

IMS Policy of Quality, Health & Safety, Environment and Energy

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IMS Policy of Quality, Health & Safety, Environment and Energy

Scope: This policy governs RHI Magnesita's Integrated Management System (IMS) for environment, occupational health and safety, quality and energy and applies to RHI Magnesita N.V. and all Group companies (together referred to as "RHIM" or "RHI Magnesita") and employees.

RHI Magnesita is committed to comply with all applicable environmental, occupational health and safety and energy regulations as well as any other binding requirements of our stakeholders.

The organization management team understands its accountability for the implementation of this policy and the effectiveness of its IMS through periodic performance reviews. The objectives are part of the sustainability strategy of the organization.

Environmental perspective

RHIM is committed to conducting its business activities in an environmentally responsible manner, prioritizing sustainability and environmental protection. We aim to minimize the environmental impacts of our operations to the greatest extent possible, considering technical and economic feasibility. We will actively work to mitigate negative effects on the environment through the continuous improvement of our environmental management systems and performance, ensuring that our actions align with credible sustainability practices and are based on measurable outcomes.

RHI Magnesita is committed to:

- **Minimizing direct CO₂ and other greenhouse gas emissions**, through continuous improvement in energy efficiency and use of cleaner energy sources
- **Minimizing indirect CO₂ and greenhouse gas emissions**, by promoting sustainable practices in our supply chain and throughout the lifecycle of our products and services
- **Minimizing emissions, pollution, or releases of substances** during our operation or customers site applications, ensuring that these do not harm human health, living nature or the environment
- **Reducing water pollution and resource consumption**
- **Reducing hazardous waste** at its source and throughout the production process
- **Increasing the usage of recycled materials** and supporting the development of a circular economy wherever possible, in line with sustainable design principles
- **Minimizing negative impacts on biodiversity**
- **Respecting the rights and connections of indigenous peoples and local communities** to their lands, waters and environment, and working to develop mutually beneficial agreements with them, where applicable

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- **Avoiding spillages**, and in the event they occur, implementing measures to control and limit their impact on people and the environment
- **Minimizing the use of toxic substances** in our laboratories (mercury) and related waste
- **Banning the use of Persistent Organic Pollutants (POPs)** in general production or to reduce to lowest technically possible levels in accordance with the Stockholm Convention
- **Banning the import and export of toxic waste**, in alignment with the Basel Convention.

Occupational Health and Safety perspective

RHIM is committed to proactively preventing occupational health and safety risks and will continuously improve our health and safety management systems and performance.

RHIM will provide mechanisms to ensure that employees (either directly or through their representatives) are consulted in a timely manner on relevant aspects relating to their health and safety, including the results of risk assessments.

RHIM commits to:

- **Establishing a health and safety culture** focused on preventing accidents and work-related illness for all employees (internal /external) working on our premises
- **Minimizing health and safety risks and hazards** in the workplace by considering the elimination and substitution of hazards, implementing technical and organizational solutions, as well as personal protective measures
- **Providing Personal Protective Equipment (PPE)**, conducting awareness campaigns and offering regular training to ensure that employees are equipped with the knowledge and tools to perform their duties safely
- **Ensuring safe handling and use of both hazardous and non-hazardous substances**
- **Implementing comprehensive emergency procedures**, including evacuation plans in case of fire or other significant emergency events, to ensure the safety of all personnel.

Quality perspective

Quality is of the utmost importance at RHIM, and we are dedicated to meeting all applicable requirements and exceeding customer expectations. RHIM is committed to fostering a culture of quality through a robust quality management system that provides the necessary framework for implementing quality controls, setting clear objectives and driving continuous improvement. This process includes regular reviews and feedback from our customers, employees, suppliers, and sub-contractors aiming to ensure that we consistently meet our customers' needs.

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Our high standards for market-specific grades and qualities are achieved through the continuous enhancement of the effectiveness and stability of our global value chain processes. Driven by innovation, using data to take fact-based decisions, continuous improvements of our products and services based on our long-term development competence, together with reliable relationships with our customers are our utmost priority. This commitment requires the availability and empowerment of highly skilled and motivated employees bringing our end-to-end value chain processes to life. Their engineering competence is vital in delivering tangible value to our stakeholders through our products and services.

Energy perspective

RHIM is committed to driving continuous improvement in energy management. As an energy intensive corporation, the efficient and responsible use of energy resources is deeply integrated into our production process. Optimized energy sourcing, improving energy efficiency, and sustainably managing resources are key cornerstones of corporate responsibility at RHIM. As part of our organizational efforts, we aim for a targeted reduction of 1% in energy consumption (kWh) per year /site as well as per year /business region until the end of 2030. Additionally, reinforcing our dedication to continuous improvement in energy management, RHIM is committed to ensuring that 90% of energy consumption at our plants, within each business region, is certified according to ISO 50001 standard.

RHIM's energy management system (EnMS) is designed to integrate the following objectives:

- **Providing technical energy data** and resources across all relevant processes to derive objectives, identify areas for continual improvement and implement measures
- **Ensuring compliance** with statutory and legal obligations in the application and improvement of technical infrastructure, energy consumption and energy efficiency
- **Fostering continuous improvement** in both overall energy performance and the EnMS, balancing it with ecological feasibility and economic viability. Efforts will focus on optimizing the use of primary energy sources while improving utilization of secondary energy source
- Continually evaluating the procurement and design of **energy efficient equipment and energy sources**, to ensure the lowest possible energy use (e.g. kWh/t). Overall energy efficiency is a major asset for investments.