

5 March 2024
ASX Announcement

RPM APPOINTS GLOBAL AUTOMOTIVE VETERAN GUY NICHOLLS AS CEO

RPM Automotive Group Limited (ASX: RPM) (“RPM” or the “Company”), a leading player in the Australian automotive aftermarket sector, has appointed current Executive Director and Chief Operating Officer Guy Nicholls as Chief Executive Officer of the Company, from today.

Guy, an industry veteran with over 30 years of global automotive expertise, joined the RPM Board in August 2022, bringing his extensive leadership experience at automotive companies including Ryco Group a subsidiary of GUD Holdings (ASX:GUD) and , Genuine Parts Company (NYSE:GPC) who owns Repco Auto Parts, and REDARC Electronics.

Furthermore, Guy spent six years on the Board of the Australian Automotive Aftermarket Association (AAAA), where they successfully advocated for aftermarket products and services to be protected within new car statutory warranty periods, resulting in consumers having more choice when servicing or maintaining vehicles.

Guy succeeds current CEO and RPM co-founder, Clive Finkelstein who will move into a purely strategic role and continue his involvement as Chief Commercial Officer (CCO), where he will ensure the progression of strategic initiatives and commercial development within the Group.

RPM Chair Lawrence Jaffe said, “Clive has been an outstanding leader of the RPM Group as co-founder of the business. In 2019 Clive successfully led the group as it transitioned from a private company to listing on the ASX and has done a tremendous job growing the company into an automotive aftermarket leader with a significant footprint across Australia.

“The Board is grateful for his tenure as CEO and looks forward to his continued leadership as CCO.

“We look forward to welcoming Guy to the helm and believe the time is right for fresh leadership to guide us through our next phase of growth. Guy’s experience in the global automotive aftermarket industry is unmatched and combined with his extensive knowledge of mergers and acquisitions and integrations of business units, will undoubtedly contribute to the future success of the RPM Group.”



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Appendix: Material Items of Guy Nicholls’s service agreement

Role	Chief Executive Officer
Commencement date	5 March 2024
Total fixed remuneration (TFR)	\$362,500 (including superannuation)
Short term incentive (STI)	30 to 45% of TFR subject to meeting KPIs.
Long term incentive (LTI)	Up to 1,000,000 shares per annum (subject to shareholder approval) and meeting KPIs.
Notice period	6 months
Post employment restraint	6 months

Important Information and Disclaimer

RPM Automotive Group

RPM Automotive Group Limited is a leading player in the Australian Automotive Aftermarket, comprising a number of businesses involved in importing, wholesaling and retailing of tyres, mechanical repairs, motorsport apparel and safety equipment, niche manufacturing and a roadside assistance service for the transport industry. RPM owns brands, such as: RPM Racewear, Carline, Genie, Revolution Racegear, RPM Autoparts, Safety Dave, Max 4x4.

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

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.





THE RPM GROUP

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