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RMA Global Limited
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ASX Announcement

29 September 2026

RMA GLOBAL NEW CHAIR AND CEO TO DRIVE US PIVOT AND ACCELERATED TRANSFORMATION

RMA Global Limited (ASX: RMY) today announces a significant leadership transition and accelerated transformation program to underpin its US pivot.

Chairman, David Williams will move to a NED role and an existing NED, Ashley Farrugia shall become Chair.

Benjamin Balk has been appointed Chief Executive Officer. Jim Crisera has resigned as Chief Executive Officer and shall remain in the business for a short period to assist with the transition of the CEO role.

These changes in the Chair and CEO roles take effect today, 29 September 2026.

TRANSFORMATION

The new leadership team will deliver a well structured plan to simplify the business, materially increasing execution speed, strengthen product and engineering capability and accelerating the use of artificial intelligence. The Board's objective is to finish FY27 with a materially stronger EBITDA result and exit FY27 with a strong EBITDA run rate.

Further financial guidance will be provided as implementation progresses.

RMA will maintain a strong strategic focus on Australia, New Zealand and the United States.

BENJAMIN BALK APPOINTED CEO

Mr Balk has been working with RMY on strategy for a year and has two decades of experience across product strategy, data commercialisation, digital transformation, software development, marketplaces and technology enabled business models.

RMY's new Chairman Ashley Farrugia said "RMA has a strong foundation and line of sight to the significant opportunity ahead. Our focus is simple. Build a faster, more capable and more profitable business on the building blocks we have. We will simplify the organisation, raise accountability, strengthen product and engineering and use AI aggressively to increase productivity and execution speed."

David Williams said "RMA has a strong brand, valuable technology and an important position in its core markets. Ashley has built, scaled and successfully exited a global real estate technology business and Benjamin brings strong technology, product, data and transformation experience. Moreover they will bring energy and urgency. The team, including Benjamin, have been working on these changes for some time. I have enormous confidence we will hit the ground running and strongly support the direction the Company is now taking."

"I would also like to thank Jim for his commitment over the last two and a half years and wish him the best for the future. During his time, Jim commenced our US pivot strategy adding leading US brokerages to our client base in the US".

SUMMARY OF KEY TERMS OF MR. BALK'S EMPLOYMENT (All figures are in AUD)

Chief Executive Officer (CEO): Benjamin Balk

Commencement Date: Tuesday 29 September 2026

Term: No fixed term

Fixed remuneration: $425,000 a year base salary, plus statutory superannuation

Short term incentive (STI): Up to $127,500 a year (30% of base salary), paid in cash subject to the achievement of financial and strategic KPI's set by the board.

Long term incentive (LTI): An equity based LTI will be set by the Board after commencement and announced to the ASX when granted

Notice period: 3 months notice by either party

This announcement has been authorised for release by RMY Chair, Ashley Farrugia.

For further information please contact:

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