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Janus Electric Holdings Limited

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Janus Electric Holdings Limited (ASX: JNS)

January 12, 2026

Appointment of Mr Ben Hutt as Chief Executive Officer and Managing Director

Janus Electric Holdings Limited (ASX: **JNS**) (**Janus Electric**, **Janus** or the **Company**) is pleased to announce the appointment of Mr Ben Hutt as Chief Executive Officer and Managing Director.

HIGHLIGHTS

- Mr Ben Hutt appointed as Chief Executive Officer and Managing Director, effective January 12, 2026.
- Mr Hutt brings a proven track record in the energy transition sector, previously serving as CEO of Evergen, where he led the company's growth from startup to a successful sale to Intellihub (backed by Pacific Equity Partners and Brookfield).
- Extensive experience in capital markets, having raised over AU\$70 million across public and private markets and leading Search Party Group to an ASX listing.
- Appointment follows a rigorous selection process, positioning Janus Electric to accelerate the commercialisation of its exchangeable battery systems for heavy transport.

Janus Electric Holdings Limited ("Janus" or "the Company") (ASX: JNS) is pleased to announce the appointment of Mr Ben Hutt as Chief Executive Officer (CEO) and Managing Director, effective today, January 12, 2026.

Mr Hutt is an accomplished executive with deep expertise in energy technology, scaling operations, and capital strategy. Most recently, he served as CEO & Managing Director of Evergen, a global software platform for energy asset orchestration. Under his leadership, Evergen grew from a venture-backed startup into a top-tier energy SaaS platform, culminating in its acquisition by the Intellihub Group in November 2023.

Prior to Evergen, Mr Hutt was the CEO and Managing Director of Search Party Group, where he led the company through its IPO and expanded operations into the UK, Canada, and the USA. His background also includes senior consulting roles at Macquarie Group, where he led critical strategic initiatives during the Global Financial Crisis.

DRIVING THE FUTURE OF ZERO EMISSION TRANSPORT

ABN: 55 095 006 090

Janus Electric Chairman, Dennis Lin, commented:

"We are delighted to welcome Ben to the Janus team. His specific experience in the energy transition sector, combined with his proven ability to commercialise technology and lead high-growth businesses, makes him the ideal leader for Janus at this pivotal time."

"Ben's track record of driving shareholder value, coupled with his hands-on experience in navigating complex capital markets and strategic exits, aligns perfectly with our mission to decarbonise the heavy transport industry. The Board looks forward to working with him to deliver on the immense potential of our exchangeable battery technology."

Incoming Chief Executive Officer, Ben Hutt, said:

"I am thrilled to join Janus Electric as we enter this exciting phase of development. The decarbonisation of heavy transport is one of the most critical challenges of our time, and Janus's unique exchangeable battery technology offers a practical, scalable solution that the market urgently needs."

"I look forward to working with the Board and the team to accelerate our commercial rollout, deepen our relationships with logistics partners, and drive significant value for our shareholders."

ABOUT MR BEN HUTT

Mr Hutt brings over two decades of experience driving growth in technology and industrial sectors. He has served as CEO of Evergen (Energy SaaS) and Search Party Group (HR Tech), and held senior leadership roles at Macquarie Group and Slingshot Accelerator. He earned his MBA from the Australian Graduate School of Management (AGSM) and a BSc (Hons) from the University of Leeds. Outside of work, he is an accomplished endurance athlete and a solo English Channel swimmer.

Material Terms of Appointment

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms of Mr Hutt's employment agreement is attached in Appendix A.

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

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

ABOUT JANUS ELECTRIC: [HTTPS://WWW.JANUSELECTRIC.COM.AU](https://www.januselectric.com.au)

Janus Electric is an Australian innovator in heavy vehicle electrification, offering a turnkey solution through its patented battery swap platform, truck conversion kits, charging infrastructure, and integrated fleet management software. Janus delivers a zero-emissions, full-service electrification model for the freight and logistics sector, supporting operations across NSW, Victoria, Queensland, South Australia, and Western Australia. Its Central Coast-based production facility underpins its national deployment strategy.

Appendix A: Summary of Material Terms of Employment Agreement

Key Term	Details
Commencement Date	January 12, 2026
Position	Chief Executive Officer and Managing Director
Term	Ongoing appointment with no fixed term.
Fixed Remuneration	A\$325,000 per annum (exclusive of superannuation).
Sign-On Equity	Grant of A\$50,000 in fully paid ordinary shares, subject to shareholder approval. Shares are subject to a 12-month restriction period. If shareholder approval is not obtained, this will be paid in cash.
Short Term Incentive (STI)	<p>FY26: Pro-rata opportunity for the first 6 months focused on capitalisation and operational stability.</p> <p>FY27 Onwards: Target opportunity of 30% of Total Employment Remuneration (TER) and stretch opportunity of up to 60% of TER, subject to financial and operational KPIs.</p>
Long Term Incentive (LTI)	Eligibility for an annual LTI grant of up to 100% of TER, delivered as equity. Vesting is subject to a 3-year performance period and shareholder approval. Performance metrics to include Total Shareholder Return (TSR) and strategic objectives.
Notice Period	6 months' notice by either party.
Termination Provisions	The Company may terminate employment immediately for cause (e.g., serious misconduct). Standard "Good Leaver" and "Bad Leaver" provisions apply to unvested equity.
Post-Employment Restraints	A non-compete and non-solicitation restraint period applies for up to 6 months following termination.