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ASX ANNOUNCEMENT

JANUS ELECTRIC STRENGTHENS LEADERSHIP WITH KEY STRATEGIC APPOINTMENTS

21 April 2026

Janus Electric Holdings Limited (ASX: JNS) (Janus Electric or the Company) is pleased to announce two senior strategic appointments to support the next phase of its growth and commercial deployment.

The Company has appointed Simon Fitzgerald as General Manager Production and Engineering, and Michael Cummings as Senior Adviser to the Board.

Appointment of Simon Fitzgerald as General Manager Production and Engineering

Simon Fitzgerald joins Janus Electric as General Manager Production and Engineering, bringing deep operational and engineering expertise in electric commercial vehicles.

Mr. Fitzgerald has been at the forefront of electric bus deployment in Australia, with a strong track record in delivering commercially viable vehicle platforms at scale. His appointment strengthens Janus' capability in vehicle electrification and supports the Company's expansion into the broader fleet segment.

He most recently served as Head of Engineering at Custom Denning, where he led the development of a new generation of Australian-designed electric buses, with responsibility across product, engineering, production and supply chain.

Prior to this, Mr. Fitzgerald worked in senior management positions within the Automotive sector globally.

Janus Electric Chief Executive Officer and Managing Director, Ben Hutt, commented: *"Simon's appointment is significant and he brings deep, hands-on experience in designing, building and deploying electric commercial vehicles, and is widely recognised for his work in the Australian electric bus sector.*

"His expertise strengthens our capability at a critical point as we scale beyond heavy freight into adjacent electrification markets."

Mr. Fitzgerald said: *"The electrification of commercial transport is accelerating, and Janus is well positioned with a practical, scalable solution. I'm excited to join the team and help extend that capability of the business and support our customers with world class products."*

DRIVING THE FUTURE OF ZERO EMISSION TRANSPORT

ABN: 55 095 006 090

Appointment of Michael Cummings as Senior Adviser to the Board

Michael Cummings is a highly experienced director and former senior executive with more than 30 years' experience across energy, infrastructure and transport sectors in Australia, New Zealand, the United States and the United Kingdom.

He has held numerous Board and Chair roles across energy networks, airports and clean technology businesses, with prior directorships including Endeavour Energy, Powerco (NZ), Melbourne Airport, WA Gas Networks and Natural Gas Pipeline Company (US), and chair roles including Evergen, TasGas Networks and Cross Sound Cable (US).

Mr. Cummings brings deep experience across the energy transition, including investment in network infrastructure, large-scale battery storage and technology-enabled energy platforms, alongside strong governance and capital allocation expertise across listed, private and government-owned organisations.

In his capacity as Senior Adviser, Mr. Cummings will provide strategic, commercial and governance advice to the Board and executive team, including supporting strategy development and broader corporate initiatives.

Ben Hutt, commented: *"We are delighted to welcome Michael to Janus. His experience across energy infrastructure, transport and the energy transition, combined with his global investment and governance background, will be highly valuable as we scale the business."*

Mr. Cummings said: *"Janus Electric is developing a compelling solution to decarbonise heavy transport, with clear commercial, social and environmental benefits. I look forward to working with the Board and management team to support the Company's strategy and growth as it progresses its national and international deployment."*

Strategic rationale

These appointments further strengthen Janus Electric's leadership capability across energy infrastructure and vehicle electrification, as the Company expands into the bus and broader fleet segment.

Together, they position Janus to scale its fleet electrification model, combining vehicle conversion, battery infrastructure and network deployment, to extend into adjacent transport markets, and strengthen governance as the business grows.

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

About Janus Electric

Janus Electric Holdings Limited (ASX: **JNS**) is a global electrification company focused on converting Class 6–8 heavy diesel trucks to electric using its proprietary modular battery swap and conversion platform. The Company's integrated solution comprises the Janus Conversion Module (**JCM**), swappable battery systems, and the Janus Charge & Change Station (**JCCS**), providing fleet operators with an electrification pathway that delivers near-zero downtime and total cost of ownership savings.

Janus operates across Australia, the United States, Canada, and other markets, with commercial deployments underway and a growing pipeline of fleet operator, infrastructure, and government partnerships.