

**RHI MAGNESITA N.V.**  
(the “Company”)

Non-Executive Directors - Retirement Schedule

The non-executive directors of the Company are appointed by shareholders at 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. Those directors appointed in 2017 served until the first AGM in June 2018, where, following appointment, their current three-year term commenced.

The Employee Representative Directors (indicated by an \* below) have been selected in accordance with the applicable local law provisions by the employee representatives. They are appointed for a term of not more than four years.

All directors (with the exception of the Employee Representative 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 AGM, in accordance with the Articles of Association of the Company.

The appointment terms of the directors who are currently holding office are as outlined below:

<b>Non-executive director</b>	<b>Date of first appointment</b>	<b>Appointment term ends</b>
Herbert Cordt (Chairman)	20 June 2017	2021 AGM
Jim Leng (SID & Deputy Chairman)	6 October 2017	2021 AGM
Celia Baxter	6 October 2017	2021 AGM
John Ramsay	6 October 2017	2021 AGM
Janet Ashdown	6 June 2019	2022 AGM
Wolfgang Ruttenstorfer	20 June 2017	2021 AGM
Andrew Hosty	6 October 2017	2021 AGM
Karl Sevelde	6 October 2017	2021 AGM
Fiona Paulus	6 June 2019	2022 AGM
Stanislaus Sayn-Wittgenstein	6 October 2017	2021 AGM
David Schlaff	6 October 2017	2021 AGM
Franz Reiter*	26 October 2017	26 October 2021
Michael Schwartz*	8 December 2017	8 December 2021