ASX Announcement

Appointment of Non-Executive Director

10 November 2025 (SYDNEY): Energy Action Limited (ASX:EAX) (the "Company" or "Energy Action") is pleased to announce the appointment of Mr Jason Conroy as a Non-Executive Director to the Board of Directors.

This follows the Company's 16 April 2025 announcement on the change of Board Chair, which noted an active search for an additional director to support the Board's skills mix and succession plan. The Board has completed that process and is pleased to add Mr Conroy to the Board.

Background of Mr Jason Conroy

Jason Conroy is a Sydney-based chairman, non-executive director, and audit & risk committee chairman of private, ASX-listed and state-owned companies.

Mr Conroy's expertise is in the leadership and governance of complex organisations, particularly in the fields of corporate and project finance, regulatory economics, M&A and business transformation. He is a former CFO of Transgrid, Australia's largest electricity transmission network, and of DUET Group, a former ASX100 energy infrastructure conglomerate.

Mr Conroy is a Graduate of Australian Institute of Company Directors (GAICD) and a Fellow of Chartered Accountants Australia and New Zealand (FCA), and he holds a Master of Business Administration (MBA) and a Bachelor of Commerce (Accounting).

Chair of Energy Action, Ms Caroline Wykamp said, "We welcome Jason to Energy Action. He brings deep expertise across energy and infrastructure, strong financial and governance credentials, and a practical understanding of how to scale businesses in complex, regulated markets. Jason will be a valuable contributor to the Board as we continue to sharpen our strategy and delivery."

CEO, Derek Myers added "We're delighted to welcome Jason to Energy Action as a Non-Executive Director. His expertise will be invaluable as we continue to accelerate Energy Action's growth and leadership in the energy transition."

About Energy Action

Energy Action is an energy consultancy that supports large energy consumers in meeting the challenges of their zero-carbon transition.

We provide a comprehensive range of energy procurement services, including fixed-price auctions and progressive purchasing contracts, helping clients manage price risk and achieve lowest cost. Our advisory services assess whether solar and battery solutions can deliver further cost reductions with acceptable levels of risk, and we manage the associated tender processes to ensure optimal outcomes.

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Through our Utilibox software platform, we deliver detailed carbon reporting and practical guidance on managing emissions, including strategies to address Scope 3 impacts. We also advise on renewable energy certificates, providing clarity on what constitutes genuine sustainability, and we run corresponding tenders to ensure transparency, integrity, and value.

Together, these capabilities form a sophisticated suite of energy services that help our clients navigate the complexities of the energy market while advancing both their commercial and sustainability goals.

This announcement has been approved for release by the Board.

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