

Notice of annual general meeting

RPMGlobal Holdings Limited ACN 010 672 321

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Notice of annual general meeting

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Dear Shareholders

On behalf of the Board of RPMGlobal Holdings Limited ACN 010 672 321 (the **Company** or **RPM**), notice is given of the 2025 Annual General Meeting (**AGM**) to be held:

Date	Friday, 17 October 2025
Time	10.00am (Brisbane time)

The Company recognises and respects the importance of the AGM to shareholders. The Company has adopted measures this year to allow shareholders to participate in the AGM virtually. Specifically, the AGM will be made accessible to shareholders via an online platform, hosted by Computershare, that will include the ability for shareholders to ask questions in relation to the business of the meeting and to vote in real time at the meeting. These processes are set out in this notice of meeting (**Notice**).

The Company encourages shareholders to participate in the AGM via the online platform. Whilst shareholders will be able to vote online during the meeting via the Computershare platform, shareholders are encouraged to lodge a proxy vote ahead of the meeting even if they are participating online. If you are unable to attend the virtual meeting please lodge your vote online at www.investorvote.com.au.

The Company also invites shareholders to submit questions in advance of the AGM. Questions may be submitted by email to companysecretary@rpmglobal.com or by submitting an online question when voting online at www.investorvote.com.au.

How to participate in the AGM online

Shareholders may participate in the AGM via the online platform from their computer, smartphone or tablet by entering <https://meetnow.global/MVDWYRA> into their browser.

The online platform will allow shareholders to view the meeting presentation, vote and ask questions in real-time. Further information regarding the online platform (including how to participate, vote and ask questions during the meeting) is set out in the online meeting guide which is attached to this Notice.

As a technology leading business, we look forward to engaging with our shareholders virtually and I hope that you will participate in the virtual meeting.

Yours sincerely



Stephen Baldwin
Chairman

Ordinary business

Financial statements and reports

To receive and consider the Company's financial reports and the reports of the directors and the auditor for the financial year ended 30 June 2025.

Resolution 1 - Directors' remuneration report

To consider, and if in favour, to pass the following resolution under section 250R(2) of the *Corporations Act 2001* (Cth) (**Corporations Act**):

- 1 'That the remuneration report of the directors for the financial year ended 30 June 2025 be adopted.'

Note: Under section 250R(3) of the Corporations Act, the vote on this resolution is advisory only and does not bind the directors or the Company.

Note: Key Management Personnel (as that term is defined in the Corporations Act) (**KMP**) whose remuneration details are contained in the remuneration report (and their closely related parties) are restricted from voting on this resolution under section 250R(4) of the Corporations Act.

Resolution 2 - Re-election of director (Mr Ross Walker)

To consider, and if in favour, to pass the following resolution as an **ordinary** resolution:

- 2 'That Mr Ross Walker, who retires by rotation under rule 19.4(b) of the Company's constitution and ASX Listing Rule 14.4, and being eligible, be re-elected as a director of the Company.'

Note: Information about the candidate appears in the Explanatory Memorandum.

Dated 12 September 2025

By order of the Board



James O'Neill
Company Secretary

Notes

- (a) The AGM will be held virtually. Shareholders may view and participate in the AGM online and vote through the virtual meeting platform provided by the Company's share registry at <https://meetnow.global/MVDWYRA>.

Voting Entitlement

- (b) The Company has determined under regulation 7.11.37 of the *Corporations Regulations 2001* (Cth) that for the purpose of voting at the meeting or adjourned meeting, securities are taken to be held by those persons recorded in the Company's register of shareholders as at 6.00pm (Brisbane time) on Wednesday, 15 October 2025 (being no more than 48 hours prior to the commencement of the meeting).

Methods of Voting

- (c) A shareholder who is entitled to attend and cast a vote at the virtual meeting is entitled to vote in one of two ways:
- (i) by accessing the virtual meeting platform provided by the Company's share registry at <https://meetnow.global/MVDWYRA> and voting themselves, by attorney, or in the case of corporate shareholders, by corporate representative; or
 - (ii) by appointing a proxy to vote on their behalf online at www.investorvote.com.au or by scanning the QR code on the front of the Notice and access form with your mobile device.
- (d) Whilst shareholders are able to vote in real time, shareholders are encouraged to lodge a proxy ahead of time.

- (e) The proxy need not be a shareholder of the Company. A shareholder who is entitled to cast two or more votes may appoint two proxies and may specify the proportion or number of votes each proxy is appointed to exercise.

Participation in the AGM

- (f) The virtual online AGM will take place at 10.00am (Brisbane time) on Friday, 17 October 2025 via the online platform available at <https://meetnow.global/MVDWYRA>. Shareholders, proxies and corporate representatives are invited to view and participate in the meeting online by entering that address in their web browser. Detailed instructions on how to log into the platform and vote and ask questions are set out in the Online Meeting Guide attached at the back of this Notice.
- (g) To log in to, and to view and participate in (including to submit votes and questions in real time during) the meeting, shareholders will need their Shareholder Reference Number (SRN) or Holder Identification Number (HIN) and password (which is the postcode of your registered address in Australia, or for overseas residents it is your 3 character country code).
- (h) Proxyholders will need their unique username and password which may be obtained by contacting the Company's Share Registry on +61 3 9414 4024 during the online registration period which will open 1 hour before the start of the meeting.
- (i) Voting will be open until the Chair of the AGM closes the AGM.
- (j) All resolutions will be determined by a poll. The virtual meeting platform will facilitate online voting in real time at the meeting. The results of the voting on resolutions requiring a shareholder vote at the AGM will be announced to ASX promptly after the meeting.

Corporate Shareholders

- (k) A corporation may elect to appoint a representative in accordance with the Corporations Act in which case the Company will require written proof of the representative's appointment which must be lodged with or presented to the Company before the meeting.

Technical Difficulties

- (l) Should any technical difficulties arise during the course of the AGM, the Chair of the AGM has discretion as to whether and how the meeting should proceed having regard to the number of shareholders impacted and the extent to which participation is affected. Where the Chair of the AGM considers it appropriate, the Chair of the AGM may continue to hold the meeting and transact business, including conducting a poll and voting in accordance with valid proxy instructions received by the Company. For this reason, shareholders are encouraged to lodge a proxy vote by no later than 10.00am (Brisbane time) on Wednesday, 15 October 2025 (48 hours prior to the commencement of the meeting) even if they plan to attend online.

Other Questions

- (m) If you have any queries on how to cast your votes then please call or email James O'Neill, Company Secretary of the Company, on +61 7 3100 7200 or companysecretary@rpmglobal.com during business hours.

Voting exclusion statement

Resolution 1 - Directors' remuneration report

For the purposes of the Corporations Act, the Company will disregard votes cast on resolution 1 (in any capacity) by or on behalf of a member of the KMP, details of whose remuneration are included in the directors' remuneration report, or a closely related party of such a member.

However, members of the KMP details of whose remuneration are included in the directors' remuneration report and their closely related parties may cast a vote on resolution 1 as proxy if the vote is not cast on their behalf and either:

- (a) the proxy appointment is in writing and specifies the way the proxy is to vote (e.g., for, against, abstain) on resolution 1; or
- (b) the vote is cast by the Chair of the AGM and the appointment of the Chair of the AGM as proxy:
 - (i) does not specify the way the proxy is to vote on resolution 1; and
 - (ii) expressly authorises the Chair of the AGM to exercise the proxy even if resolution 1 is connected directly or indirectly with the remuneration of a member of the KMP.

If you are a member of the KMP or a closely related relative of a member of KMP (or acting on behalf of such a person) and purport to cast a vote on resolution 1 that will be disregarded by the Company, you may be liable for an offence for breach of voting restrictions that apply to you under the Corporations Act.

Voting by proxy

If you wish to appoint a proxy, to be effective, proxy nominations must be received by the Company at its registered office or received by the share registry no later than 10.00am (Brisbane time) on Wednesday, 15 October 2025 (48 hours prior to the commencement of the meeting).

Online

You can submit your proxy online at www.investorvote.com.au. Intermediary Online subscribers (Custodians) can lodge a proxy online by visiting www.intermediaryonline.com.

If you are planning to participate in the virtual AGM, we encourage you to submit a proxy and any questions ahead of the meeting via the methods set out above.

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Explanatory Memorandum

RPMGlobal Holdings Limited ACN 010 672 321 (**RPM** or **Company**)

This Explanatory Memorandum accompanies the Notice of annual general meeting of the Company to be held **virtually** at **10.00am** (Brisbane time) on **Friday, 17 October 2025** via the online platform available at <https://meetnow.global/MVDWYRA> (**AGM**).

The Explanatory Memorandum has been prepared to assist shareholders in determining how to vote on the resolutions set out in the Notice and is intended to be read in conjunction with the Notice.

Ordinary business

Financial statements and reports

- 1 The *Corporations Act 2001* (Cth) (**Corporations Act**) requires that the report of the directors, the auditor's report and the financial report be laid before the AGM.
- 2 Apart from the matters involving remuneration which are required to be voted upon, neither the Corporations Act nor the Company's current constitution requires a vote of shareholders at the AGM on the financial statements and reports.
- 3 Shareholders will be given reasonable opportunity at the meeting to raise questions and make comments on these reports.
- 4 In addition to asking questions at the meeting, shareholders may address written questions to the Chair about the management of the Company or to the Company's auditor, BDO Audit Pty Ltd (**BDO**), if the question is relevant to:
 - (a) the content of the auditor's report to be considered at the AGM; or
 - (b) the conduct of its audit of the annual financial report to be considered at the AGM.

Note: Under section 250PA(1) of the Corporations Act a shareholder must submit the question to the Company no later than the fifth business day before the day on which the AGM is held.
- 5 Written questions for the auditor must be delivered by Friday, 10 October 2025. Please send any written questions for BDO by mail to the Company Secretary, RPMGlobal Holdings Limited, GPO Box 2774, Brisbane, Queensland, 4001 or by email to companysecretary@rpmglobal.com.

Resolution 1 - Directors' remuneration report

- 6 The Corporations Act requires that the section of the directors' report dealing with the remuneration of directors and other KMP be put to the vote of shareholders for adoption.
- 7 There will be an opportunity for shareholders at the meeting to comment on and ask questions about the Company's remuneration report for the financial year ended 30 June 2025 (**FY25 Remuneration Report**), which appears on pages 14 to 21 of the Company's 2025 annual report. The vote on the proposed resolution adopting the FY25 Remuneration Report is advisory only and not binding on the Company or its directors, however the Board will take the outcome of the vote into consideration when reviewing the Company's remuneration policies.
- 8 The resolution of shareholders is advisory only and not binding on the Company. However, if more than 25% of the votes cast on this resolution are against the adoption of the remuneration report, the remuneration report for the following year must either address any

comments received from shareholders or explain why no action has been taken in response to those comments. If, at the following annual general meeting, the remuneration report is again voted against by 25% or more of votes cast, a 'spill resolution' will be put to shareholders at the second annual general meeting. If at least 50% of the votes cast are in favour of the 'spill resolution', a special meeting of the Company will be held within 90 days at which the directors in office at the time of the second annual general meeting must resign and stand for re-election.

- 9 The remuneration report for the 2024 financial year was passed by poll at the Company's 2024 annual general meeting with 92.84% of votes cast in favour of the resolution to adopt the remuneration report for the financial year ended 30 June 2024.
- 10 The Company did not receive any specific feedback at the 2024 annual general meeting or throughout the year on its remuneration practices.
- 11 The FY25 Remuneration Report is contained in the Company's annual report, which is available on the Company's website at <http://www.rpmglobal.com>. It:
- (a) explains the Board's policies in relation to the nature and level of remuneration paid to directors and other KMP within the RPM group;
 - (b) discusses the link between the Board's policies and RPM's performance;
 - (c) sets out the remuneration details for each director and for each other member of RPM's KMP; and
 - (d) makes clear that the basis for remunerating non-executive directors is distinct from the basis for remunerating executives, including executive directors.
- 12 The Chair will give shareholders a reasonable opportunity to ask questions about, or to make comments on, the FY25 Remuneration Report at the AGM.

Directors' recommendation

- 13 All directors abstain, in the interests of corporate governance, from making a recommendation in relation to this resolution.

Note: If you appoint the Chair of the AGM as your proxy for this resolution and you do not provide voting directions, the Chair of the AGM is entitled to cast your vote in accordance with their stated intentions, even though this resolution is connected directly or indirectly with the remuneration of a member of the KMP. The Chair of the AGM intends to vote all available proxies in favour of this resolution.

If you appoint another director or member of the KMP as your proxy for this resolution, you MUST direct your proxy how to vote, or your vote will not be counted. Follow the instructions on nominating a proxy given at www.investorvote.com.au to direct your proxy how to vote.

Resolution 2 - Re-election of director (Mr Ross Walker)

- 14 Rule 19.4(b) of the Company's constitution provides that no director who is not a managing director may hold office without re-election beyond the third annual general meeting at which that director was last elected or re-elected.
- 15 ASX Listing Rule 14.4 also restricts a director (other than a company's managing director) from holding office (without re-election) past the third annual general meeting following the director's last election or re-election (as the case may be) or three years, whichever is longer.
- 16 Mr. Walker, who was last re-elected by shareholders on 27 October 2022, hereby retires from office under rule 19.4(b) of the Company's constitution and ASX Listing Rule 14.4 and, being eligible, stands for re-election.
- 17 Originally appointed to the Company's Board in March 2007, and most recently elected by shareholders at the Company's 2022 annual general meeting, Ross is also a non-executive director of Wagners Holding Company Ltd (ASX: WGN) and was previously a partner of

Pitcher Partners (Chartered Accountants) in Brisbane, having joined them in 1995. Ross has held previous roles at Arthur Andersen, having worked locally and in various offices throughout the United States of America.

- 18 In addition, Ross has experience in corporate finance, auditing, valuations and capital raisings.
- 19 Ross holds a Bachelor of Commerce from the University of Queensland and is a member of the Institute of Chartered Accountants.

Directors' recommendation

- 20 The directors (with Mr Walker abstaining) recommend you vote in favour of this resolution.

Note: The Chair of the AGM intends to vote all available proxies in favour of this resolution.

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MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Proxy Form

How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

PARTICIPATING IN THE MEETING

Corporate Representative

If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select "Printable Forms".

Need assistance?



Phone:

1300 552 270 (within Australia)
+61 3 9415 4000 (outside Australia)



Online:

www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **10:00am (Brisbane time) on Wednesday, 15 October 2025.**

Lodge your Proxy Form:

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Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 999999

SRN/HIN: I999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia



PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Change of address. If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.



I 9999999999

I ND

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

XX

I/We being a member/s of RPMGlobal Holdings Limited hereby appoint

the Chair of the Meeting **OR**

PLEASE NOTE: Leave this box blank if you have selected the Chair of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chair of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of RPMGlobal Holdings Limited to be held as a virtual meeting at <https://meetnow.global/MVDWYRA> on Friday, 17 October 2025 at 10:00am (Brisbane time) and at any adjournment or postponement of that meeting.

Chair authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chair of the Meeting as my/our proxy (or the Chair becomes my/our proxy by default), I/we expressly authorise the Chair to exercise my/our proxy on Resolution 1 (except where I/we have indicated a different voting intention in step 2) even though Resolution 1 is connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chair.

Important Note: If the Chair of the Meeting is (or becomes) your proxy you can direct the Chair to vote for or against or abstain from voting on Resolution 1 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

Ordinary Business

	For	Against	Abstain
Resolution 1 Directors' remuneration report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 2 Re-election of director (Mr Ross Walker)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chair of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chair of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1

Sole Director & Sole Company Secretary

Securityholder 2

Director

Securityholder 3

Director/Company Secretary

/ /

Date

Update your communication details (Optional)

Mobile Number

Email Address

By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

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Computershare

