



RHI MAGNESITA

RHI MAGNESITA N.V.

Non-Executive Directors - Retirement Schedule

The non-executive directors of the company are appointed by the general meeting. They hold office for the term for which they are appointed by the shareholders of the company, unless they resign or are dismissed by the shareholders of the company.

The non-executive directors are generally appointed for three-year terms, with the expectation that the board will then consider whether to recommend to the general meeting that the tenure of the individual should be extended for a further three-year period.

All directors retire at the annual General Meeting each year. The board, with the support of the nomination committee, will review whether the individual's performance continues to be effective and whether they continue to demonstrate commitment to their role. If appropriate, the board will nominate the director for re-election by the general meeting, in accordance with the Articles of Association of the company.

The directors holding office at the date of this document were first appointed and are scheduled to retire as follows:

Non-executive director	Date of first appointment	Appointment term ends
Herbert Cordt (Chairman)	20 June 2017	2021 AGM
Jim Leng (Deputy Chairman)	6 October 2017	2021 AGM
Celia Baxter	6 October 2017	2021 AGM
Andrew Hosty	6 October 2017	2021 AGM
Fersen Lambranh	6 October 2017	2021 AGM
John Ramsay	6 October 2017	2021 AGM
Wolfgang Rutenstorfer	20 June 2017	2021 AGM
Stanislaus Sayn-Wittgenstein	6 October 2017	2021 AGM
David Schlaff	6 October 2017	2021 AGM
Karl Sevelde	6 October 2017	2021 AGM

27 October 2017