RNS Number : 0632S
RHI Magnesita N.V.
06 March 2023

RHI Magnesita N.V.

("RHI Magnesita" or the "Company")

2023 Long Term Incentive Plan and Grant of Options to PDMRs

RHI Magnesita N.V. today 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 2022 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 £26.24, being the average closing price on 27th and 28th February, and 1st, 2nd and 3rd March 2023 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	76,929
Ian Botha	Chief Financial Officer	33,728
Rajah Jayendran	Chief Technology Officer	22,054
Gustavo Franco	Chief Customer Officer	26,604
Ticiana Kobel	Executive Vice President, Legal & Digital Transformation	13,464
Simone Oremovic	Executive Vice President, People, Projects & Value Chain	13,464

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.
b) LEI	724500UWG6A61XNA3Y36 National company register number: 68991665

Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each

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 76,929
d) Aggregated information	**Price(s)** **Volume(s)** nil 76,929
e) Date of the transaction	06 March 2023
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
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	
a) Description of the financial instrument, type of instrument Identification code	Ordinary shares of €1 each 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 33,728
d) Aggregated information	**Price(s)** **Volume(s)** nil 33,728
e) Date of the transaction	06 March 2023
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

National company register number: 68991665

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**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of €1 each 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 22,054
d)	Aggregated information	**Price(s)** **Volume(s)** nil 22,054
e)	Date of the transaction	06 March 2023
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
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**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of €1 each 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 26,604
d)	Aggregated information	**Price(s)** **Volume(s)** nil 26,604
e)	Date of the transaction	06 March 2023
f)	Place of the transaction	Outside a trading venue

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
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**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of €1 each 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 13,464
d)	Aggregated information	**Price(s)** **Volume(s)** nil 13,464
e)	Date of the transaction	06 March 2023
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 Vice President, 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
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**	
a)	Description of the financial instrument, type of instrument Identification code	Ordinary shares of €1 each 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 13,464
d)	Aggregated information	**Price(s)** **Volume(s)** nil 13,464
e)	Date of the transaction	06 March 2023
f)	Place of the transaction	Outside a trading venue

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