

Notice to ASX/LSE

Shareholdings of Persons Discharging Managerial Responsibility (PDMR) / Key Management Personnel (KMP)

9 September 2024

As part of its dual listed company structure, Rio Tinto notifies dealings in Rio Tinto plc and Rio Tinto Limited securities by PDMRs / KMPs to both the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE).

Rio Tinto Equity Incentive Plan 2018 (EIP) Performance Share Awards (PSA) and Management Share Awards (MSA)

PSA are granted under the EIP and provides participants with the conditional right, subject to performance conditions being met, to receive shares. The 2024 PSA will be measured against two performance conditions, a Total Shareholder Return (TSR) measure and a decarbonisation related measure, after three years.

MSA are granted under the EIP and provides participants with the conditional right, subject to continuous employment, to receive shares.

Consistent with the terms of our 2024 Remuneration Policy, the following awards were granted on 5 September 2024:

PDMR	Rio Tinto plc		Vest date
Jackson, Katie ¹	No. of shares awarded as PSA	18,883	22 February 2027
	No. of shares awarded as MSA	3,547	1 March 2025
		10,954	1 September 2025

1. Katie Jackson, upon her appointment as Chief Executive Copper and following the approval of the Rio Tinto People & Remuneration Committee, has received these awards as compensation for the loss of awards from her previous employer.

FCA notifications in accordance with the EU Market Abuse Regulation have been issued to the London Stock Exchange contemporaneously with this release.

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