



RHI MAGNESITA

2022 Long Term Incentive Plan Awards

Released : 09/03/2022 10:01

RNS Number : 1870E
RHI Magnesita N.V.
09 March 2022

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

2022 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 2021 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 £25.90, being the average closing price on 1st, 2nd, 3rd, 4th and 7th March 2022 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	70,372
Ian Botha	Chief Financial Officer	30,852
Rajah Jayendran	Chief Operations Officer	15,691
Gustavo Franco	Chief Sales Officer	24,333
Ticiana Kobel	Executive VP Legal, Corporate Communications & Purchasing	11,707
Luis Bittencourt	Chief Technology Officer	11,739
Simone Oremovic	Executive VP People, Project & Value Chain	11,707

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,
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) |
|----------|-----------|
| nil | 70,372 |
- d) Aggregated information
- | Price(s) | Volume(s) |
|----------|-----------|
| nil | 70,372 |
- e) Date of the transaction 08 March 2022
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

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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) |
|----------|-----------|
| nil | 30,852 |
- d) Aggregated information
- | Price(s) | Volume(s) |
|----------|-----------|
| nil | 30,852 |
- e) Date of the transaction 08 March 2022
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 Operations 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 instrument	Ordinary shares of €1 each	
Identification code	Securities no.: 38785413, ISIN no.: NL0012650360	
Nature of the transaction	Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan	
Price(s) and volume(s)	Price(s)	Volume(s)
	nil	15,691
Aggregated information	Price(s)	Volume(s)
	nil	15,691
Date of the transaction	08 March 2022	
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 Sales 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 instrument	Ordinary shares of €1 each	
Identification code	Securities no.: 38785413, ISIN no.: NL0012650360	
Nature of the transaction	Grant of nil cost options under the RHI Magnesita Long-Term Incentive Plan	
Price(s) and volume(s)	Price(s)	Volume(s)
	nil	24,333
Aggregated information	Price(s)	Volume(s)
	nil	24,333
Date of the transaction	08 March 2022	
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 VP Legal, Corporate Communications & Purchasing

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 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 11,707
d) Aggregated information	Price(s) Volume(s) nil 11,707
e) Date of the transaction	08 March 2022
f) Place of the transaction	Outside a trading venue

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

a) Name Luis Bittencourt

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, a) 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 11,739
d) Aggregated information	Price(s) Volume(s) nil 11,739
e) Date of the transaction	08 March 2022
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, Project & 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

Description of the financial instrument, a) 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) nil	Volume(s) 11,707
d) Aggregated information	Price(s) nil	Volume(s) 11,707
e) Date of the transaction	08 March 2022	
f) Place of the transaction	Outside a trading venue	

For further enquiries, please contact:

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