

RHI MAGNESITA SUPPLIER CODE OF CONDUCT

At RHI MAGNESITA¹ we believe we have a social responsibility in all our business transactions.

We are committed to adhering to all applicable laws and ethical principles aligned with global standards such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles, the UN Global Compact, and the International Bill of Human Rights.

As we act in a global and interconnected economy, we involve our stakeholders in our decisions and align our actions with the principles of sustainable management. We ask our suppliers and service providers (hereafter referred to as “Suppliers”) to follow our example.

Therefore, we require our Suppliers to adopt and comply with the following standards within their operations and expect the same in their supply chains from their own suppliers, subcontractors or service providers:

1. Human Rights Standards

Prohibition of Child and Forced Labor

- Respect and uphold human and civil rights
- Comply with all applicable labor and social laws
- Refrain from using any form of slavery, forced, compulsory or child labor and human trafficking
- Ensure that the age of the workforce is verified, is above the age at which compulsory education ends based on the law of the place of employment and is in accordance with applicable local laws or the respective International Labour Organization (ILO) conventions

Non-Discrimination

- Adhere to the principles of equal opportunity and non-discrimination in all employment matters, such as in the case of staff appointment, selection, and promotion
- Commit to equal treatment regardless of gender, race, religion, age, disability, etc.
- Ensure equal pay for work of equal value

Working Conditions and Wages

- Ensure safe and healthy working conditions, including the provision of personal protective equipment and adherence to occupational health and safety standards
- Ensure appropriate training and instructions on safe and healthy working conditions
- Provide compensation that complies with applicable laws and collective agreements. This compensation must be adequate to cover the basic needs of employees and their families while ensuring a decent standard of living
- Prohibit excessive working hours and ensure proper rest breaks

Freedom of Association

- Allow employees to join or form trade unions and engage in collective bargaining
- Prohibit retaliation against union members which is solely based on their union membership

¹ RHI Magnesita being the group of companies comprising RHI Magnesita N.V. and its subsidiaries

2. Environmental Standards

- Adhere to all environmental laws and international conventions, including the Minamata (mercury), Stockholm (persistent organic pollutants), and Basel (hazardous waste) conventions
- Implement measures to minimize environmental impacts, reduce resource use, and mitigate environmental risks. Identify, prevent, mitigate and account for any negative environmental impacts within its operations, subsidiaries and value chain. Suppliers are encouraged to include emission reduction targets and where possible maintain transparency regarding scope 1,2 and 3 emissions according to GHG Protocol
- Strive to prevent soil change, water pollution, air pollution or noise emission that harms human health

3. Ethical Business Conduct

- Act in a fair and honest manner in the market and adhere to applicable competition laws
- Comply with all applicable anti-bribery and anti-corruption laws and restrain from any fraudulent activities
- Respect all applicable sanctions and export control regulations
- Protect confidential information, intellectual property, and personal data in accordance with applicable laws

4. Supply Chain Risk Management

- Proactively identify and mitigate risks related to human rights and the environment within the Supplier's supply chain
- Comply with the principles outlined in this Supplier Code of Conduct and implement appropriate measures to ensure the compliance of own suppliers and subcontractors with these principles
- Maintain transparency regarding conflict minerals, adhering to relevant legal obligations and ensuring traceability of their origins

5. Reporting a Potential Misconduct

We encourage our Suppliers to report any unethical or illegal behavior or suspicion of misconduct - for example related to the violation of any of the above mentioned principles - by using our confidential channels (accessible at www.rhimagnesita.com/corporate-governance/compliance-helpline/). We do not tolerate any form of retaliation if a report was submitted in good faith.

We expect our Suppliers to collaborate during audits, provide requested information, complete a self-assessment questionnaire or participate in training programs so that RHI MAGNESITA can monitor and ensure compliance with the Supplier Code of Conduct. If the provisions of this Supplier Code of Conduct are not met, RHI MAGNESITA will take appropriate and reasonable actions to have the Supplier rectify its behaviors. Otherwise, RHI MAGNESITA may need to sever the business relationship under the terms of the applicable legal document in place (purchase order, general terms and conditions and/or contract, as the case may be).

Supplier declaration:

We hereby recognize the RHI MAGNESITA Supplier Code of Conduct and commit to adhering to its provisions and all applicable laws.

Date

Supplier Signature