

Announcement

25 March 2024

VESTING OF OPTIONS ISSUED PURSUANT TO EMPLOYEE SHARE OPTION PLAN

RPMGlobal Holdings Limited (ASX: RUL) (the **Company**) hereby advises, in accordance with Listing Rule 3.10, 1,154,670 zero-exercise price options (**ZEPOs**) previously issued under the Company's long-term incentive plan on 23 March 2021 have, as a result of the vesting conditions attached to those ZEPOs being achieved, vested and are now capable of being exercised at the discretion of the individual employee holders.

As detailed in the announcement that accompanied the grant on 23 March 2021, the ZEPOs, operating as a long-term incentive and retention strategy for key managers of the business, had a vesting date three years after the grant, and vesting conditions requiring both continuity of employment by each eligible holder over that three-year period and a market-based hurdle being achieved or exceeded.

The market-based vesting hurdle attached to the ZEPOs assessed the percentage change in RPM's share price over the three-year period (measured as a VWAP (volume weighted average price) of RPM on the twenty (20) days immediately preceding both the grant on 23 March 2021 and the vesting on 23 March 2024), against the percentage change in the S&P ASX 300 Accumulated index (AXKOA) over that same period. 50% of the options vested if the percentage change in RPM's share price (over the three year period of 23 March 2021 to 23 March 2024) was at least 2.5% higher than the percentage change in the AXKOA over that same three-year period, and the remaining 50% vested if the percentage change was at least 7.5% higher than the percentage change in the AXKOA over the same period.

The vesting conditions were assessed by the Company on 23 March 2024, and as a result of the Company's share price over the relevant period (the three years from 23 March 2021 to 23 March 2024) increasing 89.76%, 61.08% higher than the corresponding change in the AXKOA over that same period, 100% of the ZEPOs issued on 23 March 2021 have vested and are now capable of being exercised at the discretion of the individual employee holders.

As at the date of this announcement, the Company's options on issue are as follows:

<u>Grant Date</u>	<u>Vesting Date</u>	<u>Expiry Date</u>	<u>Exercise Price</u>	<u>Total Options on Issue</u>
<i>Previous grants:</i>				
14 September 2020	Vested ⁽¹⁾	14 September 2025	\$1.15	50,000 ⁽¹⁾
12 November 2020	Vested ⁽¹⁾	12 November 2025	ZEPO ⁽³⁾	497,772 ⁽¹⁾
23 March 2021	Vested (23 March 2024) ⁽¹⁾	23 March 2026	ZEPO ⁽³⁾	1,154,670 ⁽¹⁾
3 September 2021	3 September 2024 ⁽²⁾	3 September 2026	ZEPO ⁽³⁾	933,723 ⁽²⁾
25 February 2022	25 February 2025 ⁽²⁾	25 February 2027	ZEPO ⁽³⁾	644,989 ⁽²⁾
26 September 2022	26 September 2025 ⁽²⁾	26 September 2027	ZEPO ⁽³⁾	1,339,499 ⁽²⁾
1 September 2023	1 September 2026 ⁽²⁾	1 September 2028	ZEPO ⁽³⁾	1,496,754 ⁽²⁾
Total				6,117,407

⁽¹⁾ Options are currently vested and capable of being exercised at the discretion of the option-holders and expiring at the dates specified above (subject to Plan Rules).

⁽²⁾ Options issued that are yet to vest (vesting conditions yet to be tested) and accordingly are not currently capable of being exercised.

⁽³⁾ Zero Exercise Price Option

The total number of share options currently on issue by the Company is 6,117,407 which equates to approximately 2.73% of the current share capital of the Company.

Authorised by:

James O'Neill
Company Secretary
+61 7 3100 7200
companysecretary@rpmglobal.com

About RPMGlobal Holdings Limited:

RPMGlobal Holdings Limited (ASX: RUL) [RPM®] was listed on the Australian Securities Exchange on 27 May

2008 and is a global leader in the provision and development of mining software solutions, advisory services and professional development to the mining industry.

RPM has been advancing the global mining industry through the provision of innovative software solutions and deep domain expertise for more than 50 years. The company brings together its technology, mining advisory and professional development services to support mining clients extract more value at every stage of the mining lifecycle. In partnership with the industry, RPM has delivered safer, cleaner and more efficient operations in over 125 countries.

*RPMGlobal Holdings Limited ABN 17 010 672 321 (ASX : RUL)
Head Office: Level 14, 310 Ann Street, Brisbane, Queensland, Australia 4000*

For personal use only
