

Circular to Employees

**Tahmoor Coal Pty Ltd (Administrators Appointed)
ACN 076 663 968 (the Company)**

18 February 2026

We refer to our appointment as Voluntary Administrators of the Company on 9 February 2026 and to our initial circular to employees dated 11 February 2026. We also refer to the notice of first meeting and initial information issued on 12 February 2026.

Information for Employees – First Meeting of Creditors

This circular provides further information regarding the first meeting of creditors of the Company, which will be held at 2pm on 19 February 2026.

The Administrators have been provided with calculations of employee entitlements outstanding as at close of business 9 February 2026. We are advised those calculations have been provided separately to employees.

Should employees wish to attend or vote at tomorrow's meeting, they do not need to submit a proof of debt. The calculations undertaken will be relied on for the purposes of the meeting for quantifying employee claims. Employees may still lodge a proof of debt if they would like to.

Please note that whether a proof of debt is lodged at this stage will **NOT** impact employees' rights to claim entitlements. Proofs of debt can also be adjusted in the future if required.

Should employees wish to take part in tomorrow's meeting, they WILL need to either attend the meeting on Microsoft teams or complete a proxy form to nominate a proxy to act on their behalf. That form should be submitted by 5pm today, 18 February 2026.

This proxy form is valid for tomorrow's meeting only, with a further form required for future meetings.

If employees do not wish to take part in tomorrow's meeting, there is no need to lodge either a proof or proxy at this time.

Should you require any further information, please email tahmooremployees@wexted.com or call (02) 9210 1721.

Yours faithfully



Joseph Hayes
Joint and Several Administrator



Chris Johnson
Joint and Several Administrator