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ASX ANNOUNCEMENT

Janus Electric strengthens Board advisory and leadership team to support commercial scale-up

15 June 2026

Janus Electric Holdings Limited (ASX: JNS) ("Janus Electric" or the "Company") is pleased to announce a series of Board advisory and leadership appointments to support the Company's next phase of commercial execution across Australia, New Zealand, the United States and Canada.

The appointments strengthen capability across transport and infrastructure strategy, North American market development, and operating scale-up as Janus Electric continues to develop its heavy vehicle electrification platform.

<u>Appointment of Zorana Bull as Senior Adviser to the Board</u>

Janus Electric has appointed Ms Zorana Bull as Senior Advisor to the Board.

Ms Bull is an Oxford-educated engineer and experienced professional director with deep expertise in transport, infrastructure, engineering and the public sector. She is a former Global Partner and Australian Chief Operating Officer at PA Consulting Group, one of Europe's leading management consultancies, and is currently a Non-Executive Director of TasPorts, Jet Travel Australia Pty Ltd and HealthShare NSW and is managing partner at Altura Partners, a specialist management consultancy.

Ms Bull has served on a number of commercial boards across Federal and State Government and the private sector, with experience spanning ports, transport infrastructure and logistics.

As Senior Advisor to the Board, Ms Bull will support Janus Electric's commercial strategy in Australian and international transport markets, including engagement with port authorities, transport agencies and logistics operators.

Ben Hutt, CEO & Managing Director, said: "*Zorana brings deep experience across the transport, infrastructure and logistics sectors, which are directly relevant to Janus Electric's customer base and growth strategy. Her appointment adds valuable market knowledge and strategic perspective as we continue to build out the Janus platform across Australia and internationally*."

Appointment of Mark Ramirez to support North American Market Development

Janus Electric has appointed Mr Mark Ramirez to support the Company's North American market development, effective 1 June 2026.

Mr Ramirez is a technology, supply chain and transportation executive with more than two decades of experience across North American enterprise transformation, commercial development and transportation infrastructure markets. He will work with Janus Electric's Executive Team and existing U.S. operations team to support customer engagement, fleet operator discussions and strategic market development initiatives in North America.

Mr Ramirez is the co-founder of TIQ Capital, a Dallas-based advisory firm focused on AI transformation, supply chain, transportation and enterprise technology. He was formerly President of US Operations at HCL-Perot Systems, and has held senior executive roles with Trinity Rail, a division of Trinity Industries, and Accenture, where he worked with enterprise clients across complex operating environments.

Mr Ramirez has led major technology transformation programmes across global organisations worth hundreds of millions of dollars, and brings an established network across the North American freight, port logistics and intermodal sectors.

In this role, Mr Ramirez will report to Ben Hutt, the Global CEO and President of Janus Electric's North American and Canadian entities. His initial focus will include supporting commercial engagement in California's port logistics sector, drayage and intermodal operators, and priority North American freight corridors.

Ben Hutt, CEO & Managing Director, said: "*Mark is very well positioned to leverage his deep experience, knowledge, and network to support our North American market growth plans, and we are excited to move forward the significant market opportunity at hand together*."

Appointment of Brooke Ditzler as Chief Operating Officer

Janus Electric has appointed Ms Brooke Ditzler as Chief Operating Officer, effective 22 June 2026.

Ms Ditzler is an enterprise transformation and people strategy executive with deep experience building and scaling businesses across complex, multi-jurisdictional environments. As Chief Operating Officer, she will be responsible for the continued development of Janus Electric's operating platform, including production systems, people capacity, and commercial scale-up.

Ms Ditzler brings more than 15 years of senior leadership experience, including seven years at Amazon across Europe, the Middle East, Africa and North America, where she led organisational scaling through periods of rapid growth, multiple M&A integrations and new country launches. Most recently, she led a large-scale enterprise transformation programme for a major manufacturing organisation. Earlier in her career, she held roles at Accenture, Oakley and Specialized Bicycle Components.

Ms Ditzler holds an Executive MBA from Northwestern University's Kellogg School of Management.

Ben Hutt, CEO & Managing Director, said: "*Brooke has built and scaled operating businesses inside some of the most demanding organisations in the world. She brings the strategic rigour, execution capability and organisational design experience Janus Electric needs as we move from technology validation to accelerated commercial deployment*."

Lex Forsyth to focus on business development

Concurrent with the appointment of Ms Ditzler as Chief Operating Officer, Janus Electric confirms that Mr Lex Forsyth will transition from his role as COO to focus on business development across Australia and North America.

Mr Forsyth brings 50 years of family heritage in heavy trucking, was the driving force behind Janus Electric's founding technology, and led the deployment of Australia's first solar-powered Charge & Change Station.

His deep relationships across the Australian and North American freight sectors, and his hands-on knowledge of the Janus platform in the field, uniquely position him to accelerate fleet operator engagement and partnership development as the Company continues to build its commercial pipeline.

Ben Hutt, CEO & Managing Director, said: "*Lex is the reason Janus Electric exists. His focus, energy and relationships in the market are genuinely irreplaceable, and having him fully dedicated to winning customers and building commercial relationships, in Australia and in North America, will be invaluable*."

Tony Fay, Non-Executive Chairman, said: "*These appointments strengthen Janus Electric's capability across strategy, operations and commercial development. They are aligned to the Company's focus on execution as we continue to develop our heavy vehicle electrification platform and pursue growth opportunities in Australia, in North America and other priority markets*."

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

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

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.