23 November 2026

ASX ANNOUNCEMENT

Appointment of Chief Executive Officer

Highlights

- **Mr James Harvey appointed Chief Executive Officer of LPE, effective 23 November 2026.**
- **Mr Harvey has led LPE's development and sales growth since October 2025 and has been a member of the interim Office of the CEO since September 2026.**
- **Brings experience across embedded networks, energy and property development, including senior roles at GemLife, Energy Locals and Mirvac.**
- **Material terms of employment are summarised in accordance with ASX Listing Rule 3.16.4.**

Locality Planning Energy Holdings Limited (ASX: LPE) (LPE or the Company) is pleased to announce the appointment of Mr James Harvey as Chief Executive Officer, effective 23 November 2026.

Mr Harvey joined LPE in October 2025 as Group Executive, Development and Sales, and has been a member of the interim Office of the CEO since September 2026. His appointment follows a national search that considered internal and external candidates. The interim Office of the CEO concludes with this appointment.

The Board thanks Mr Alan Daly, Chief Commercial Officer, and Ms Sandra Pienaar, Chief Financial Officer, who led the Company with Mr Harvey through the interim period. Both continue in their executive roles.

Craig Chambers, LPE Chair, said:

"The Board is delighted to appoint James as Chief Executive Officer. Since joining LPE, he has driven our growth with developers and partners, and he has shown the leadership and commercial judgement the Board was looking for. His experience across embedded networks, energy and property development is closely aligned with our strategy. We look forward to working with James as he leads LPE's next phase of disciplined growth."

James Harvey said:

"I am honoured to lead LPE and thank the Board for its confidence. We have a talented team, a clear strategy and strong relationships with developers and partners. My focus is on disciplined, profitable growth, excellent service for our customers and communities, and long-term value for our shareholders. I look forward to working with our team, customers and shareholders in the years ahead."

Shareholders will hear from Mr Harvey at LPE's Annual General Meeting on Thursday 26 November 2026.

Mr Harvey's remuneration and other material terms of employment are summarised at the end of this announcement.

Background

At LPE, Mr Harvey has led the Company's development and was a key member of the team that acquired PowerHub.

Before joining LPE, Mr Harvey was Executive Director - Energy and Renewables at Prospecta Utilities, a wholly owned subsidiary of GemLife, where he helped secure $10 million in grant funding for virtual power plant

projects. He was also previously Head of Strategic Alliances and Growth at Energy Locals.

From 2016 to 2023, Mr Harvey held senior roles at Mirvac. He established and led Mirvac Energy, which delivered 7.5 MW of solar and battery projects and managed embedded network operations, corporate power purchase agreements and green financing, including Mirvac's first sustainability linked loan. He later managed Mirvac's Alternative Investments platform and Mirvac Ventures, a $20 million corporate venture capital fund, and established the Hatch innovation platform.

Mr Harvey holds a Master of Business Administration from the Australian Institute of Business and is a Graduate of the Australian Institute of Company Directors. He has held non-executive director and advisory board roles with Allume Energy, Enosi and Exergenics, and is a member of the UDIA Queensland Infrastructure Committee.

Material terms of CEO employment agreement

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms of the agreement is set out below:

- **Commencement date:** 23 November 2026
- **Term:** Ongoing employment with no fixed term.
- **Total fixed remuneration:** $325,000 per annum plus statutory superannuation.
- **Incentives:** Mr Harvey is eligible to participate in the Company's short-term incentive plan and, from 1 July 2027, its long-term incentive plan, subject to Board approval and any applicable plan rules.
- **Notice period:** Subject to successful performance during a probationary period, either party may terminate the employment agreement by providing notice. The Company may make payment in lieu of notice.
- **Termination:** The Company may terminate the agreement immediately, without notice, for serious misconduct.

The agreement otherwise contains provisions customary for an executive employment agreement, including confidentiality and intellectual property obligations.

Authorised for release by the Board.

Craig Chambers
Chair

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About LPE

Locality Planning Energy Holdings Limited (ASX: LPE) is an Australian provider of embedded network and multi-utility infrastructure and services, operating across Australia.

LPE funds, installs and operates infrastructure that delivers electricity, water, hot water, solar, battery storage, electric vehicle charging and smart metering solutions. Its business model combines infrastructure investment with long-term service agreements that support recurring revenue.

The Company partners with developers, property owners and community operators to deliver integrated utility solutions across strata properties, land lease communities and retail shopping centres. These partnerships support LPE's growth while helping communities improve energy efficiency and manage utility costs.

How to contact us

If you have any questions on this announcement or any past LPE announcements, visit our Investor Hub. Like, comment or ask a question on our announcements. You can find this through the following link or by scanning the QR code:

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