THE RPM GROUP

RPM Automotive Group Ltd
1-7 Ausco Place
Dandenong South, Vic 3175
ABN: 34 002 527 906

For personal use only

21 April 2026
ASX Announcement

CEO Remuneration Package

RPM Automotive Group Limited (ASX: RPM) ("**RPM**" or the "**Company**"), wishes to announce that further to the announcement on 20 April 2026 to appoint Roy Norris as Chief Executive Officer the Company announces the Material Terms of his Appointment.

Position	Chief Executive Officer
Commencement date:	27 April 2026
Term	No fixed term. On-going unless terminated by either party (see below under termination)
Total Fixed remuneration (TFR)	Mr. Norris's remuneration will comprise: -Total Fixed remuneration of $268,800 including statutory benefits
Incentives	-Short-term incentives (STI) opportunity with a target value of 75% of TFR, subject to the Board's absolute discretion -Long-term incentives (LTI) opportunity with a target value of 100% of TFR, subject to the Board's absolute discretion
Termination	The executive may terminate his employment by giving the Company 3 months written notice. The Company may terminate the employment without cause by paying the executive 3 months base salary.

ENDS

This Announcement was approved and authorised for release by the Chairman.

For investor and media enquiries, please contact:

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RPM Automotive Group

RPM Automotive Group Limited is expanding its national footprint in the automotive aftermarket and has business units selling wheels, tyres, accessories and apparel across wholesale and retail customers, with key brands including Revolution Tyre Services, Revolution Racegear and RPM Autoparts.

For further information, please visit: http://www.rpmgroup.net.au/

Important Information and Disclaimer

This announcement may contain forward-looking statements, which include all matters that are not historical facts. Without limitation, indications of, and guidance on, future earnings and financial positions and performance are examples of forward-looking statements.

Forward-looking statements, including projections or guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. No representation, warranty or assurance (express or implied) is given or made in relation to any forward-looking statement by any person (including RPM). In particular, no representations, warranty or assurance (express or implied) is given that the occurrence of the events expressed or implied in any forward-looking statements in this announcement will occur. Actual results, performance or achievement may vary materially from any projections and forward-looking statements and the assumptions on which those statements are based.