



RHI MAGNESITA

Director/PDMR Shareholding

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RHI Magnesita N.V.
15 March 2021

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

2021 Long Term Incentive Plan and Grant of Options to PDMRs

RHI Magnesita N.V. (the "Company") 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 2020 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 £41.38, being the average closing price on 8th, 9th, 10th, 11th, 12th March 2021 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	43,579
Ian Botha	Chief Financial Officer	19,107
Gerd Schubert	Chief Operations Officer	13,048
Gustavo Franco	Chief Sales Officer	15,068
Ticiana Kobel	Executive VP General Legal Counsel	4,838
Luis Bittencourt	Chief Technical Officer	9,451
Simone Oremovic	Executive VP People, Project & Culture/Corporate Communications	6,628

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

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 43,579

d) Aggregated information **Price(s)** **Volume(s)**
nil 43,579

e) Date of the transaction 15th March 2021

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

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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 19,107

d) Aggregated information **Price(s)** **Volume(s)**
nil 19,107

e) Date of the transaction 15th March 2021

f) Place of the transaction Outside a trading venue

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

a) Name Gerd Schubert

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.
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
- c) Price(s) and volume(s) **Price(s)** **Volume(s)**
nil 13,048
- d) Aggregated information **Price(s)** **Volume(s)**
nil 13,048
- e) Date of the transaction 15th March 2021
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 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

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- 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 15,068
- d) Aggregated information **Price(s)** **Volume(s)**
nil 15,068
- e) Date of the transaction 15th March 2021
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 VP General Legal Counsel
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,	Ordinary shares of €1 each	
a) type 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	4,838
d) Aggregated information	Price(s)	Volume(s)
	nil	4,838
e) Date of the transaction	15th March 2021	
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 Technical 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 type of transaction; (iii) each date; and (iv) each place where transactions have been conducted

Description of the financial instrument,	Ordinary shares of €1 each	
a) type 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	9,451
d) Aggregated information	Price(s)	Volume(s)
	nil	9,451
e) Date of the transaction	15th March 2021	
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 & Culture/Corporate Communications

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 type of transaction; (iii) each date; and (iv) each place where transactions have been conducted

Description of the financial instrument,	Ordinary shares of €1 each	
a) type 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	6,628
d) Aggregated information	Price(s)	Volume(s)
	nil	6,628
e) Date of the transaction	15th March 2021	
f) Place of the transaction	Outside a trading venue	

For further enquiries, please contact:

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E: Sally.Caswell@rhimagresita.com

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