THE RPM GROUP

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

2 November 2026
ASX Announcement

RPM AUTOMOTIVE GROUP APPOINTS MANAGING DIRECTOR

RPM Automotive Group Limited (ASX: RPM) ("RPM" or the "Company") is pleased to announce the appointment of Mr Matthew Smith as Managing Director of the Company, effective 1 November 2026.

Comment from the Chairman

RPM Chairman Lawrence Jaffe said:

"On behalf of the Board, I am pleased to welcome Matt as Managing Director. Matt brings significant commercial and financial experience, together with a demonstrated track record in building and growing businesses. He has a disciplined approach to strategy, pricing and systems, which will be important as RPM continues to execute its turnaround plan, strengthen operating performance, improve profitability and cash flow, and deliver enhanced returns for shareholders."

About Mr Smith

Mr Smith brings more than 20 years' experience across business, financial services and investment markets, combining strong commercial acumen with a proven track record in business leadership, growth and value creation.

Since 2014, he has served as Managing Director and Chief Executive Officer of Marathon Consolidated Limited, an unlisted public company with interests in tyre retailing, food and packaging. In this role, he has been responsible for leading and developing businesses, driving operational performance, pursuing growth opportunities and executing strategic initiatives.

Mr Smith has extensive experience in building and scaling businesses, identifying opportunities for growth, improving operational efficiency and delivering sustainable commercial outcomes. As a Non-Executive Director of MBL Food & Packaging Limited, he has contributed to the growth of the business from approximately $22 million in revenue to more than $75 million.

He holds a Bachelor of Commerce, majoring in Accounting and Finance, has previously lectured in finance and investment subjects at James Cook University, and is a Member of the Australian Institute of Company Directors.

The material terms of the Managing Director's Remuneration Package is set out in Appendix A of this announcement together with his Appendix 3X.

This Announcement was approved and authorised for release by the Board of Directors.

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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.

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APPENDIX A

Material Terms of Remuneration Package of Managing Director

The Board has approved the following material terms of Mr Smith's appointment:

Item	Details
Position	Managing Director and Chief Executive Officer
Commencement date	1 November 2026
Term	No fixed term. Ongoing unless terminated by either party in accordance with the termination provisions below. There is no probationary period.
Fixed remuneration	$300,000 per annum plus statutory superannuation.
Short-term incentive (STI)	Target opportunity of 35% of fixed remuneration excluding superannuation ($105,000), payable in cash and subject to achievement of agreed performance measures and objectives determined by the Board, and the Board's discretion. For FY27, the STI applies pro rata from the commencement date.
Long-term incentive (LTI)	No LTI has been agreed at this time. Any future LTI will be discussed and agreed with the Board. Any issue of securities to Mr Smith as a director will be subject to shareholder approval under ASX Listing Rule 10.14.
Termination	During the first six months following commencement, either Mr Smith or the Company may terminate the employment by giving one month's written notice. After the first six months, Mr Smith may terminate his employment by giving three months' written notice. The Company may terminate his employment without cause by giving three months' written notice at any time. The Company may elect to make payment in lieu of all or part of the notice period. No other termination payments apply, other than accrued entitlements and any amounts required by law.

Rule 3.19A.1

Appendix 3X

Initial Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	RPM Automotive Group Limited
ABN	34 002 527 906

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Matthew James Smith
Date of appointment	1 November 2026

Part 1 - Director's relevant interests in securities of which the director is the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
Nil

+ See chapter 19 for defined terms.

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest.	**Number & class of Securities**

Part 3 – Director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Nil
Nature of interest	
Name of registered holder (if issued securities)	
No. and class of securities to which interest relates	

+ See chapter 19 for defined terms.