

RHI Magnesita N.V.
("RHI Magnesita" or the "Company")

2024 Long Term Incentive Plan and Grant of Options to PDMRs

RHI Magnesita announces the granting of awards under the RHI Magnesita Long Term Incentive Plan ("LTIP"), to a number of persons discharging management responsibilities ("PDMRs").

Awards will normally vest on the third anniversary of the date of grant, subject to the performance conditions disclosed in the 2023 Remuneration Report, which can be found on the Company's website at www.rhimagnesita.com. Shares acquired on vesting must then be retained until the fifth anniversary of the date of grant, other than to pay related taxes. The awards are subject to clawback provisions as outlined in the LTIP rules, available on the Company's website.

No consideration is payable for the grant or vesting of awards. The price used to calculate the maximum number of ordinary shares under the LTIP was £35.74, being the average closing price on 29th February, and 1st, 4th, 5th and 6th March 2024 of the Company's shares on the main market of the London Stock Exchange.

The following PDMRs were granted awards of nil cost Performance options:

Director/PDMR	Position	Options awarded
Stefan Borgas	Chief Executive Officer	57,995
Ian Botha	Chief Financial Officer	25,425
Rajah Jayendran	Chief Technology Officer	16,624
Gustavo Franco	Chief Customer Officer	20,056
Ticiana Kobel	Executive Vice President, Legal & Digital Transformation	10,151
Simone Oremovic	Executive Vice President People, Projects, Global Supply Chain & IMO	10,151

1 Details of the person discharging managerial responsibilities/person closely associated

- a) Name Stefan Borgas
- 2 Reason for the notification**
- a) Position/status Chief Executive Officer
- b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

- a) Name RHI Magnesita N.V.
724500UWG6A61XNA3Y36

4 Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted

Description of the financial instrument, type	Ordinary shares of €1 each	
a) of instrument	Securities no.: 38785413, ISIN no.: NL0012650360	
Identification code		
b) Nature of the transaction	Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	nil	57,995
d) Aggregated information	Price(s)	Volume(s)
	nil	57,995
e) Date of the transaction	07 March 2024	
f) Place of the transaction	Outside a trading venue	

1 Details of the person discharging managerial responsibilities/person closely associated

a) Name Ian Botha

2 Reason for the notification

a) Position/status Chief Financial Officer

b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name RHI Magnesita N.V.

b) LEI 724500UWG6A61XNA3Y36

National company register number: 68991665

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Description of the financial instrument, type	Ordinary shares of €1 each	
a) of instrument	Securities no.: 38785413, ISIN no.: NL0012650360	
Identification code		
b) Nature of the transaction	Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	nil	25,425
d) Aggregated information	Price(s)	Volume(s)
	nil	25,425
e) Date of the transaction	07 March 2024	
f) Place of the transaction	Outside a trading venue	

1 Details of the person discharging managerial responsibilities/person closely associated

a) Name Rajah Jayendran

2 Reason for the notification

a) Position/status Chief Technology Officer

b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name RHI Magnesita N.V.

b) LEI 724500UWG6A61XNA3Y36

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Description of the financial instrument, type	Ordinary shares of €1 each	
a) of instrument	Securities no.: 38785413, ISIN no.: NL0012650360	
Identification code		
b) Nature of the transaction	Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan	
c) Price(s) and volume(s)	Price(s)	Volume(s)
	nil	16,624
d) Aggregated information	Price(s)	Volume(s)
	nil	16,624
e) Date of the transaction	07 March 2024	
f) Place of the transaction	Outside a trading venue	

1 Details of the person discharging managerial responsibilities/person closely associated

a) Name Gustavo Franco

2 Reason for the notification

a) Position/status Chief Customer Officer

b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name RHI Magnesita N.V.

b) LEI 724500UWG6A61XNA3Y36
National company register number: 68991665

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Description of the financial instrument, type
a) of instrument Ordinary shares of €1 each
Identification code Securities no.: 38785413, ISIN no.: NL0012650360
b) Nature of the transaction Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan
c) Price(s) and volume(s)

Price(s)	Volume(s)
nil	20,056

d) Aggregated information

Price(s)	Volume(s)
nil	20,056

e) Date of the transaction 07 March 2024
f) Place of the transaction Outside a trading venue

1 Details of the person discharging managerial responsibilities/person closely associated

a) Name Ticiana Kobel

2 Reason for the notification

a) Position/status Executive Vice President,
Legal & Digital Transformation

b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name RHI Magnesita N.V.

b) LEI 724500UWG6A61XNA3Y36
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Description of the financial instrument, type
a) of instrument Ordinary shares of €1 each
Identification code Securities no.: 38785413, ISIN no.: NL0012650360
b) Nature of the transaction Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan
c) Price(s) and volume(s)

Price(s)	Volume(s)
nil	10,151

d) Aggregated information

Price(s)	Volume(s)
nil	10,151

e) Date of the transaction 07 March 2024
f) Place of the transaction Outside a trading venue

1 Details of the person discharging managerial responsibilities/person closely associated

a) Name Simone Oremovic

2 Reason for the notification

a) Position/status Executive VP People, Projects & Value Chain

b) Initial notification/Amendment Initial notification

3 Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor

a) Name RHI Magnesita N.V.

b) LEI 724500UWG6A61XNA3Y36
National company register number: 68991665

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a) of instrument Ordinary shares of €1 each
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b) Nature of the transaction Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan

c) Price(s) and volume(s)	Price(s)	Volume(s)
	nil	10,151
d) Aggregated information	Price(s)	Volume(s)
	nil	10,151
e) Date of the transaction	07 March 2024	
f) Place of the transaction	Outside a trading venue	

For further enquiries, please contact:

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E: Sally.Caswell@rhimaginesita.com

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