

Announcement

25 February 2022

GRANT OF OPTIONS ISSUED PURSUANT TO EMPLOYEE SHARE OPTION PLAN

RPMGlobal Holdings Limited (ASX: RUL) (the **Company**) hereby advises, that in accordance with Listing Rule 3.10, the Company has granted 814,436 zero exercise price options as a retention and incentive strategy to a number of its key staff outside of the executive management team. The underlying performance related vesting conditions and other terms of this grant are consistent with the terms previously disclosed on 12 November 2020 (with the five year expiry and three year vesting performance dates 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>Number of Options Granted</u>	<u>Expiry Date</u>	<u>Exercise Price</u>	<u>Total Options on Issue</u>
<i>Previous grants:</i>				
8 June 2017		8 June 2022	57 cents	16,668 ⁽¹⁾
31 October 2017		31 October 2022	77 cents	605,001 ⁽¹⁾
15 March 2018		15 March 2023	67 cents	130,000 ⁽¹⁾
13 September 2018		13 September 2023	61 cents	1,035,007 ⁽¹⁾
14 December 2018		14 December 2023	58 cents	406,337 ⁽¹⁾
15 March 2019		15 March 2024	58 cents	530,002 ⁽²⁾
14 September 2020		14 September 2025	\$1.15	116,667 ⁽³⁾
12 November 2020		12 November 2025	Zero Exercise Price	1,257,253
23 March 2021		23 March 2026	Zero Exercise Price	1,233,524
3 September 2021		3 September 2026	Zero Exercise Price	1,214,781
Subtotal				6,525,240
<i>New grant:</i>				
25 February 2022	814,436	25 February 2027	Zero Exercise Price	814,436
Total				7,339,676

⁽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⁾ comprising 136,666 options capable of being exercised and 393,336 options capable of being exercised (subject to Plan Rules) only after 15 March 2022

⁽³⁾ comprising 16,666 options capable of being exercised, 49,999 options capable of being exercised (subject to Plan Rules) only after 14 September 2022 and 50,002 options capable of being exercised (subject to Plan Rules) only after 14 September 2023.

The total number of share options currently on issue by the Company is 7,339,676 which equates to approximately 3.16% of the current share capital of the Company. The above grant is further detailed in the Appendix 3G, 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, 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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