

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

**2025 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 2024 Remuneration Report, which can be found on the Company's website at [www.rhimagnesita.com](http://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 £33.88, being the average closing price on 27<sup>th</sup> and 28<sup>th</sup> February, and 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> March 2025 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	61,017
Ian Botha	Chief Financial Officer	26,749
Rajah Jayendran	Chief Technology Officer	17,488
Gustavo Franco	Chief Customer Officer	21,100
Ticiana Kobel	Executive Vice President, Legal & Digital Transformation	12,815
Simone Oremovic	Executive Vice President People, Projects, integrations & Recycling	12,815

**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 instrument, type of  
a) 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)
c)	nil	61,017

  
d) Aggregated information  

	Price(s)	Volume(s)
d)	nil	61,107

  
e) Date of the transaction 06 March 2025  
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

**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 of  
a) 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)
c)	nil	26,749

  
d) Aggregated information  

	Price(s)	Volume(s)
d)	nil	26,749

  
e) Date of the transaction 06 March 2025  
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  
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 instrument, type of
- a) 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) |
|----|----------|-----------|
| c) | nil      | 17,488    |
- d) Aggregated information
- |    | Price(s) | Volume(s) |
|----|----------|-----------|
| d) | nil      | 17,488    |
- e) Date of the transaction 06 March 2025
- 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 instrument,
- a) 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) |
|----|----------|-----------|
| c) | nil      | 21,100    |
- d) Aggregated information
- |    | Price(s) | Volume(s) |
|----|----------|-----------|
| d) | nil      | 21,100    |
- e) Date of the transaction 06 March 2025
- 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  
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 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

	Price(s)	Volume(s)
c) Price(s) and volume(s)	nil	12,815

  

	Price(s)	Volume(s)
d) Aggregated information	nil	12,815

e) Date of the transaction 06 March 2025

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.

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 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

	Price(s)	Volume(s)
c) Price(s) and volume(s)	nil	12,815

  

	Price(s)	Volume(s)
d) Aggregated information	nil	12,815

e) Date of the transaction	06 March 2025
f) Place of the transaction	Outside a trading venue

For further enquiries, please contact:

Sally Caswell, Company Secretary  
T: +43 502 136 345  
E: [Sally.Caswell@rhimaginesita.com](mailto:Sally.Caswell@rhimaginesita.com)

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [rns@lseg.com](mailto:rns@lseg.com) or visit [www.rns.com](http://www.rns.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHFLFLIVIIDIIE