



RHI MAGNESITA

Building a Sustainable Future

Sustainability Initiatives
in Latin America





Together for a **Sustainable** Future

At RHI Magnesita, sustainability is not just a commitment — it is the foundation of our future.

Our mission goes beyond providing essential materials for modern life: we lead the refractory industry with responsibility, driving practices that benefit the planet, people, and the economy.

We believe the path to sustainability must be taken together to maximize its transformative power. That is why we work side by side with our customers on their own journeys, helping to build a more innovative and conscious industry.

Our initiatives extend beyond the boundaries of RHI Magnesita, creating positive impacts on our host communities and society.

In this material, we present an overview of our sustainability actions and the main highlights from 2024 in Latin America.

Wagner Sampaio

Regional President of RHI Magnesita — Latin America

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The Sustainability Journey at RHI Magnesita

At RHI Magnesita, sustainability is not just a destination — it is part of the journey. Our vision for the future is shaped by the actions we take today, balancing economic progress, social commitment, and environmental respect.

As a global leader in refractories, we embrace the responsibility to lead this transformation.

We align our strategy with the United Nations Sustainable Development Goals (SDGs), and since 2018, we have been a signatory of the UN Global Compact.

Our goal is to go beyond meeting targets — we aim to create a sustainable legacy for the industry and for the world.

RHI Magnesita actively supports the following United Nations Sustainable Development Goals (SDGs):



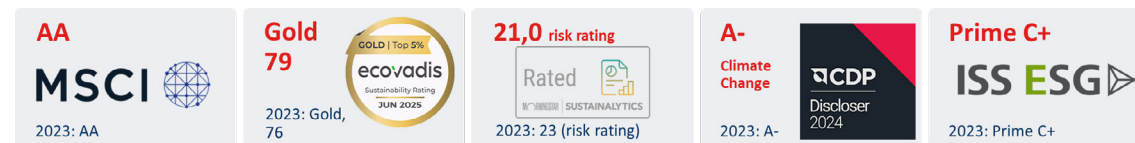
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| 3 GOOD HEALTH AND WELL-BEING  | 4 QUALITY EDUCATION  | 5 GENDER EQUALITY  | 7 AFFORDABLE AND CLEAN ENERGY  | 8 DECENT WORK AND ECONOMIC GROWTH  |
| Ensuring safe working environments in its operations | Sponsoring Education and Youth Development CSR projects | Committed to supporting gender equity in our workplace on all levels | Committed to continually improve the energy efficiency of its operations and the use of cleaner energy sources | Offering apprenticeship opportunities, investment on skill development programs |
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  | 11 SUSTAINABLE CITIES AND COMMUNITIES  | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION  | 13 CLIMATE ACTION  | 15 LIFE ON LAND  |
| Developing R&D projects, setting key partnerships to enhance Recycling and Decarbonisation (e.g. ReSOURCE and CCUS — MCI Carbon) | Investing directly and indirectly to Education & Youth Development, Health & Medical care and Environment | Committed to increase the usage of recycled materials and promote and develop the circular economy wherever possible | Committed to minimize direct and indirect CO ₂ and other greenhouse gas emissions | Committed to minimize any other emissions, pollution, during operation or at our customers sites which could adversely affect humans, or the environment |

Global Ratings

Measuring our performance against the market is essential for evolving in a transparent and consistent way.

We participate in global assessments that evaluate our sustainability practices, allowing us to identify improvement opportunities and build an even stronger path forward.

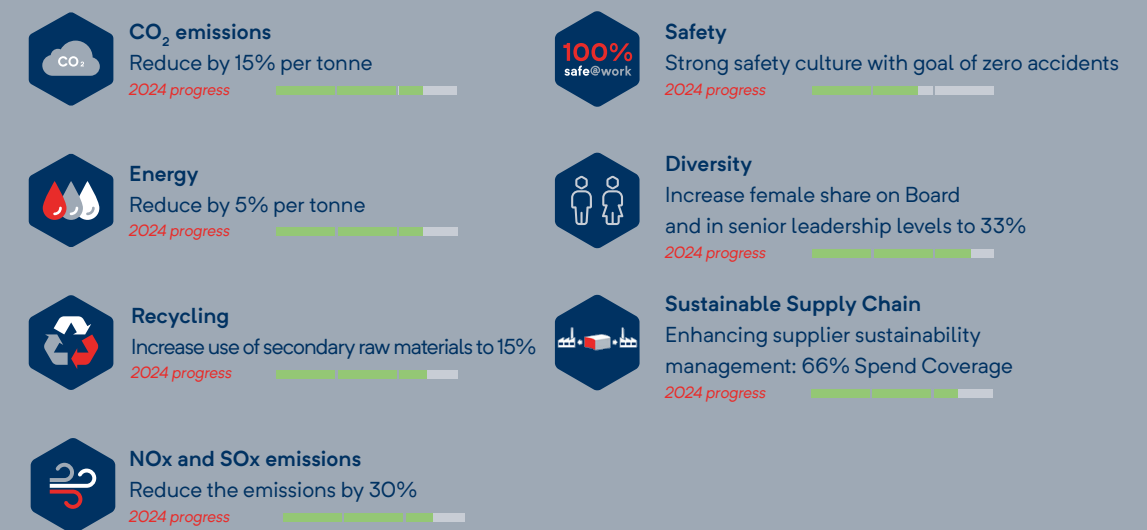
Check out some of the key indicators below, and for a full overview, access our [2024 Annual Report](#).



Corporate Goals

To drive and monitor our sustainability journey, we established a set of targets in 2018 for achievement by 2025.

Below is a snapshot of our progress through 2024:



Note: CO₂ includes Scope 1, Scope 2 and Scope 3 emissions from raw material.

To continue turning commitments into tangible results, we have revised our goals and updated our challenges for 2030, based on 2024 benchmarks:



ESG Environmental Initiatives

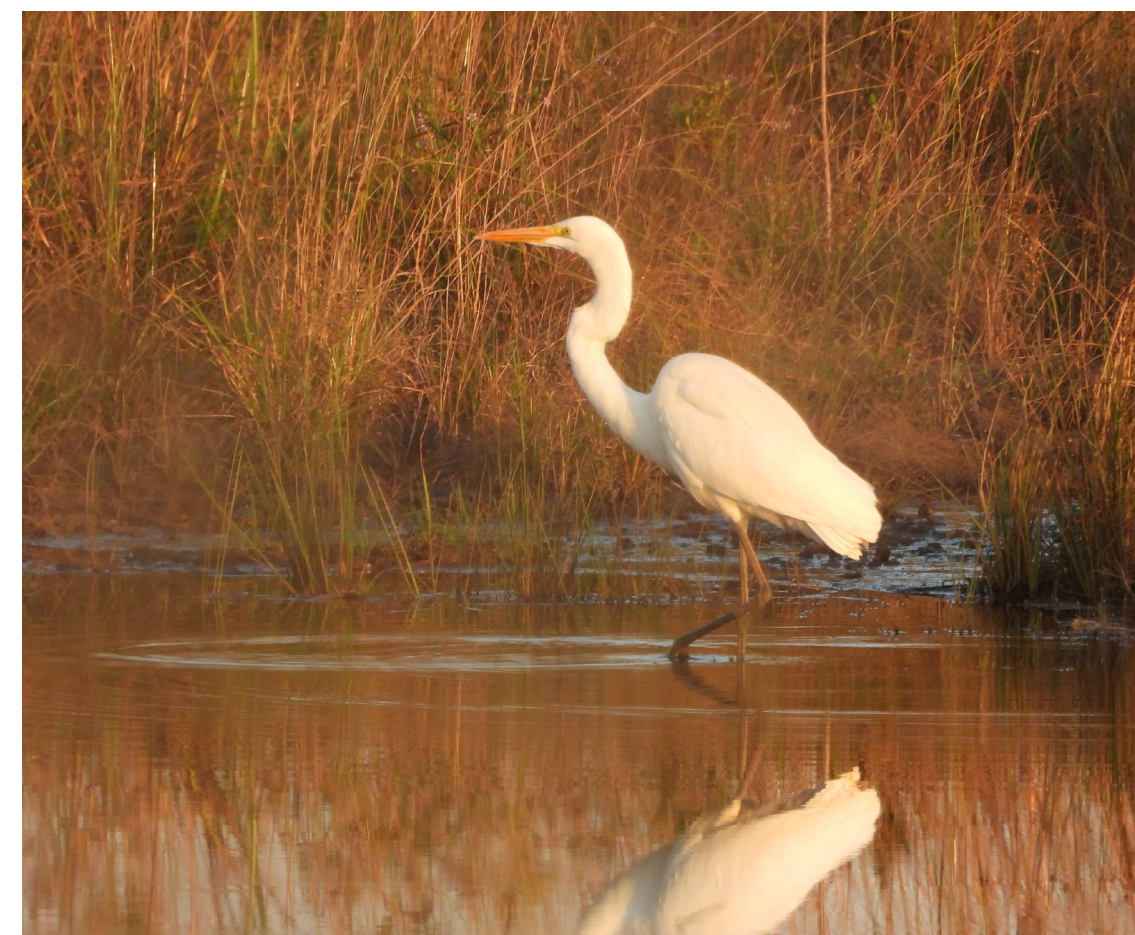


In addition to our own environmental commitments and action plans, we strive to support our partners on their decarbonization journeys.

That's why we believe in the importance of:

- ★ Operating under the “local for local” strategy, enhancing the positive impact on both the environment and society;
- ★ Investing in technologies that mitigate and reduce emissions;
- ★ Promoting the circular economy by reusing industrial waste and reducing CO₂ across the value chain;
- ★ Embracing renewable energy and water reuse practices;
- ★ Fostering environmental education inside and outside the company, to help build the future today.

Next, explore some of RHI Magnesita's environmental initiatives in our region in 2024.



Wildlife and Flora Preservation: Protecting Biodiversity and Restoring Ecosystems

RHI Magnesita maintains a strong commitment to biodiversity protection, adopting responsible practices to minimize environmental impacts and promote the conservation of wildlife and plant species in the regions where we operate.

The Wildlife Rescue and Preservation Program, for example, ensures that native species are protected during operations, helping to maintain ecological balance. We continuously monitor areas surrounding our operations, actively preventing poaching and the illegal wildlife trade. Through a partnership with the Wildlife Screening Center (CETAS), we rescue, treat, and rehabilitate animals.

Over the past three years, 228 animals have been reintroduced into the wild — including 47 returned to their natural habitats in 2024.

In 2024, we expanded biodiversity monitoring at our Uberaba (MG) site to map local biodiversity.

The initiative, led by biologists and environmental technicians, identified a variety of species including the giant anteater, foxes, crab-eating dog, burrowing owl, rattlesnake, and tegu lizard, along with birds, mammals, amphibians, reptiles, and bioindicator insects such as dragonflies.

More than R\$830,000 was invested last year in release and monitoring programs.

In addition, we invest in the restoration of degraded areas and reforestation, reinforcing our role as an active agent in preserving biodiversity and respecting local ecosystems.

2.1

Biodiversity



Native Seedling Nurseries: Restoring Ecosystems and Engaging Communities

RHI Magnesita has expanded its native seedling nurseries to promote biodiversity, engage local communities, carry out educational initiatives, support urban tree planting, and restore degraded areas.

In 2024, a new nursery was built in Vale do Aço, at our Coronel Fabriciano (MG) site, with an investment of R\$120,000 and a production capacity of **4,000 seedlings per year**.

The new nursery supports the preservation of the Atlantic Forest — Brazil's most threatened biome.

In total, we currently operate three active nurseries, producing **up to 27,200 seedlings annually**:

- Caatinga (Brumado)
- Cerrado (Serra dos Ferreiras)
- Atlantic Forest (Vale do Aço)

Last year alone, 15,000 seedlings were donated to communities and employees.



Restoration of Degraded Areas

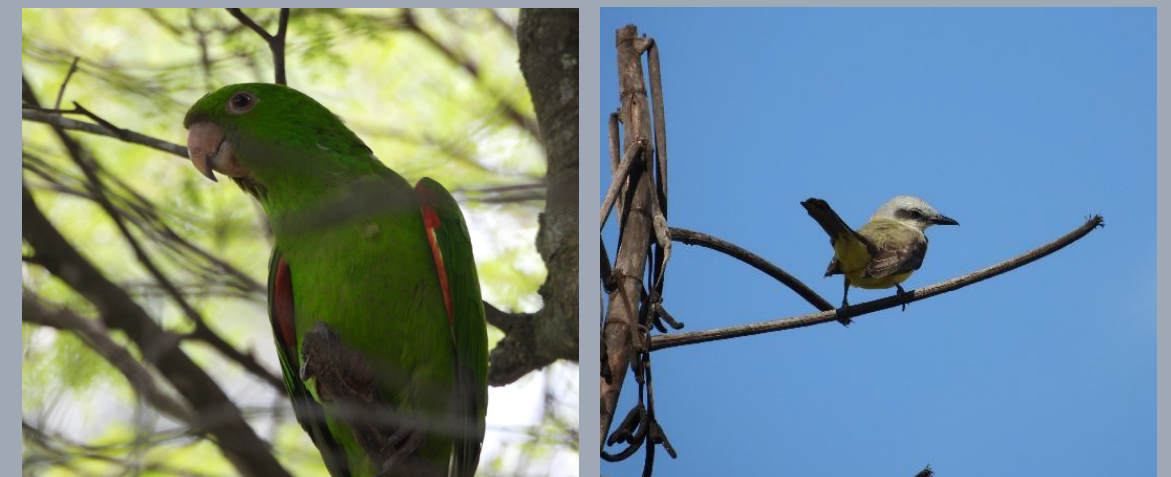
The environmental recovery of mined areas is essential to ensure the regeneration of ecosystems affected by mining activities.

Our projects follow a comprehensive approach, including revegetation, erosion control, restoration of natural habitats, and the recovery of soil and water quality. These initiatives are guided by specialized studies and validated by environmental authorities.

In 2024, we made progress on the following environmental restoration projects:

- ★ **Água Limpa Mine** — Closure plan approved in June 2024, including the removal of remaining solid waste, revegetation with native species, and maintenance of drainage systems;
- ★ **Acaba Mundo Mine** — Closure and restoration plan aligned with the State Environmental Foundation (FEAM), the National Mining Agency (ANM), and the Municipality of Belo Horizonte.

Our commitment goes beyond mitigating impacts — we aim to transform regenerated areas and their surroundings, proposing future uses that reflect the region's most relevant social interests.





Decarbonization Journey

Decarbonization Journey

Circular Economy

The circular economy is a core pillar of RHI Magnesita's sustainability strategy, providing a safe, efficient, and value-added path for managing waste generated both in our own production and across the broader industry.

In addition to reducing mineral extraction, this approach helps lower carbon emissions, strengthen partnerships, and optimize the use of circular raw materials.

In 2024, RHI Magnesita achieved globally significant milestones:

- ★ A recycling rate of 14.2%, resulting in a CO₂ emissions reduction of 310 kt;
- ★ We consumed 268 kt of recycled material and sold 96 kt of metallurgical additives — a 30% increase in volume compared to 2023.

In Brazil, we operate a recycling unit in Coronel Fabriciano (MG) and continue to expand the **Sustainable Recognition Program**, which honored 13 industrial partners in 2024 for their contributions to waste collection.



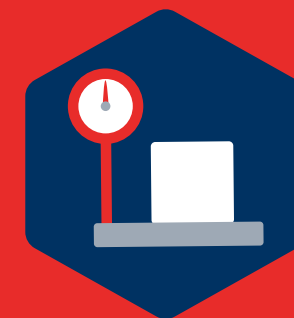
Renewable Energy

In 2024, we continued to advance the use of renewable energy across our 19 facilities in South America.



99,5%

of electricity certified under the I-REC (International REC Standard), ensuring that our electricity comes from **renewable sources**.



In total, we consumed **190 GWh of electricity**, avoiding the emission of

10.500

tons of fossil CO₂.



At the Ponte Alta site, we remain committed to increasing the use of sustainable charcoal as a substitute for traditional fossil fuels. With this initiative,

40%

of the energy used is renewable, avoiding 8,500 tons of CO₂.

These initiatives reinforce our commitment to reducing our carbon footprint and advancing toward a more sustainable energy matrix.

CO₂ Emissions Transparency and Management

As of 2024, RHI Magnesita began publishing its Greenhouse Gas (GHG) Emissions Inventory in the Public Registry of the Brazilian GHG Protocol Program, earning the **Silver Seal** in our first year.



With this step, we strengthened our environmental transparency by including carbon footprint data on our product technical sheets. This is done using recognized, audited methodologies, enabling our customers to make informed and sustainable decisions.

This practice supports the decarbonization of the supply chain and drives the transition toward a greener industrial model.





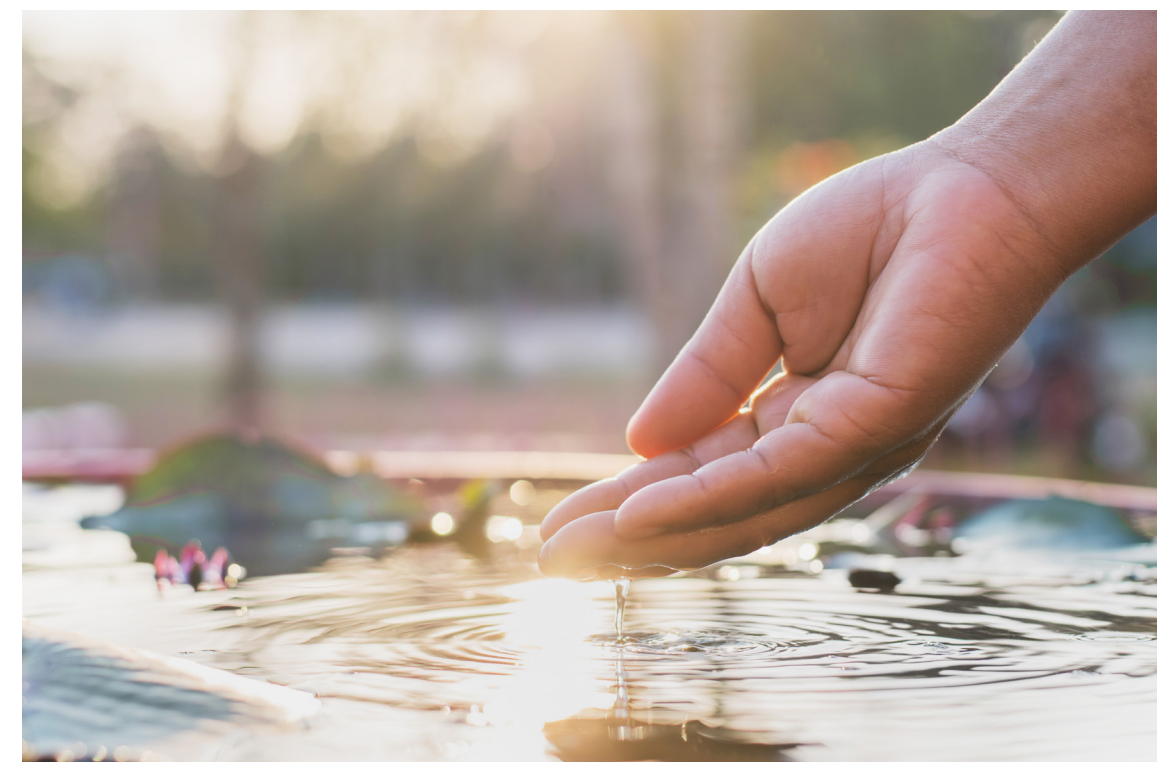
Natural Resource Management and Environmental Governance

Sustainable Water Management

At our Brumado (BA) site, we have adopted an innovative model for water recirculation and treatment, covering crushing, sinter production kilns, and the Ore Processing Plant. In 2024, this initiative expanded to include the company's largest rotary kiln, reinforcing our water efficiency.

Water is collected, decanted, and returned to the production process, ensuring a **90% recirculation rate** and significantly reducing external water intake — avoiding the consumption of **998 m³/h**.

We also support the preservation and restoration of **22 springs** in Serra das Éguas (BA), contributing to water treatment and supply for families in nearby communities, extending our positive impact beyond the boundaries of the company.



Sustainable Waste Management

We follow strict practices and legal principles to reduce, reuse, and recycle waste in addition to proper final disposal. In 2024, we strengthened partnerships with waste picker cooperatives and donated inert waste for municipal road construction, prioritizing material reuse.

We implemented a loss reduction project across five industrial plants, aiming to minimize waste generation at the source, reuse materials in the production process, and expand alternative recycling routes.

Key actions include:

- ★ Classification and monitoring of waste by type and source.
- ★ Optimization of equipment to reduce wear and raw material losses.
- ★ Creation of new consumption routes for recyclable waste.
- ★ Improved equipment calibration standards and leak control.
- ★ Full utilization of products generated from the grinding process.

The results of this initiative show a significant impact:

- ★ **2,424 tons of CO₂** emissions avoided through raw material reuse.
- ★ Thousands of tons of waste diverted from landfills — equivalent to 667,000 trash bags (which, placed side by side, would stretch 400 km).
- ★ Through this approach, RHI Magnesita reaffirms its commitment to production efficiency, innovation, and the circular economy — transforming losses into opportunities for a more sustainable future.

In 2025, we aim to increase the recycling rate of all generated waste.

Environmental Licensing

We remain committed to ensuring that all our activities are compliant and legally authorized. In 2024, we obtained and renewed licenses for both industrial and mining operations, ensuring compliance and reduced environmental impact:

- ★ **Eletrofusão (MG):** Environmental License LAC 1 No. 003/2024 obtained in April 2024.
- ★ **FNANO (MG):** Environmental License LAS-RAS No. 030/2024 obtained in May 2024.
- ★ **Cidade Industrial (MG):** Operating license renewed in December 2024.
- ★ **Brumado (BA):** Progress on the license renewal process with INEMA (Institute for the Environment and Water Resources), with inspections and additional information submitted in 2024 under full transparency and environmental compliance.
- ★ **Uberaba (MG):** Renewal of the Conduct Adjustment Agreement (TAC) in 2024, along with the formal submission of a corrective licensing request to the state environmental agency.

These licenses reinforce our implementation of effective environmental controls, ensuring impact reduction and the long-term sustainability of our operations.



At RHI Magnesita, we understand that our impact on the world goes beyond the products and solutions we offer — it is reflected in how we engage with people.

Our social commitment starts from within, grounded in safety, health, well-being, development, and respect for all our employees — both direct and indirect.

We also invest in the sustainable growth of the communities where we operate, supporting projects that promote education, training, income generation, women's empowerment, and the circular economy.

In doing so, we continue to strengthen partnerships with suppliers and customers, built on transparency and responsible growth — because we believe that together, we can go further.



ESG Social Initiatives



Safety First

At RHI Magnesita, safety is a non-negotiable value. In 2024, we strengthened our safety culture through several initiatives, highlighted below:

Transforming Our Safety Culture

To consolidate and enhance our global safety culture, we conducted a comprehensive assessment in partnership with the consulting firm dss+, aiming to identify opportunities for improvement across our operations. The study included:

- ★ Over 12,000 responses to the Safety Perception Survey.
- ★ Interviews with executive leaders.
- ★ Analysis of more than 6,500 safety events.
- ★ Identification of six main risk categories.

With a focus on continuous improvement and the ongoing enhancement of safety levels at our sites, we implemented improvements at our plants, reinforced training, and began including SIFp (Serious Injury and Fatality potential incidents) in our safety metrics.

Safety First Initiative

To make safety a constant and intrinsic part of our daily behavior — regardless of role or location — we launched the Safety First initiative. Since 2024, every company meeting begins with one minute dedicated to safety.

This practice encourages reflection on safety in each employee's daily life, positioning it as a foundational aspect of everything we do — and a shared responsibility.



Responsible Use of Electronic Devices

Recognizing the risks associated with technology in our routines, we launched an educational campaign on the conscious use of electronic devices.

To prevent falls, collisions, and other types of accidents, employees were instructed to give their full attention to movement and only use phones, send messages, or work on laptops while stationary in a safe place.

The campaign also emphasized **active care**, encouraging employees to look out for their colleagues by reminding them of these and other safety practices across our sites.

We also implemented path redesigns and safety inspections (safety blitzes) in circulation areas of our facilities.

With these and other initiatives, we reaffirm our commitment to safety and the shared responsibility we all have in achieving zero accidents.





Social and Cultural Projects

Social and Cultural Projects

In 2024, RHI Magnesita once again demonstrated that our commitment goes beyond business. With an investment of over R\$ 3 million, we supported 26 social projects, benefiting 25.000 people across 12 locations in Brazil. Below are two standout initiatives from the year.



Art and Inclusion: Graffiti Wall

This urban art project transforms industrial spaces into open-air galleries, promoting social inclusion, education, and culture.

In partnership with Fábrica de Grafitti, we revitalized a 2,300 m² wall in Contagem through graffiti with the theme of sustainability.

A total of 22 artists took part and received safety training to carry out the work.

In addition to enhancing the landscape at the entrance of the city, the project also provided educational workshops for 50 public school students in the region, who participated in hip hop and graffiti classes.



Sewing Love

This project empowers women in vulnerable situations by training them to create handcrafted pieces using repurposed materials and fabrics — reducing waste and generating income.

It promotes inclusion, empowerment, sustainability, support for the local economy, financial autonomy, and social transformation through sewing.

In 2024, we expanded the project to two new units, increased the number of participants in the training program, strengthened partnerships for material donations, and improved the working environment for the seamstresses — providing proper PPE for greater safety.

We also encouraged flexible scheduling so that mothers and caregivers could take part in the initiative.





Health and Well-Being

In 2024, we reinforced our commitment to the health and well-being of our employees by implementing initiatives and campaigns that encourage care for both body and mind.

Every year, RHI Magnesita offers the quadrivalent flu vaccine free of charge to all employees in Brazil. In 2024, over 1,500 doses were administered.

We also implemented a **Chronic Disease Program**, which includes diagnosis and ongoing monitoring of employees with hypertension and diabetes to prevent complications. This continuous program takes place quarterly, offering both group and individual guidance, evaluation of each patient's condition, and follow-up medical care after each session.

We ran awareness campaigns and hosted events on **financial health**, providing important information about gambling risks, with nearly 600 participants.

Additional campaigns addressed **tobacco use** — including electronic cigarettes—, **suicide prevention**, and **mental health**, as well as **women's health (Pink October)** and **men's health (Blue November)**.

During these campaigns, we waived co-payments for employees and their dependents for exams and medical consultations.





Diversity, Equity & Inclusion

To continuously foster a better work environment and contribute to the journey toward diversity and inclusion both inside and outside the company, we have implemented several initiatives aimed at strengthening a culture rooted in respect, diversity, and inclusion.

In South America, RHI Magnesita formally began this journey in 2019 with the creation of the Diversity & Inclusion Committee. Our five Affinity Groups — Race, Gender, Generations, LGBTI+, and People with Disabilities — were established in 2020 and have been continuously working to identify barriers and implement practical actions that drive cultural transformation.



In 2024, the following initiatives stood out:

Brazilian Sign Language (Libras) Training: We offered two mandatory training modules to all employees in Brazil — available in both in-person classes and an online learning path — to increase inclusion for our deaf colleagues. Three additional modules were offered to teams with more frequent interaction with hearing-impaired individuals.

Entre Elas (Among Them): This initiative involved five meetings including workshops, guest speakers, and the development of Individual Development Plans for a group of female leaders. The program supported the development of new skills, expanded professional networks, reinforced a sense of belonging, and prepared participants for new internal and external challenges.

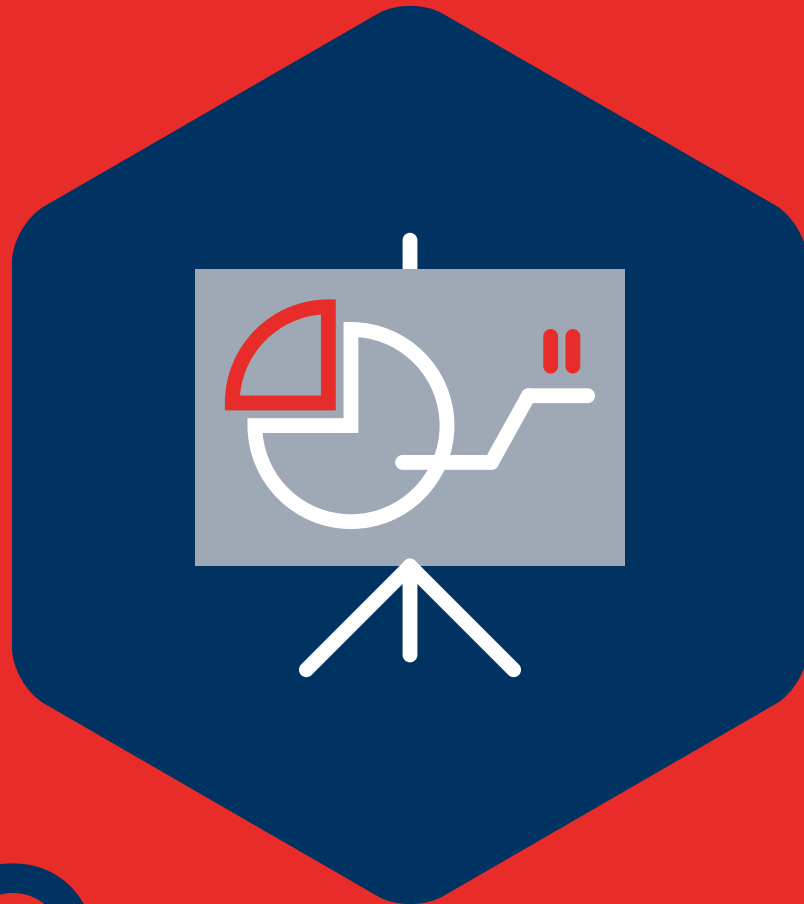
Motherhood and Career: Recognizing the unique challenges faced by working mothers, this program explored the intersection between motherhood and professional growth. Through quarterly dialogue sessions and support mechanisms, the initiative fostered a more inclusive environment for women balancing career aspirations with family responsibilities.

Pride Month: During LGBTI+ Pride Month, we raised the flag of respect and reinforced the importance of combating prejudice and promoting inclusion, ensuring everyone feels welcomed and respected for who they are.

We created a video highlighting both explicit and subtle forms of discrimination that still exist and oppress people.

We also hosted the talk “**Building Safer Spaces**”, which addressed inclusive culture, psychological safety, best practices in the workplace, recreational LGBTphobia, and education about the LGBTI+ community.

Who Inspires Your Generation? (QuemteGeraAção): Held during the Olympics, this initiative aimed to strengthen intergenerational relationships within the company. It explored the characteristics of different generations and encouraged mutual recognition and appreciation across age groups.



ESG Governance Initiatives

As a company listed on the London Stock Exchange, we comply with rigorous governance standards, regulating our practices in ethics, transparency, and integrity.

We maintain robust risk management systems, conduct internal and external audits, pursue independent third-party certifications, ensure information security, and provide ongoing ethics and compliance training for our teams.

We also offer anonymous reporting channels and ensure that all reports are thoroughly and fairly investigated and addressed.



Sustainability in the Supply Chain

In addition to upholding our own sustainability standards, we recognize the importance of bringing our partners along on this journey.

We believe that transformation gains real strength when the entire value chain is committed to change.

That's why we promote a Sustainable Procurement agenda to encourage sustainable practices among our suppliers.

This agenda is based on the following pillars:

- ★ **Ecovadis ratings** as an integral part of our purchasing decisions.
- ★ **Supplier audit program** focused on ESG.
- ★ **Third-party risk management**, covering Compliance, Labor Compliance, Environmental Legislation, ESG Parameters, Financials, Quality, and Performance.
- ★ The second edition of the **Global Sustainable Supply Chain Workshop**, bringing together representatives from all company regions for training and the sharing of best practices — with South America recognized as a benchmark in supplier audits.
- ★ **Participation in regional forums** with regulatory bodies (such as ANUT) and transportation contractors, aimed at mapping initiatives, updating legislation, and sharing benchmarks.
- ★ **Project portfolios focused on circular sourcing**, including Energy, Packaging, Raw Materials, and Services.
- ★ **Carbon footprint assessment** of raw material suppliers to consolidate Scope 3 emissions.

4.1

Supply Chain

Check out some of the results already achieved in South America:



56%

of the total purchase value was sourced from suppliers assessed for sustainability by EcoVadis.



13

ESG audits conducted on suppliers, with 5 in 2023 and 8 in 2024. The goal is to increase to 10 audits in 2025.



92%

compliance with labor regulations among third parties.



6.572

tons of CO₂ savings achieved through procurement projects focused on circular economy.



70%

In the “Sustainable Procurement” pillar of EcoVadis, we improved our global score from 50% (2023) to 70% (2024).

Certifications

External certifications reflect RHI Magnesita's commitment to governance and drive continuous improvement in the areas of quality, health, safety, environment, and efficiency.

In 2024, we maintained certification of our sites under the most recognized international standards:

- ★ **ISO 9001:2015** — (Quality Management)
- ★ **ISO 14001:2015** — (Environmental Management)
- ★ **ISO 45001:2018** — (Occupational Health & Safety Management)
- ★ **ISO 17025:2017** — (Quality Management for Laboratories)

We reinforced the governance of our Integrated Management System through **16 internal audits**, **4 external audits** conducted by Bureau Veritas, and 3 customer audits — all with positive outcomes. We are currently in the process of obtaining **ISO 50001:2018** certification (Energy Management).





Compliance



Compliance

Integrity is one of the pillars of our corporate culture. Our Code of Conduct guides both internal and external interactions and is available in multiple languages — including English, German, Portuguese, Chinese, Spanish, French, Italian, Turkish, Hindi, Russian, and Czech.

We also offer a secure and accessible Whistleblower Channel, ensuring that all reports are thoroughly investigated and addressed. This reinforces our commitment to ethics, confidentiality, and the protection of all parties involved.





Building a Sustainable Future

Leading the refractory industry requires more than technical innovation — it demands bold choices for a better future. We recognize there is still much to be done to minimize environmental impacts, promote social development, and ensure strong governance. But we believe that through awareness, commitment, concrete action, and meaningful partnerships, we can move forward with consistency and purpose.

Our journey remains strong — guided by ethics, responsibility, and transparency — as we build a positive legacy for future generations and ensure the long-term sustainability of our business. Driving change and contributing to society's progress is what moves us.

For more details and information, visit our [Sustainability Website](#) and explore the full [2024 Annual Report](#).





RHI MAGNESITA