



RHI MAGNESITA

Sustainability In Action To Transform Tomorrow

Sustainability Initiatives
in Latin America, 2025



ESG

We have been facing a challenging scenario in the industry and mining sectors, marked by external pressures and constant changes. Even so, the strength of our partnerships and our commitment to society, people, and the future continue to be both a value and a practice at RHI Magnesita. We remain focused on safety, sustainability, social impact, ethics, reliability, and value generation.

In Latin America, we have advanced with the local for local model, strengthening our regional presence. We consolidated **4PRO**, our business model based on People, Planet, Partnership, and Performance, and reinforced the role of Latin America in the global market.

With an integrated approach, we understand our importance in the impact, consistency, and long-term sustainability of the entire production chain.

We remain confident and active in the sustainability agenda, transforming challenges into opportunities.



Wagner Sampaio

Presidente Regional da RHI Magnesita — América Latina

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Sustainability in Action at RHI Magnesita

At RHI Magnesita, sustainability is part of our business strategy and is integrated into the way we operate locally and globally. More than a set of initiatives, it is a structured journey guided by goals, measurable indicators, independent external assessments, and a commitment to transforming the industry and mining sectors.

We have been signatories of the UN Global Compact since 2018 and actively contribute to the following United Nations Sustainable Development Goals (SDGs):



We believe that sustainability, competitiveness, and innovation can move forward together toward a more efficient, resilient operation aligned with today's climate and economic challenges.

Corporate Goals

Check the results of the corporate goals established in 2018 for the 2025 cycle, as well as the revised goals for 2030.

Strategic Goals in 2025

Climate and environment:
Reduce the intensity of CO₂ emissions through operational efficiency, the circular use of materials, and preparation for low-carbon technologies.



Circularity and recycling:
Expand recycling to increase the use of secondary raw materials, reduce emissions, and strengthen circular and resilient supply chains.



Health and safety:
Incorporate leadership, behaviors, and consistent safety standards to reduce incidents and strengthen the global safety culture.



Governance and transparency:
Strengthen governance, controls, and sustainability disclosures aligned with strategy, acquisitions, and evolving regulatory requirements.



2025 Results

CO₂ Emissions
Reduce by 15% per ton.

-15%

Energy
Reduce by 5% per ton.

-9%

Recycling
Increase the use of secondary raw materials to 15%.

15.9%

Safety
Maintain the Lost Time Injury Frequency Rate (LTIFR) below 0.3 per 200,000 hours worked.

0.37

Diversity
Increase female representation on the board and in senior leadership levels to 33%.

33%
Increase female representation on the Board and in senior leadership levels to 33%.

Sustainable Supply Chain
Enhancement of supplier sustainability management: 66% spend coverage.

64.9%

Continuing our sustainability journey and renewing our commitment to real impact, we have expanded and strengthened our ambitions for 2030:

CO₂ Emissions
Reduce by 10% per ton.



Energy
Reduce energy consumption by 1% per year.



Recycling
Increase the use of secondary raw materials to 20%.



Safety
Total Recordable Injury Frequency Rate (TRIFR) <2.0 per 1,000,000 hours worked.



Sustainable Supply Chain
Enhancement of supplier sustainability management: 80% spend coverage.



Global Assessments

We adopt leading external global assessments to measure the performance of our sustainability practices and evaluate our position in relation to market standards, guiding our continuous improvement.





Environmental Initiatives (E)

In the environmental sphere, RHI Magnesita maintains a structured environmental agenda, with significant progress in 2025 and new projects planned for 2026.

The initiatives are designed to be replicable across different territories, and the strategy is based on continuous, measurable actions integrated with communities.

In this way, we reach schools, families, and partners, strengthening environmental compliance and preventive risk management.

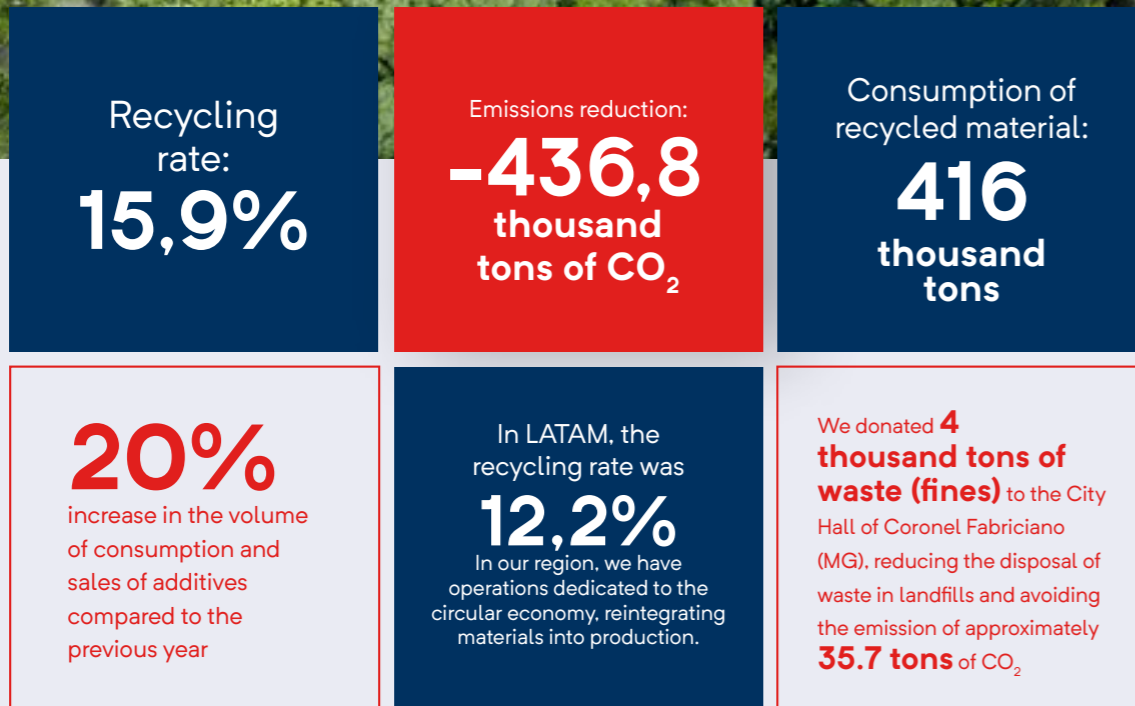
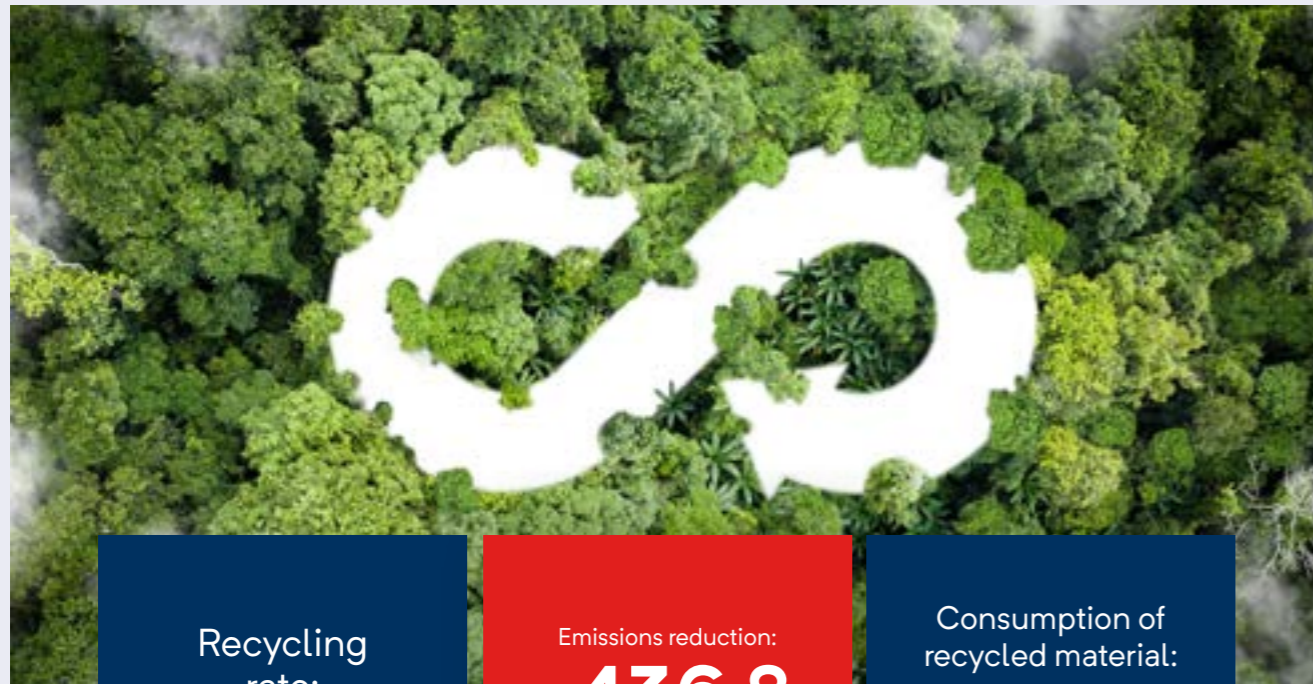




Circular Economy

The circular economy is a pillar of our business model and an essential driver for the sustainability of the industry.

In 2025, we achieved important global milestones at RHI Magnesita.



By transforming waste into resources, we promote not only the conservation of mineral reserves but also offer our customers a safe, efficient, and value-added route for the materials generated in their production processes.



Transparency and CO₂ Emissions Management

Since 2024, RHI Magnesita has published its **Greenhouse Gas (GHG) Emissions Inventory** in the **Brazilian GHG Protocol Program's Public Emissions Registry**, the country's leading platform for corporate emissions disclosure. The inventory is verified by independent external organizations, and in its first year of participation, RHIM was awarded the Silver Seal, recognizing the quality and rigor of its emissions management.



Furthermore, reinforcing its role as a benchmark in the refractory industry, RHI Magnesita discloses the carbon footprint (CO₂ footprint) of its products directly in its Technical Data Sheets. The emissions calculations follow recognized methodologies and are audited by external experts, ensuring data reliability, supporting customers in making sustainable decisions, and contributing to increasingly responsible supply chains.



Renewable Energy

We continue advancing the transition to a more sustainable energy matrix, expanding the use of renewable energy across our facilities.

We reached 99.5% of electricity certified by I-REC (International REC Standard), ensuring that our energy comes from renewable sources such as hydropower, wind, and solar.

With a total consumption of 174 gigawatt-hours (GWh), we avoided the emission of 9,615 tons of fossil CO₂, reinforcing our commitment to international sustainability standards.

At the Rasa unit (Argentina), for example, we increased renewable electricity usage to 80%. At Ponte Alta (Uberaba-MG), we maintained 40% of energy from renewable sources and avoided 8,500 tons of CO₂, even in the face of intensive production challenges.



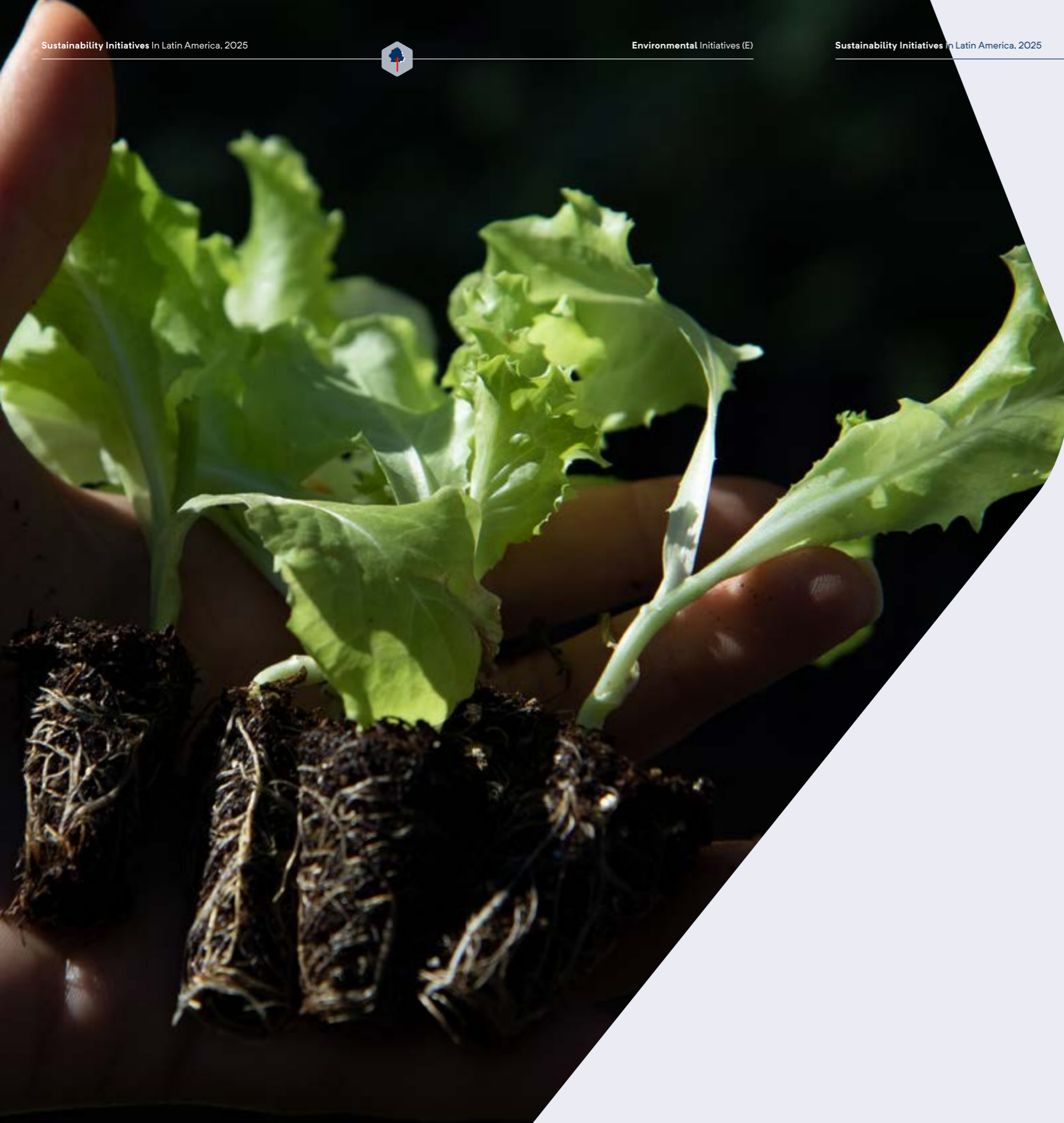
Reforestation and Environmental Education: Inauguration of the Flor do Sertão Seedling Nursery

Inaugurated in 2025 in partnership with the Municipality of Santaluz at the Irmã Dulce Municipal School, this nursery aims to go beyond reforestation, urban tree planting, also contributing to the education of more environmentally aware and engaged citizens.

With a production capacity of 8,000 seedlings per year, the new nursery joins three other active RHI Magnesita nurseries: in Brumado-BA (Caatinga biome), Serra dos Ferreiras-MG (Cerrado biome), and Vale do Aço-MG (Atlantic Forest biome), ensuring an integrated approach to the preservation of native flora.

In total, the nurseries have an annual production capacity of up to 30,000 seedlings. In 2025, RHIM donated more than 15,000 seedlings to local communities, employees, and institutions, and participated in a tree-planting project in 26 municipal schools in Brumado, benefiting more than 2,300 children.





Frete Muda: Integrating the Logistics Chain and Expanding Environmental Impact

In 2025, we advanced the integration of sustainability into the logistics chain with the launch of the “Frete Muda” project, which engages partner transport companies in the recovery of degraded areas, expanding the reach of these actions beyond RHIM’s direct operations.

The project promotes environmental compensation and ecosystem regeneration by linking freight volume to the donation of tree seedlings. Participating transporters collect the seedlings and carry out the planting, ensuring traceability and monitoring.

The initiative strengthens shared responsibility across the value chain and transforms logistics into a driver of positive impact for the environment and society.

More than 4,200 seedlings were donated through the program, with increasing participation and an estimated carbon sequestration potential of approximately 18 tons of CO₂ per year over a 20-year period.



“Nature Moves with You” Strengthens Environmental Education Inside and Outside RHIM

Encompassing numerous initiatives in Brazil and Argentina, the campaign “Nature Moves with You” was launched in 2025 and engaging more than 3,300 participants, including employees, communities, schools, and partners.

A range of educational and engagement activities were carried out, such as sustainability fairs, ecological walks and trails, street runs, and teacher training in Environmental Education





Social Initiatives (S)

The social pillar is part of RHI Magnesita's organizational culture. Safety and integrity guide everything we do, forming the foundation of our values. Our open mindset and transparent way of working are driven by a diverse, respectful, and friendly attitude. As such, we prioritize the health and well-being of our employees and partners, starting with an internal approach.

To expand the positive impact of our operations, we build dialogue and commitment with communities, maintaining daily relationships as well as through social projects capable of leaving a lasting legacy in society.





Safety First: Cultural Transformation

With the continuity of this work in 2026, we will further strengthen this movement, aiming for interdependence at the safety culture maturity level. Using technical methodologies, concepts, and standards developed by the dss+ consultancy, we conducted a diagnosis to assess the overall safety maturity level in each region, using the Bradley Curve as a reference.

Based on this, we defined the main risks in RHIM's activities, established transformation roadmaps for each prioritized area, trained people, and improved safety tools, developing risk perception and decision-making in favor of a safe working environment.



With the continuity of this work in 2026, we will further strengthen this movement, aiming for interdependence at the safety culture maturity level.



When Dialogue Builds Social Impact



More than supporting and investing in social projects, RHI Magnesita builds long-term relationships with the communities where it operates. Active listening, constant presence in the territories, and responsiveness to local demands guide our social approach and strengthen mutual trust with community leaders, associations, and residents.

In 2025, this approach gained public recognition, reinforcing the role of dialogue as a strategic tool for strengthening community and institutional relationships. During Expositram (Brazilian Mining Expo and Congress), RHI Magnesita played a key role by bringing a community leader to the stage to discuss the relationship between the company and the territory. This participation highlighted the maturity of a genuine relationship built over time and the commitment to an approach based on dialogue, respect, transparency, and shared responsibility.



Local Transformation: Expansion Of The Pedra Viva Community Garden

The expansion of the Pedra Viva Community Garden to the district of Cristalândia (Brumado-BA) emerged from the Municipal Government's recognition of the positive impact generated by the community garden project supported by RHI Magnesita in the Pedra Preta community since 2020.

Building on this successful experience, a new community space is being developed in partnership between RHIM, the Municipality of Brumado, and the local community. The initiative continues to focus on income generation and strengthening community autonomy, while expanding food security through the allocation of produced food to the municipal school meal program.





Social Projects: 2025 In Numbers

RHI Magnesita's social investment pillars are culture, education, sports, health, environment, training, and income generation, always focused on community development and the legacy left for the future.



+25,000
people benefited

23
social projects supported

Operations across
10
territories in Brazil

More than
100
employees engaged in volunteer actions



Beyond the numbers, another highlight of the year was the "Fábrica de Graffiti" project, which transformed a 2,300 m² wall in Contagem into an open-air museum featuring graffiti works by 22 artists, as well as art workshops for public school students.

In 2026, we project the expansion of social actions to 13 territories with 26 projects, with the expectation of benefiting more than 30,000 people. This expansion includes bringing already established initiatives, such as "Costurando Amor," to the cities of Nova Lima and Ouro Branco in Minas Gerais, as well as Paracuru (CE).





Full Life: Integrated Care For Our People



At RHI Magnesita, employee health and well-being go beyond legal requirements. Launched in 2023, a robust program encompasses initiatives aimed at the holistic health of our people, ranging from special monitoring of risk groups and free vaccination for all employees to actions focused on mental health and sleep quality. We understand that emotional balance directly impacts concentration, decision-making, and safety; therefore, the “Full Life” program has been strengthened each year with new and important initiatives.

An example in 2025 was mental health training specifically for supervisors in Brazil, with 16 hours of training, participation of more than 60 professionals, and topics such as self-awareness, mental health leadership, psychosocial risks and psychological safety, as well as responsibility with purpose and well-being.



Another highlight initiative was raising awareness about the importance of sleep and its impact on health and well-being. Since more than one-third of Brazilian adults sleep less than the recommended seven hours*, sleep deprivation directly affects health, productivity, and safety and is also associated with an increased risk of developing chronic diseases.

As part of this campaign, the “Sleep Kit” was launched, consisting of items such as earplugs and eye masks, specifically designed to support operators who take rest breaks during daytime periods and made available through PPE (Personal Protective Equipment) machines across the units. Conversation circles also addressed the importance of sleep and shared practical guidance for improving rest quality.

**Recommendation made by entities such as the American Academy of Sleep Medicine and the Sleep Research Society.*



Governance Initiatives (G)

Listed on the London Stock Exchange, we comply with stringent governance standards, regulating our practices in ethics, transparency, and integrity.

We maintain robust risk management, conduct internal and external audits, pursue independent external certifications, ensure information security, train our teams in ethics and compliance, and operate anonymous reporting channels, investigating and addressing received reports in an impartial manner.





Commitment To Quality And Compliance

External certifications reflect RHI Magnesita's commitment to strong governance and continuous improvement, encompassing quality, health, safety, environment, and operational efficiency.



In 2025, we maintained our units certified according to the main international standards, reinforcing the consistency of RHIM's processes and adherence to the highest global market standards.

Throughout the year, we strengthened the governance of the Integrated Management System through:

<p>17 internal audits, including 4 conducted with third-party partners</p>	<p>6 external audits carried out by Bureau Veritas</p>	<p>3 audits by strategic clients, such as Gerdau, Ternium Brasil, and Villares Metals, all with positive results.</p>
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Certifications



QUALITY
Process, product, service, and customer requirements

ISO 9001:2015



ENVIRONMENT
Environmental aspects and impacts, and legal requirements

ISO 14001:2015



HEALTH AND SAFETY
Hazards, risks, and legal requirements

ISO 45001:2018



ENERGY
Energy efficiency

ISO 50001:2018



LABORATÓRIO
General requirements for the competence of testing laboratories

ISO/IEC 17025:2017

13 units

- Cidade Industrial (BR)
- Risa (BR)
- Brumado (BR)
- Aratu (BR)
- Metálicos (BR)
- Ouro Branco-Gerdau (BR)
- Volta Redonda-CSN (BR)
- Ipatinga-Usiminas (BR)
- CPqD (BR)
- RHIMVA (BR)
- Rasa (AR)
- Ramoz Arizpe (MX)
- Tlalnepantla (MX)

9 units

- Cidade Industrial (BR)
- Risa (BR)
- Brumado (BR)
- Aratu (BR)
- Metálicos (BR)
- RHIMVA (BR)
- CPqD (BR)
- Ramos Arizpe (MX)
- Tlalnepantla (MX)

3 units

- Ouro Branco-Gerdau (BR)
- Ramoz Arizpe (MX)
- Tlalnepantla (MX)

3 units

- Ramoz Arizpe (MX)
- Tlalnepantla (MX)
- Eletrofusão (BR)

1 units

- Lab. Químico-CPqD (BR)

BR — Brazil
MX — Mexico
AR — Argentina

We also achieved ISO 50001 (Energy Management) certification for the Electrofusion unit, reinforcing our commitment to energy efficiency and continuous improvement.

During the period, indicators were implemented for the management of audits and legal requirements, in addition to the incorporation of Artificial Intelligence (AI) solutions to increase agility and efficiency in report preparation. We also structured the governance of operational documents and training through a Power BI platform, improving the organization, review, and management of training processes.



Integrity As The Foundation Of Everything We Do: Compliance

Integrity is one of the pillars of our corporate culture. Our [Code of Conduct](#) guides internal and external interactions and is available in several languages (such as English, German, Portuguese, Chinese, Spanish, French, Italian, Turkish, Hindi, Russian, and Czech). Its principles apply to all employees, regardless of their position, function, or work location. Training on the Code of Conduct and ethics is mandatory for all administrative employees, with continuous monitoring by senior leadership.

We also provide a secure, anonymous, and accessible [Reporting Channel](#) for everyone, ensuring that 100% of reports are investigated and addressed, reinforcing our commitment to ethics, confidentiality, and the protection of everyone involved.





Sustainability In The Supply Chain:

In addition to ensuring our own sustainability standards, we understand that engaging our partners in this journey is essential. We believe that transformation becomes stronger when the entire chain is committed to change.

For this reason, we operate with a structured Sustainable Supply Chain agenda aimed at promoting responsible and sustainable practices among our suppliers.

This agenda is based on the following pillars:

- External ratings as an integral part of our purchasing decisions (2025: Ecovadis; 2026: Prewave);
- Supplier audit program focused on ESG;
- Third-Party Risk Management (Compliance, Labor Compliance, Environmental Legislation, ESG Parameters, Financial, Quality, and Performance);
- RHIM's Annual Global Sustainable Supply Chain Forum for defining goals, training, and benchmarking best practices;
- Portfolio of projects with circular supply solutions (Energy, Packaging, Raw Materials, Services, and Freight);
- Assessment of the Carbon Footprint of raw material and freight suppliers for the consolidation of Scope 3 Carbon Emissions.



67%

of purchased value covered by Ecovadis
(Target by 2025: 66%);
2030 target: 80%.

Learn about some results already achieved in
LATAM:

23

ESG audits conducted with suppliers in LATAM: 5 in 2023, 8 in 2024, and 10 in 2025. 2026 target: 12 audits.

91%

labor compliance among third parties

3,686

tons of CO₂ savings achieved through sustainability projects in the packaging and freight categories.

8

raw material suppliers with mapped PCF (Product Carbon Footprint).

Transforming Tomorrow

We remain steadfast, with consistency, responsibility, and partnerships, to expand the positive impact of our operations in the face of a challenging scenario.

We believe that our role goes beyond leading the refractory industry through innovation. We must act based on conscious choices that contribute to a better and more viable future for the continuity and longevity of our business.

There is still much to be done to minimize environmental impacts, foster social development, and ensure governance. Therefore, we continue moving forward with commitment, ethics, transparency, and concrete actions to further advance the sustainability agenda.

Driving change and contributing to society's progress is what moves us.

For more details and information, visit our [Sustainability page](#) and the full [2025 Annual Report](#).





RHI MAGNESITA