ASX Release

7 September 2026

Appendix 3X and Listing Rule 3.16.4 Information

Specialist resources services provider Babylon Pump & Power Limited ("Babylon" or "the Company") (ASX: BPP) advises that Mr Byron Ynema commenced his appointment as Executive Director – Operations on 1 September 2026, as previously advised to ASX on 28 August 2026.

In accordance with ASX Listing Rule 3.16.4, the material terms of Mr Ynema's remuneration arrangements are appended to this release, together with an Initial Director's Interest Notice (Appendix 3X).

This ASX release has been authorised by Managing Director Michael Shelby.

For more information, please contact:

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About Babylon Pump & Power Ltd

Babylon Pump & Power Ltd (ASX: BPP) is a provider of speciality mining services to the resources sector in Australia. The company is a specialist in high-pressure pumping, dewatering and project water management with decades of experience supplying and maintaining equipment in remote and offshore locations. Babylon also provides a full range of speciality power generation solutions, including system design, installation, commissioning, operations and maintenance services.

Schedule 1: Key Terms of Executive Director Appointment

The material terms of the agreement between the Company and Mr Ynema are as follows:

Title	Executive Director – Operations
Date of Agreement	7 September 2026
Term	No fixed term
Fixed Remuneration	Base pay of $330,000 per annum, plus statutory superannuation.
Short Term Incentive	For FY27, a bonus of $120,000 is payable for each 1% increase in Rental revenue beyond an initial 10% uplift from the final FY26 audited accounts, up to a maximum of $600,000 (i.e. payable upon a 15% total uplift).
Retention Bonus	Retention bonus of 3x base pay is payable subject to the Director remaining employed by the Company until 1 July 2029 ("Retention Period"), to be paid by the Company on 3 July 2027 and held by the Director during the Retention Period (subject to good leaver protections).

Other terms are considered standard for a position of this nature.

Rule 3.19A.1

Appendix 3X

Initial Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	**Babylon Pump & Power Limited**
ABN	**47 009 436 908**

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Byron Ynema
Date of appointment	1 September 2026

Part 1 - Director's relevant interests in securities of which the director is the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities 34,543,200 fully paid ordinary shares

+ See chapter 19 for defined terms.

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest.	**Number & class of Securities**
Royal Haze Pty Ltd <Lister Pump A/C> (associate of the Director)	76,456,800 fully paid ordinary shares
T. H. Rose & Sons Pty Ltd (associate of the Director)	5,088,905 fully paid ordinary shares 6,666,667 $0.10 options expiring 28 Aug 2029
Donald's Investments (WA) Pty Ltd <Maggie May Super Fund A/C> (associate of the Director)	13,334 fully paid ordinary shares

Part 3 – Director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	N/A