

ASX Announcement

6 October 2025

Energy One Limited announces CEO (Designate), Benjamin Tranier

Energy One Limited (Energy One) is pleased to announce that, after an extensive global search process, a successful candidate has been selected to transition to the role of Chief Executive, to replace Shaun Ankers upon his retirement in 2026.

The role of CEO (Designate) has been filled by an internal candidate, Benjamin (Ben) Tranier, who is currently the General Manager of Europe.

Ben, who joined in 2024 to lead Europe, has taken an already-successful European business operation and positioned it for even greater success. This has included growing revenue by 20%, adding 30 new customers in the past year, building a global sales organisation, aligning customer success teams, focusing on client satisfaction and driving the product vision.

Prior to working for Energy One, Ben has had a very successful 20-year career at leading global energy software firms. He has led major product integrations and commercial initiatives, contributing significantly to revenue growth. His achievements include building high-performing global teams, securing strategic customers through geographic expansion, and shaping innovation in energy trading solutions.

Ben will retain a European base and will assume the role on the 1st of March 2026. At that time, Shaun Ankers will move to (initially) an Executive Director role, followed by a Non-Executive Director role.

Shaun Ankers commented, "I am thrilled to see the appointment of Ben to this role. He is accomplished in building energy software businesses, I look forward to supporting him as he drives global growth, taking us to the next level".

Chairman Andrew Bonwick noted; "The Board conducted an international and local search, and we are pleased that Ben was chosen as the best candidate for Chief Executive of Energy One. As part of the process, we reviewed both a local and/or European location for the CEO, but consistent with our global growth strategy, it makes sense to have our CEO based in Europe. We are proud to be an Australian ASX listed Company and look forward to continuing our global success".

Ben Tranier is currently in Australia, he will be available for a Q&A session to meet (via Teams) with interested shareholders, accompanied by the Chairman and CEO. This session will take place Wednesday 8th October at 9.30AM.

To access the Q&A session click the link [here](#).

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Key Employment Terms

Following is a summary of key employment terms disclosed in accordance with ASX Listing Rule 3.16.4.

Office	Group Chief Executive Officer
Commencement Date	1 March 2026
Term	No fixed term. Ongoing until terminated by either party in accordance with the agreement.
Fixed Remuneration	\$449,328 inclusive of any allowances, benefits not detailed below and pension contributions required by Energy One.
Short Term Incentive Program (STIP)	40% of fixed remuneration with 75% (of the 40%) paid at target based on financial performance to budget and 25% (of the 40%) based on individual objectives as set by the EOL Board. The maximum amount that may be payable to the CEO under the STIP in any year is 70% of fixed remuneration. The STIP is paid annually in cash.
Long Term Incentive Program (LTIP)	90% of annual remuneration issued over a three-year cycle as follows: 20% of fixed annual remuneration in the form of service-based share rights issued annually and vesting at the end of the three-year period (year one issued rights vest 3 years later, year two rights issued vest two years later and year 3 rights issued vest one year later) 20% of fixed annual remuneration in the form of performance-based share rights issued every two years that vest subject to EPS outcomes at the end of a two-year period (as measured at a June balance date) 60% of annual remuneration multiplied by 3 (to reflect estimated three-year remuneration) issued in the form of performance-based share rights at the start of the three-year period with vesting after three years based on share price outcomes - All vesting is subject to both performance and service (continuous employment with Energy One) conditions being met. It is however noted that on the termination of an employee the Board have discretion to deal with unvested share rights as they determine.

The remuneration framework for Mr. Tranier is largely on the same terms and conditions as the current CEO Mr. Ankers. Details of Mr. Ankers remuneration is contained within EOL's FY2025 Annual Report.

STIP and LTIP amounts will be paid net of any employer taxes or charges incurred by Energy One in making payment or vesting of share rights.

It is further noted that the Board retain full discretion to amend the terms of remuneration schemes at any time however it would be expected that the financial outcome of any amendments would not materially alter overall remuneration paid over a three-year period. It would be expected that the CEO will receive fixed remuneration increases over that period broadly in line with underlying cost of living increases.

Any material amendments to CEO remuneration would be communicated to shareholders through EOL's Annual Report, Annual General Meeting materials or by way of a market announcement.

Approved for release by the Energy One Board.

For further information please contact

Andrew Bonwick

Board Chairman

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