

10 March 2026

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

2026 Long Term Incentive Plan and Grant of Options to PDMRs

RHI Magnesita announces that awards under the RHI Magnesita Long Term Incentive Plan ("LTIP"), were granted on 9 March 2026 to 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 2025 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 £27.24, being the average closing price on 2, 3, 4,5 and 6 March 2026 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	81,251
Ian Botha	Chief Financial Officer	35,617
Rajah Jayendran	Chief Technology Officer	23,288
Gustavo Franco	Chief Customer Officer	28,098
Ticiana Kobel	Executive Vice President, Legal & Digital Transformation	17,065

Simone Oremovic	Executive Vice President People, Projects, integrations & Recycling	17,065
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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

b) LEI 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

Description of the financial	Ordinary shares of €1 each
a) instrument, type of instrument	Securities no.: 38785413, ISIN no:
Identification code	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 81,251
d) Aggregated information	Price(s) Volume(s)
	nil 81,251
e) Date of the transaction	09 March 2026
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.
724500UWG6A61XNA3Y36
- b) LEI National company register number:
68991665

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 Ordinary shares of €1 each
- a) instrument, type of instrument Securities no.: 38785413, ISIN no:
Identification code 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 35,617
- d) Aggregated information **Price(s)** **Volume(s)**
nil 35,617
- e) Date of the transaction 09 March 2026
- 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.
724500UWG6A61XNA3Y36
- b) LEI National company register number:
68991665

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 Ordinary shares of €1 each
- a) instrument, type of instrument Securities no.: 38785413, ISIN no:
Identification code 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	23,288
d) Aggregated information	Price(s)	Volume(s)
	nil	23,288
e) Date of the transaction	09 March 2026	
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

Description of the financial	Ordinary shares of €1 each	
a) instrument, type of instrument	Securities no.: 38785413, ISIN no:	
Identification code	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	28,098
d) Aggregated information	Price(s)	Volume(s)
	nil	28,098
e) Date of the transaction	09 March 2026	
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.
724500UWG6A61XNA3Y36
- b) LEI National company register number:
68991665

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 | Ordinary shares of €1 each | |
| a) instrument, type of instrument | Securities no.: 38785413, ISIN no: | |
| Identification code | 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 | 17,065 |
| d) Aggregated information | Price(s) | Volume(s) |
| | nil | 17,065 |
| e) Date of the transaction | 09 March 2026 | |
| 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, Integration
& Recycling
- 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
- b) LEI National company register number:
68991665

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 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	17,065
d) Aggregated information	Price(s)	Volume(s)
	nil	17,065
e) Date of the transaction	09 March 2026	
f) Place of the transaction	Outside a trading venue	

For further enquiries, please contact:

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E: julia.crane@rhimagnesita.com

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