

## Shareholdings of directors and persons discharging managerial responsibility (PDMR) / Key Management Personnel (KMP)

24 January 2019

Rio Tinto plc notifies the London Stock Exchange (LSE) of PDMR/KMP interests in securities of Rio Tinto plc, in compliance with the EU Market Abuse Regulation. As part of its dual listed company structure, Rio Tinto voluntarily notifies the Australian Securities Exchange (ASX) of material dealings in Rio Tinto plc shares by PDMR/KMP and both the ASX and the LSE of material dealings by PDMR/KMP in Rio Tinto Limited securities.

### Global Employee Share Plan (GESP)

Under the GESP employees are able to purchase, on a quarterly basis, Rio Tinto plc ordinary shares of 10p each ('shares'), Rio Tinto plc ADRs or Rio Tinto Limited ordinary shares ('shares'). Shares are purchased out of monthly deductions from salary and participants are allocated an equivalent number of shares or ADRs free of charge ('matching shares' and 'matching ADRs') conditional upon satisfying the terms of the GESP. The matching shares or matching ADRs are subject to a three year holding period, and vest after this period. At the time of vesting, participants can elect to receive their awards for nil consideration either as shares or as cash from the proceeds of a sale of shares.

On 18 January 2019, the following PDMR/KMPs elected to receive the vested matching shares under the GESP in the form of shares, of which sufficient were sold on 22 January 2019 to pay applicable withholding tax and other deductions.

| Security                 | Name of PDMR/KMP        | No: of Matching Shares Granted | No: of Matching Shares Vested* | No: of Shares Sold | Price per Share Sold | No: of Shares Retained |
|--------------------------|-------------------------|--------------------------------|--------------------------------|--------------------|----------------------|------------------------|
| Rio Tinto plc shares     | Barrios, Alfredo        | 37.8438                        | 42.992                         | 19.0747            | 38.615092 GBP        | 23.9173                |
| Rio Tinto plc shares     | Jacques, Jean-Sébastien | 22.7433                        | 25.8368                        | 10.8516            | 38.615092 GBP        | 14.9852                |
| Rio Tinto Limited shares | Trott, Simon            | 36.2551                        | 40.4741                        | N/A                | N/A                  | 40.4741                |

*\*The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period on the original shares granted, in accordance with the GESP plan rules.*

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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Classification: 2.2. Inside information disclosed under article 19 of the Market Abuse Regulation

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**Steve Allen**

Group Company Secretary

**Rio Tinto plc**

6 St James's Square  
London SW1Y 4AD  
United Kingdom

T +44 20 7781 2058  
Registered in England  
No. 719885

**Tim Paine**

Joint Company Secretary

**Rio Tinto Limited**

Level 7, 360 Collins Street  
Melbourne 3000  
Australia

T +61 3 9283 3333  
Registered in Australia  
ABN 96 004 458 404