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Janus Electric Holdings Limited



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DRIVING THE FUTURE OF ZERO EMISSION TRANSPORT

ASX ANNOUNCEMENT

10 December 2025

RESIGNATION OF CEO

Janus Electric Holdings Limited (ASX: **JNS**) advises that Ian Campbell has resigned as Chief Executive Officer and Managing Director, effective 15 December 2025.

The Board would like to thank Mr. Campbell for his contribution since the Company's listing on the ASX. We appreciate his leadership in guiding the company through its transition to a publicly listed entity and wish him the very best in his future endeavors.

The outgoing CEO, Mr. Campbell, commented:

"I wish the Janus family success and good fortune in their highly innovative endeavours to electrify the Australian heavy vehicle transport sector. The technology and committed people are the foundational elements required to help recreate how we consider the economic and emissions outcomes of one of Australia's largest GDP contributors. Janus needs the support of its patient shareholders, government to help overcome short term barriers, and the continued support of its wonderful customers (early adopters) within the transport sector to deliver a positive outcome for Australia, and inspire the next generation of startups".

In the interim, Lex Forsyth (COO and founder) and Phil Hempenstall (CFO) will collectively perform the functions of the CEO until a successor is appointed. The Board has appointed a recruitment firm, and an active search for a new CEO is underway. No change to remuneration to either individual has been made.

This announcement has been authorised for release to the ASX by the Board of Janus Electric Holdings.

For more information, please visit www.januselectric.com.au/investors or contact:

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