

# RHI Magnesita Global Reporting Initiative Standards Index

General Disclosures		Location / Page Annual Report 2021	Additional Content
Disclosure number	Description		
<b>Organisational profile</b>			
GRI-102-1	Name of the organization	211	
GRI-102-2	Activities, brands, products and services	10	
GRI-102-3	Location of headquarters	211	
GRI-102-4	Location of operations	<a href="https://www.rhimagnesita.com/about/where-we-are/">https://www.rhimagnesita.com/about/where-we-are/</a>	
GRI-102-5	Ownership and legal form	71	
GRI-102-6	Markets served	4, 5	
GRI-102-7	Scale of the organization	1, 2	
GRI-102-8	Information on employees and other workers		<p>a. <u>Total number of employees by employment contract (permanent and temporary) and by gender (headcount)</u> Permanent: 11,409 (of which 9,948 male, 1,461 female) Temporary: 1,356 (of which 1,089 male, 267 female –</p> <p>b. <u>Total number of employees by employment contract (permanent and temporary), by region (headcount)</u> Western Europe: Permanent: 3,284; Temporary: 319 Eastern Europe: Permanent: 56; Temporary: 10 Near and Middle East: Permanent: 305; Temporary: 0 South America: Permanent: 4,570; Temporary: 142 North America: Permanent: 1,289; Temporary: 32 Asia Pacific: Permanent: 1,861; Temporary: 850 Africa: Permanent: 44; Temporary: 3</p> <p>c. <u>Total number of employees by employment type (full-time and part-time), by gender (headcount)</u> Full time: 12,542 Part time: 223 Full time male: 10,989 Full time female: 1,553 Part time male: 48 Part time female: 175</p>
GRI-102-10	Significant changes to the organization and its supply chain		In 2021 significant changes did not take place.
GRI-102-11	Precautionary Principle or approach		RHI Magnesita follows the precautionary principle in all its operations. All major operations in the EU follow the requirements of the EU IPPC Directive on the precautionary principle. Operations outside the EU follow the precautionary principle in line with national regulatory requirements.

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General Disclosures		Location / Page Annual Report 2021	Additional Content
GRI-102-12	External initiatives		<ul style="list-style-type: none"> <li>- UN Global Compact; voluntary</li> <li>- Responsible Steel; voluntary</li> <li>- Business for Societal Impact; voluntary</li> <li>- TeachForAustria; voluntary</li> <li>- Wissensfabrik; voluntary</li> <li>- respACT - Austrian Business Council for Sustainable Development; voluntary</li> </ul>
GRI-102-13	Membership of associations		<ul style="list-style-type: none"> <li>- World Refractories Association (WRA)</li> <li>- European Refractories Producers Federation (PRE), via the Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber</li> <li>- Association of the Austrian Mining and Steel Producing Industry of the Austrian Federal Economic Chamber</li> <li>- Austrian Society for Metallurgy</li> <li>- Association of the German Refractory Industry</li> <li>- Steel Institute VDEh</li> <li>- Brazilian Association of Metallurgy, Materials &amp; Mining (ABM)</li> <li>- Brazilian Association of Refractories Producers (ABRAFAR)</li> <li>- SIRef/MG (Minas Gerais State Refractory Industry Union)</li> <li>- Latin-American Association of Refractories Producers (ALAFAR)</li> <li>- SIR (Brazilian Refractory Industry Union)</li> <li>- Industriellenvereinigung (Federation of Austrian Industries)</li> <li>- Cerame-Unie</li> <li>- Euromines</li> <li>- European Technical Platform of Sustainable Mineral Resources (ETPSMR)</li> <li>- European Cement Research Academy (ECRA)</li> <li>- American Ceramic Society</li> <li>- Bergmännischer Verband Österreichs</li> <li>- US National Lime Association</li> </ul>
<b>Strategy</b>			
GRI-102-14	Statement from senior decision maker	12, 13	
GRI-102-15	Key impacts, risks, and opportunities	44-49	
<b>Ethics and integrity</b>			
GRI-102-16	Values, principles, standards, and norms of behaviour	58, 74; see also at <a href="https://www.rhimagnesita.com/code-of-conduct/">https://www.rhimagnesita.com/code-of-conduct/</a>	
GRI-102-17	Mechanisms for advice and concerns about ethics	58, 74; see also at <a href="https://www.rhimagnesita.com/compliance-helpline/">https://www.rhimagnesita.com/compliance-helpline/</a>	
<b>Governance</b>			
GRI-102-18	Governance Structure	57, 70-81	
GRI-102-20	Executive-level responsibility for economic, environmental, and social topics	57	Chair of the Sustainability Steering Committee
GRI-102-22	Composition of the highest governance body and its committees	82-87	
GRI-102-24	Nominating and selecting the highest governance body	88-90	
GRI-102-35	Remuneration policies	100-110	
<b>Stakeholder engagement</b>			
GRI-102-40	List of stakeholder groups	50-55	-
GRI-102-41	Collective bargaining agreements		82 % of employees are covered
GRI-102-43	Approach to stakeholder engagement	50-55	
<b>Reporting practice</b>			
GRI-102-44	Key topics and concerns raised	50-55	
GRI-102-45	Entities included in the consolidated financial statements	194-196	
GRI-102-46	Defining report content and topic Boundaries	56	

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General Disclosures		Location / Page Annual Report 2021	Additional Content
GRI-102-47	List of material topics	56	
GRI-102-48	Restatement of information		Updated timeline for reported CO2 emissions and KPI 2018-2021 due to adaptations in line with the Greenhouse Gas protocol and refinement in reporting Updated timeline for reported energy efficiency KPI 2018-2021 due to refinement of reporting.
GRI-102-49	Changes in reporting		No significant changes in the list of material topics and topic boundaries
GRI-102-50	Reporting period		Non-financial data in this report are for financial year 2021
GRI-102-51, GRI-102-52	Date of most recent report; Reporting Cycle		Reported annually as part of the Annual Report. Previous report covered financial year 2020.
GRI-102-53	Contact point for questions regarding the report		<a href="mailto:sustainability@rhimagnesita.com">sustainability@rhimagnesita.com</a>
GRI-102-54	Claims of reporting in accordance with the <sup>57</sup> GRI Standards		
GRI-102-55	GRI content index		<a href="http://rhimagnesita.com/gri">rhimagnesita.com/gri</a>
Specific Standard Disclosures / Key RHI Magnesita Topics		Location / Page Annual Report 2021	Additional Content
<b>Economic performance 2018</b>			
GRI-201-1	Direct economic value generated and distributed	2	
<b>Anti-Corruption</b>			
GRI-103-1	Explanation of the material topic and its Boundary	58	
GRI-103-2	Management approach and its components	58, 48	
GRI-103-3	Evaluation of the management approach	58	
GRI-205-2	Communication and training about anti-corruption policies and procedures	48, 58	
<b>Energy</b>			
GRI-103-1	Explanation of the material topic and its boundary	62	- Base year 2018 - Acquisitions conducted in 2021 not included - Transportation, sales offices and other administrative buildings not included
GRI-103-2	Management approach and its components	62	
GRI-103-3	Evaluation of management approach	62	
GRI-302-1	Energy consumption within the organization	62	
GRI-302-5	Reductions in energy requirements of products and services	62	
<b>Water</b>			
GRI-103-1	Explanation of the material topic and its Boundary	62	- Acquisitions conducted in 2021 not included - Transportation, sales offices and other administrative buildings not included
GRI-103-2	Management approach and its components	62	
GRI-103-3	Evaluation of management approach	62	
GRI-303-1	Interactions with water as a shared resource	62	Partially reported
GRI-303-3	Water withdrawal	62	Partially reported
<b>Biodiversity</b>			
GRI-103-1	Explanation of the material topic and its Boundary	63	
GRI-103-2	Management approach and its components	63	
GRI-103-3	Evaluation of management approach		
GRI-304-3	Habitats protected or restored	63, 65	Partially reported

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Specific Standard Disclosures / Key RHI Magnesita Topics		Location / Page Annual Report 2020	Additional Content
<b>Emissions</b>			
GRI-103-1	Explanation of the material topic and its boundary	60-62	<ul style="list-style-type: none"> <li>- Base year 2018</li> <li>- Acquisitions conducted in 2021 not included</li> <li>- Transportation, sales offices and other administrative buildings not included</li> </ul>
GRI-103-2	Management approach and its components	60	
GRI-103-3	Evaluation of management approach	60-63	
GRI-305-1	Direct (Scope 1) GHG emissions	63	
GRI-305-2	Energy indirect (Scope 2) GHG emissions	63	
GRI-305-3	Other indirect (Scope 3) GHG emissions	63	<ul style="list-style-type: none"> <li>- Reported Scope 3 covers only CO<sub>2</sub> emissions from purchased raw materials.</li> </ul>
<b>Environmental compliance</b>			
GRI-307-1	Non-compliance with environmental laws and regulations		No incidence of non-compliance in 2021
<b>Employment</b>			
GRI-401-1	New employee hires and employee turnover		<p><u>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</u> Excluding seasonal staff Total: 2,742</p> <p>i. <u>Age group</u> Under 30 years old: 1,019 (47%) 30 - 50 years old: 1528 (19%) Over 50 years old: 195 (8%)</p> <p>ii. <u>Gender</u> Male: 2,166 (20%) Female: 576 (33%)</p> <p>iii. <u>Region</u> Western Europe: 450 (13%) Eastern Europe: 9 (14%) Near and Middle East: 136 (45%) South America: 1,316 (28%) North America: 543 (41%) Asia Pacific: 282 (10%) Africa: 6 (13%)</p> <p><u>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</u> Excluding seasonal staff Total: 3,643 (30%)</p> <p>i. <u>Age group</u> Under 30 years old: 777 (36%) 30 - 50 years old: 1,005 (12%) Over 50 years old: 451 (18%)</p> <p>ii. <u>Gender</u> Male: 1,874 (17%) Female: 359 (21%)</p> <p>iii. <u>Region</u> Western Europe: 714 (20%) Eastern Europe: 1 (2%) Near and Middle East: 18 (6%) South America: 810 (17%) North America: 585 (44%) Asia Pacific: 97 (4%) Africa: 8 (17%)</p>

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Specific Standard Disclosures / Key RHI Magnesita Topics		Location / Page Annual Report 2020	Additional Content
GRI-401-3	Parental leave		<p><u>b. Total number of employees that took parental leave, by gender.</u> Total: 57 (Male: 22; Female: 35)</p> <p><u>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</u> Total: 46 (Male: 20; 95% Female: 26; 84%)</p> <p><u>d. Total number of employees who returned to work after parental leave ended were still employed 12 months after their return, by gender.</u> Total: 47 (86%) Male: 17 (94%) Female: 30 (81%)</p> <p><u>e. Return to work and retention rates of employees that took parental leave, by gender.</u> Return to work rate: Total: 47 (90%) Male: 20 (95%) Female: 27 (87%) Retention rate: see GRI401-3 c</p>
<b>Occupational health and safety</b>			
GRI-103-1	Explanation of the material topic and its boundary	64	All RHI Magnesita employees and contracted workers under direct control as well as contracted workers without direct control considered.
GRI-103-2	The management approach and its components	64	
GRI-103-3	Evaluation of the management approach	64	
GRI-403-1	Occupational health and safety management system	64	
GRI-403-5	Worker training on occupational health and safety	64	
GRI-403-8	Workers covered by an occupation health and safety management system		All RHI Magnesita employees and contracted workers under direct control as well as contracted workers without direct control considered.
GRI-403-9	Work-related injuries	64	Partially reported
<b>Diversity and equal opportunity</b>			
GRI-103-1	Explanation of the material topic and its boundary	65	
GRI-103-2	Management approach and its components	65	
GRI-103-3	Evaluation of management approach	65	

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Specific Standard Disclosures / Key RHI Magnesita Topics	Location / Page Annual Report 2020	Additional Content
GRI-405-1	Diversity of governance bodies and employees	73
		<p><u>a. Percentage of individuals within organization's governance bodies in each of the following diversity categories:</u></p> <p>i. <u>Gender</u> Executive Management Team: Male: 5 (71%) Female: 2 (29%)</p> <p>ii. <u>Age group: under 30 years old, 30-50 years old, over 50 years old</u> Under 30 years old: 2,188 (17%) 30 - 50 years old: 8,131 (64%) Over 50 years old: 2,446 (19%)</p> <p><u>b. Percentage of employees per employee category in each of the following diversity categories:</u></p> <p>i. <u>Gender</u> Male: 11,037 (86%) Female: 1,728 (14%) Salaried staff: Male: 4,470 (75%); Female: 1,469 (25%) Wage earners: Male 6,567 (96%); Female: 259 (4%)</p> <p>ii. <u>Age group: under 30 years old, 30-50 years old, over 50 years old</u> <u>Salaried staff:</u> Under 30 years old: 1,006 (17%); 30-50 years old: 3,743 (63%); over 50 years old: 1,190 (20%) <u>Wage earners:</u> Under 30 years old: 1,182 (17%); 30-50 years old: 4,388 (64%); over 50 years old: 1,256 (18%)</p>
<b>Non-discrimination</b>		
GRI-406-1	Incidents of discrimination and corrective actions taken	Five incidents of discrimination were reported in 2021 via our whistleblowing channels. three cases proved to be unsubstantiated, one case is currently under investigation, and one case proved to be partly substantiated, whereby mitigating measures were put in place immediately.
<b>Human rights assessment</b>		
GRI-412-2	Employee training on human rights policies or procedures	58
		Partially reported
<b>Local communities</b>		
GRI-103-1	Explanation of the material topic and its boundary	65
GRI-103-2	The management approach and its components	65
GRI-103-3	Evaluation of management approach	65
GRI-413-1	Operations with local community engagement, impact assessments, and development programmes	In 2021, the majority of our operational sites had community engagement and development programmes took place. Due to COVID19 restrictions some sites could not engage with their communities as planned. Acquisitions conducted in 2021 are not included.

# Our contributions to the UN Sustainable Development Goals (SDGs)

SDGs relevant to the business	Indicator to measure SDG performance	Target	Potential impact	Our Status	Future Plan
<b>SDG 3 – Good health and wellbeing</b>	Lost Time Injury Frequency (LTIF)  Total Recordable Injury Frequency (TRIF)	Maintain lost time injury frequency (LTIF) at <0.5 (goal: zero accidents)	<b>Negative:</b> Operations potentially expose employees to health and safety risks	In 2021 Lost time injury frequency (LTIF) increased 38% over 2020 to 0.18 per 200,000 hours worked	See p 64 in Annual Report
<b>SDG 4 – Quality Education</b>	N/A	N/A	<b>Positive:</b> Supporting education in our communities helps to improve children's quality of life and future prospects	Supporting education is one of three core themes for our Community Investment. See p 65 in Annual Report	See p 65 in Annual Report
<b>SDG 5 – Gender Equality</b>	% of women in senior leadership and on our Board	Increase women on our Board and in senior leadership to 33%	<b>Positive:</b> More women in our leadership and a pipeline of future female leaders will contribute to greater gender equality in our business and beyond.	Women now account for 22% of our senior leadership and 38% of the Board  We are also building a pipeline of high-potential female leaders.	See p 65 in Annual Report
<b>SDG 9 – Industry Innovation and Infrastructure</b>	Share of annual sales invested in R&D and Technical Marketing	Invest 2.2% of annual sales in R&D and Technical Marketing	<b>Positive:</b> New products and technologies help reduce our CO <sub>2</sub> emissions, those of our customers and lead our industry.	€64m Spend on R&D and Technical Marketing – 2.5% of annual revenues See p 19 in Annual Report	See p 19 in Annual Report
<b>SDG 12 – Responsible Consumption and Production</b>	Recycled content	Increase use of secondary raw materials (SRM) to 10%	<b>Positive:</b> Increasing the circularity of our business will help reduce both our use of primary raw materials and our CO <sub>2</sub> emissions	Use of SRM increased to 6.8% See p 19 in Annual Report	See p 61 in Annual Report
<b>SDG 13 – Climate Action</b>	Tonnes of CO <sub>2</sub> per tonne of production  Tonnes of CO <sub>2</sub>	Reduce CO <sub>2</sub> emissions by 15% per tonne of product – Scope 1, 2, 3 (raw materials)	<b>Negative:</b> Energy-intensive production and CO <sub>2</sub> emissions from raw materials result in CO <sub>2</sub> intensive products  <b>Positive:</b> Refractory	CO <sub>2</sub> intensity decreased by 3.7% compared to the base year	See p 60-62 in Annual Report

			products are enablers for materials which are needed for the green transition (e.g. copper)		
<b>SDG 15 – Life on Land</b>	Reduction in air emissions	Reduce NOx and SOx emissions by 30% by 2027 (vs 2018), starting with China by 2021	<b>Positive:</b> Reduce negative effects of air emissions to the environment and the local community.	30% reduction in NOx and SOx achieved in China already; work now focuses on US operations	See p 62 in Annual Report