

Announcement

Managing Director Remuneration

17 July 2023

The HR and Remuneration Committee of the Board of RPMGlobal Holdings Limited (ASX: RUL) [RPM] has completed its annual review of executive remuneration including remuneration of the Chief Executive Officer and Managing Director, Mr Richard Mathews.

Following the decision by the Board at its annual review in July 2022 to freeze executive remuneration (at the remuneration rates set in July 2021) for a further period of twelve months, in accordance with Listing Rule 3.16.4, RPM advises that Mr Mathews' base remuneration, which was last increased in July 2021, has changed to \$892,320 including superannuation effective 1 July 2023. This 14.4% increase in base salary, within the context of Mr Mathews' total potential annual remuneration, is in line with a reputable independent benchmark and is considered by the Board to be reasonable in light of continued company performance, the 1% increase in statutory superannuation rate between July 2021 and July 2023, and sustained periods of high inflation which cumulatively exceed 12% over the prior twenty-four months.

All other terms of Mr Mathews' total remuneration package remain materially the same as previously first advised on 28 August 2012 and amended on 25 September 2013.

Authorised by:

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About RPM:

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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