

# Announcement

5 September 2025

## GRANT 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, the Company has granted 388,252 zero exercise price options (ZEPOs) as a retention and incentive strategy to a number of its key staff under the Company's long term incentive plan where those holders have a contracted right to receive a long-term incentive as a percentage of their annual salary. This grant, and the resultant effective total options on issue of 3,930,866, was incorporated by Caterpillar into their non-binding indicative proposal announced on 1 September 2025 and as such will not have a dilutive effect on shareholders in the event that proposed transaction proceeds. The vesting conditions and other terms of this grant are consistent with the terms previously disclosed and approved by shareholders at the 27 October 2022 Company annual general meeting <sup>1</sup> (with the expiry and projected vesting dates (subject to the plan terms) updated relative to the date of this grant). 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 Granted</u>	<u>Exercise Price</u>	<u>Total Options on Issue</u>
<i>Previous grants:</i>					
12 November 2020	Vested <sup>(1)</sup>	12 November 2025		ZEPO <sup>(3)</sup>	112,273 <sup>(1)</sup>
23 March 2021	Vested <sup>(1)</sup>	23 March 2026		ZEPO <sup>(3)</sup>	136,398 <sup>(1)</sup>
3 September 2021	Vested <sup>(1)</sup>	3 September 2026		ZEPO <sup>(3)</sup>	102,367 <sup>(1)</sup>
25 February 2022	Vested <sup>(1)</sup>	25 February 2027		ZEPO <sup>(3)</sup>	77,435 <sup>(1)</sup>
26 September 2022	26 September 2025 <sup>(2)</sup>	26 September 2027		ZEPO <sup>(3)</sup>	920,138 <sup>(2)</sup>
1 September 2023	1 September 2026 <sup>(2)</sup>	1 September 2028		ZEPO <sup>(3)</sup>	962,834 <sup>(2)</sup>
1 May 2025	1 May 2028 <sup>(2)</sup>	1 May 2030		ZEPO <sup>(3)</sup>	1,231,169 <sup>(2)</sup>
<b>SubTotal</b>					<b>3,542,614</b>
<i>New grant:</i>					
5 September 2025	5 September 2028 <sup>(2)</sup>	5 September 2030		ZEPO <sup>(3)</sup>	388,252 <sup>(2)</sup>
<b>Total</b>					<b>3,930,866</b>

<sup>(1)</sup> 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).

<sup>(2)</sup> 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.

<sup>(3)</sup> Zero Exercise Price Option

The total number of share options currently on issue by the Company is 3,930,866 which equates to approximately 1.78% of the current share capital of the Company. The above grant is further detailed in the Appendix 3G, both of which will be lodged immediately following this announcement.

Authorised by:

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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 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 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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<sup>1</sup> <https://announcements.asx.com.au/asxpdf/20220923/pdf/45ff1r39n9nd7h.pdf>