

Announcement

2 April 2025

LAPSE, ACCELERATED VESTING AND EXERCISE 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, 718,966 options previously issued under the Company's long-term incentive plan have lapsed (as a result of the holding conditions for those options not being met or maintained by the relevant holders including but not exclusively as a result of the Advisory division divestment), 427,377 options have vested and are immediately exercisable (accelerated vesting as a result of the Advisory division divestment) and 472,441 options previously issued under the Company's long-term incentive plan have been exercised. 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>No Options Lapsed</u>	<u>No. Options Exercised</u>	<u>Exercise Price</u>	<u>Total Options on Issue</u>
<i>Previous grants:</i>						
12 November 2020	Vested ⁽¹⁾	12 November 2025			ZEPO ⁽⁴⁾	137,273 ⁽¹⁾
23 March 2021	Vested ⁽¹⁾	23 March 2026			ZEPO ⁽⁴⁾	181,398 ⁽¹⁾
3 September 2021	Vested ⁽¹⁾	3 September 2026		23,200	ZEPO ⁽⁴⁾	144,029 ⁽¹⁾
25 February 2022	Vested ⁽¹⁾	25 February 2027		21,864	ZEPO ⁽⁴⁾	139,050 ⁽¹⁾
26 September 2022	26 September 2025 ⁽²⁾⁽³⁾	26 September 2027	(323,423)	32,306	ZEPO ⁽⁴⁾	920,138 ⁽²⁾⁽³⁾
1 September 2023	1 September 2026 ⁽²⁾⁽³⁾	1 September 2028	(395,543)	66,403	ZEPO ⁽⁴⁾	962,834 ⁽²⁾⁽³⁾
25 February 2025	Vested ⁽³⁾	25 February 2030		328,668	ZEPO ⁽⁴⁾	- ⁽³⁾
Total						2,484,722

⁽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 satisfied -vesting conditions subject to the Plan Rules) and accordingly are not currently capable of being exercised.

⁽³⁾ Accelerated Vesting of Options (for select employee holders) as a result of the divestment of the Advisory Division.

⁽⁴⁾ Zero Exercise Price Option

The total number of share options currently on issue by the Company is 2,484,722 which equates to approximately 1.12% of the current share capital of the Company. The above exercise is further detailed in the Appendix 2A, and the above lapse is further detailed in the Appendix 3H, both lodged immediately following this announcement.

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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.

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