AGM slides.

BOL will be providing an update on its business and outlook at the AGM.

Authorised for release by the Board.

Further information:

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21 November 2025

Market Announcements Office
ASX Limited

AGM Address

Chair's Address

Before we report on our activities for FY 2025, I want to address two recent events that have impacted our Company.

In July, we tragically lost a member of our team, Nick Hohua, at the Clarke Creek wind farm project in Queensland. Nick was a valued and respected colleague; we continue to support his family and others affected during this difficult time. The investigation by Workplace Health and Safety Queensland remains ongoing and we will provide further updates as those outcomes are known.

You will also be aware of matters we have disclosed relating to former CEO Ben Pieyre regarding misuse of Company funds. To date we have recovered over \$760,000 from Mr Pieyre and we continue to pursue Mr Pieyre vigorously to repay the full amount of approximately \$1.1 million. Mr Pieyre went to great lengths to conceal his conduct. Through our governance processes, concerns were raised and action taken. We have been transparent regarding the issue and have informed the market accordingly. Mr Pieyre's actions do not reflect Boom's values, principles and standard of conduct expected of our people.

We have made changes and have implemented enhanced internal controls to reduce the risk of any future conduct of this nature being concealed.

I have taken a more active role in the business since the departures of the CEO and CFO earlier this year. We are progressing the search for permanent appointments to these roles and will update you accordingly.

We have also made several changes to Board sub-committees. I remain as Chair of Boom, with Damian Banks succeeding me as Chair of the Audit and Risk Committee. James Scott has replaced Damian as Chair of the Nomination and Remuneration Committee, while continuing as Chair of the ESG Committee. Sarah Johns has also joined us as Interim CFO as we continue the search for a permanent CFO.

At the conclusion of this meeting, Stephen Grove will step down from the Board as non-executive director. On behalf of the Board, I would like to thank Stephen for the depth of expertise and support he has added to the Board which has contributed significantly to the company's growth. A search for his replacement is underway.

Boom Logistics has built a reputation as a leading provider of complex lifting and project logistics solutions. Across Australia, our team delivers specialised equipment, engineering services, and workforce solutions that underpin some of the most ambitious industrial, mining and renewable projects in the country. We are a critical partner in the expansion of Australia's infrastructure, the inclusion of renewable energy sources, and the ongoing development of resource extraction projects.

Our strategy is designed to respond to major shifts in the global economy and the opportunities that these forces are creating for Boom. Our strategy runs across four pillars:

- Participation in key growth sectors across the renewables, resources, infrastructure and industrials sectors
- Creating sustainable shareholder value through capital management and returns
- ESG, people capability and efficacy, by having a strong safety and people-focused culture
- Driving asset regeneration through modernising our fleet, and focusing on utilisation

Turning to ESG, we continue to progress initiatives such as measuring our greenhouse gas emissions and strengthening community engagement to ensure we mitigate our environmental footprint and positively impact the communities in which we operate while furthering business growth initiatives.

Our people and equipment continue to make a significant contribution to Australia's renewable energy transition. Our expertise in windfarm construction and maintenance and our ongoing involvement in the Snowy Hydro project are some examples of the landmark projects that we are proud to be a part of.

Of course, safety remains a core value for us. In FY25 we recorded no lost time injuries but as I said before, in July, at the start of FY26, we tragically lost Nick Hohua. This more than ever has resolved our commitment to a safe workplace for everyone at Boom, and we are constantly reviewing our policies, practices and procedures to achieve this.

I will now hand over to Lester for his address.

Interim CEO's Address

Thank you Kieran, and good afternoon everyone.

I'd like to start with a few reflections on FY25.

FY25 delivered another year of improved performance, with revenue of \$265 million, EBITDA of \$50 million, and NPAT of \$9.3 million up 41% year-on-year. Earnings per share rose to 22 cents, supported by net operating cash flow of \$10 million, which is up from \$2.3 million in FY24. Strong cash generation helped fund a 2-cent dividend and enabled us to continue the share buyback program without increasing leverage.

These results reflect disciplined execution of our strategic priorities; tighter labour recovery, improved asset utilisation, and disciplined contract execution. These actions translate directly into shareholder returns.

We've shown that we can achieve consistent performance across different market conditions, and that demonstrates our ability to continue to grow the business.

While our strategy is focused on creating value for our shareholders, everything begins with understanding our customers' needs and delivering exceptional service to them. This is central to everything we do at Boom.

Turning to slide 10.

As part of the increased demand for energy, there will be significant investment required to upgrade and expand Australia's transmission infrastructure, including high-voltage transmission lines. This is an area of strong capability for us, and we intend to leverage our expertise on a national scale.

Australia's mining sector remains critical to its economy and is increasingly driven by the energy transition. Boom's operations across major industrial hubs continue to support brownfield expansions, including in commodities like copper, iron ore, coal and gold are underpinned by secure long-term contracts with major global miners.

The global increase in demand for energy is driving large-scale projects and our complex lifting and logistics services are well placed to meet the growing pipeline of work. In Australia, in addition to traditional energy sources, a significant part of the energy transition is associated with wind energy. Boom's heavy lift capabilities and experience mean we can respond decisively, working with our partners, to bring these large projects to life.



Boom is consistently a top player in the markets in which we operate in and we are very well positioned to meet customer demand.

FY26 has started well for Boom, with Q1 revenue up 2 per cent and capex down sharply on FY25 — a clear signal that the asset-regeneration program is complete and cash conversion is improving.

We expect EPS growth of around 15% for FY26, driven by four levers:

1. Improved fleet productivity and further increasing asset utilisation;
2. A stronger margin mix from contract renewals in mining and energy;
3. Execution discipline, matching assets to work, managing labour efficiency; and
4. Continued capital discipline in fleet allocation

We've proved that we can deliver in FY25, and FY26 is about building on that performance through operational discipline and measured growth.

Authorised for release by the Board.

Further information:

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ROOM
LOGISTICS

RESOURCES
RENEWABLES
INFRASTRUCTURE
INDUSTRIALS

Annual General Meeting

21 November 2025

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Board of Directors and Management Team



Kieran Pryke

Independent, Non-Executive
Chair



Damian Banks

Independent, Non-Executive
Director



James Scott

Independent, Non-Executive
Director



Stephen Grove

Non-Independent,
Non-Executive Director



Lester Fernandez

Interim Chief Executive
Officer



Reuben David

Chief Legal Officer and
Company Secretary

Agenda

1. Chair's Address
2. Interim Chief Executive Officer's Address
3. Formal Business

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Chair's Address



Kieran Pryke
Independent,
Non-Executive Chair

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Who we are



Boom Logistics is one of Australia's leading providers of complex lifting and project logistics solutions. We provide specialised equipment, engineering services, and workforce solutions to a diversified range of industry projects.



SPECIALISED EQUIPMENT

280 Mobile Cranes (20 – 800t)
40 Travel Towers (18 - 70m)



ENGINEERING SERVICES

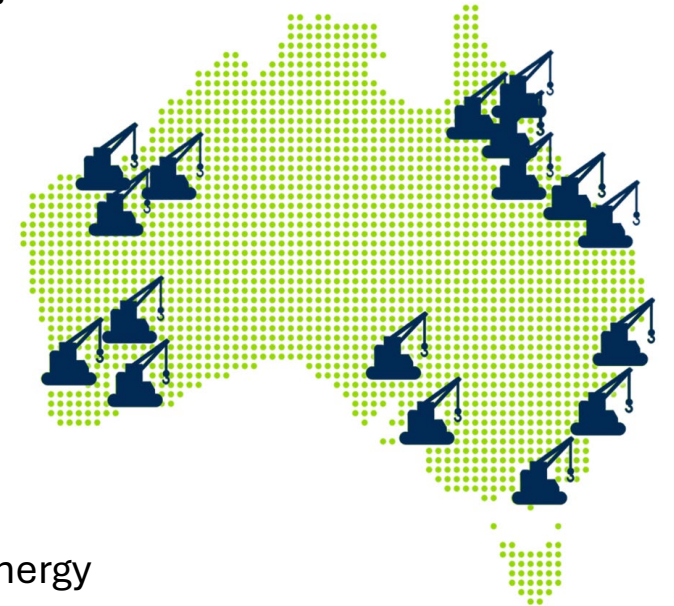


WORKFORCE SOLUTIONS

800 + staff



17 DEPOTS



Boom plays a key role in supporting Australia's critical infrastructure development, renewable energy transition and resource extraction projects.

Boom delivers technically innovative outcomes with a focus on safety, customer value, operational efficiency and sustainability.

Our strategy is to be Australia's leading provider of complex lifting and projects logistics solutions

WE AIM TO DELIVER OUR STRATEGY ACROSS
FOUR STRATEGIC PILLARS



BOOM'S VALUES

These are the uncompromising foundation of our organisation, guiding our decisions, behaviours and the way we do business to maximise returns for our shareholders while maintaining safety for our staff.

ESG initiatives continue to progress across the business

- No Lost Time Injuries in FY25 and Total Recordable Injury Frequency of 5.7 per million hours worked.
- Transparent communication by integrating our Life-Saving Rules (LSR), proactive in-field leadership, advanced digital safety software, and ISO 45001 certification.
- Completed annual greenhouse gas emissions assessment, reinforcing our commitment to assessing and mitigating environmental impact.
- Conducted a Materiality Assessment to identify key environmental, social and governance issues, ensuring our focus aligns with key stakeholders and business objectives.
- Enhancing the sustainability of our operations by initiating structured tracking of waste reduction efforts and community relationship-building initiatives.
- Ensuring ISO certification adherence to best-practice safety standards.



Interim Chief Executive Officer Address



Lester Fernandez
Interim Chief Executive Officer

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Key FY25 highlights

Revenue

\$265m



+2% vs FY24

EBITDA

\$50m



+9% vs FY24

NPAT

\$9.3m* (Operating)

\$23.3m (Statutory)



+41% vs FY24

Contract Wins

\$65m+

Primarily Resources
& Renewables



Op Cash Generated

\$10.0m +330%

Dividend

2c per share



Op EPS*

22 c +38%

NTA*

\$2.87 + 8%



* Operating result post share buybacks & 10:1 share consolidation. Excludes deferred tax benefit.



Decarbonisation



- AEMO's Step Change and Progressive Change scenarios require 5,000 km of transmission in the next decade – creating around 4,000 km of new transmission corridors and upgrading 1,000 km of existing lines, and a total of 10,000 km by 2050¹

Wind energy



- AEMO forecasts a nine-fold increase in large-scale wind and solar capacity by 2050²
- Turbine hub heights now exceeding 150m, requiring increasingly specialised lifting capability³

Infrastructure



- Engineering construction activity reached \$36.8bn in Q2 2025, with strong growth in utilities and mining⁴
- Major developments in critical minerals, energy and infrastructure across Australia

Boom strategic growth opportunity

- Leverage experience in NSW and other states to win long-duration national contracts for transmission infrastructure upgrades

- Expand fleet capability and personnel training to service next-generation wind turbine projects
- Partner with OEMs and EPC contractors as a preferred lifting provider

- Scale site-based crane operations across mining, energy, and processing hubs
- Focus on long-term contracts, shutdown services and brownfield expansions

In Q1 FY26 Boom noted:

- The benefit of prior period asset regeneration flowing through to lower capex and higher cash flows have underpinned capital management efforts.
- Strong customer relationships, a scalable modern fleet continue to position us as the preferred provider of lifting services across key national markets.
- Demand for our services is driving increased tender activity across all core verticals including renewables, infrastructure, resources, and industrials.

\$m	Q1 FY26	Q1 FY25	Change
Revenue	70.7	69.3	2%
Capital Expenditure	3.9	8.6	(55%)
Asset Disposals	2.1	0.9	133%
Net Capital Expenditure	1.8	7.8	(76%)

Boom expects growth in profit after tax and the share buyback to deliver earnings per share growth of 15% in FY26, underpinned by:

- the disciplined execution of its strategic objectives.
- a strong focus on delivering value to customers.
- ongoing success in securing tender opportunities across all key segments.
- continued capital discipline in fleet deployment.

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Questions

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Formal Business

Voting Instructions



Boom Logistics Limited

ABN: 28 095 466 961

Annual General Meeting
Friday, 21 November 2025

Securityholder & Proxy Holder Attendance & Voting Card

Card #: 1

1. As a securityholder or proxyholder, you are entitled to ask questions.
2. If a poll is to be conducted, you can register your votes by completing the reverse of this card and placing it in the ballot box when directed by the Chair of the Meeting.

In the event of a poll, the Chair of the Meeting will advise on the process for conducting the poll. When directed by the Chair of the Meeting, place an "X" in either the "For", "Against" or "Abstain" box. As a proxyholder, you will have been provided with a report when you registered, which summarises how you have been directed to vote on a poll or a show of hands. When completing this card for a poll, you need only mark a box if you have "Discretionary" votes. If you do not have "Discretionary" votes, then you need only place this card in the ballot box.

Resolutions	For	Against	Abstain
1 Adoption of Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Re-election of Director – Mr James Scott	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Re-election of Director – Mr Damian Banks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Extension of on-market share buy-back	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 Approval of 10% placement capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Item 1: Financial Statements and Reports



To receive and consider the Company's audited financial statements and reports for the year ended 30 June 2025.

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Item 2: Adoption of Remuneration Report

To consider and, if thought fit, pass the following as an **ordinary resolution**:

“That the Remuneration Report for the year ended 30 June 2025 be adopted.”

Proxy Voting Results: Item 2 (Adoption of Remuneration Report)

	Number of Votes	% of Votes
FOR	9,585,196	78.36%
AGAINST	173,825	1.42%
OPEN – Chair ¹	2,473,793	20.22%
ABSTAIN	765,201	-

1. Chair's discretionary votes
Note: These figures relate to the proxies lodged 48 hours prior to the meeting

Item 3: Re-election of Director – Mr James Scott



To consider and, if thought fit, pass the following as an **ordinary resolution**:

“That James Scott, who retires by rotation under clause 64.1 of the Company’s Constitution, and being eligible for re-election as a Director of the Company, be re-elected as a Director of the Company.”

Proxy Voting Results: Item 3 (Re-election of Director – Mr James Scott)



	Number of Votes	% of Votes
FOR	16,438,089	86.57%
AGAINST	32,210	0.17%
OPEN – Chair ¹	2,517,823	13.26%
ABSTAIN	12,157	-

1. Chair's discretionary votes

Note: These figures relate to the proxies lodged 48 hours prior to the meeting

Item 4: Re-election of Director – Mr Damian Banks



To consider and, if thought fit, pass the following resolution as an **ordinary resolution**:

“That Damian Banks, who retires by rotation under clause 64.1 of the Company’s Constitution, and being eligible for re-election as a Director of the Company, be re-elected as a Director of the Company.”

Proxy Voting Results: Item 4 (Re-election of Director – Mr Damian Banks)



	Number of Votes	% of Votes
FOR	15,719,568	82.79%
AGAINST	750,731	3.95%
OPEN – Chair ¹	2,517,823	13.26%
ABSTAIN	12,157	-

1. Chair’s discretionary votes
Note: These figures relate to the proxies lodged 48 hours prior to the meeting

Item 5: Extension of on-market share buy-back

To consider and, if thought fit, pass the following resolution as an **ordinary resolution**:

"That, for the purposes of section 257C of the Corporations Act and for all other purposes, Shareholders authorise and approve the on-market buy-back of up to 20% of the Company's issued Shares in the 12 month period following the approval of this resolution, under an on-market buy-back conducted in accordance with the requirements of the ASX Listing Rules and the Corporations Act on the terms as described in the Explanatory Memorandum."

Proxy Voting Results: Item 5 (Extension of on-market share buy-back)

	Number of Votes	% of Votes
FOR	16,453,103	86.61%
AGAINST	69,883	0.37%
OPEN – Chair ¹	2,473,793	13.02%
ABSTAIN	3,500	-

1. Chair's discretionary votes

Note: These figures relate to the proxies lodged 48 hours prior to the meeting

Item 6: Approval of 10% placement capacity

To consider and, if thought fit, pass the following resolution as a **special resolution**:

"That, under and in accordance with ASX Listing Rule 7.1A and for all other purposes, Shareholders approve the issue of Equity Securities up to 10% of the issued capital of the Company (at the time of the issue) calculated in accordance with the formula prescribed in ASX Listing Rule 7.1A.2 and on the terms and conditions in the Explanatory Memorandum."

Proxy Voting Results: Item 6 (Approval of 10% placement capacity)

	Number of Votes	% of Votes
FOR	15,494,500	81.58%
AGAINST	1,020,186	5.37%
OPEN – Chair ¹	2,479,493	13.05%
ABSTAIN	6,100	-

1. Chair's discretionary votes

Note: These figures relate to the proxies lodged 48 hours prior to the meeting

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Meeting Close