

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

4 May 2021

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

UK Share Plan (UKSP)

The UK Share Plan is an HMRC approved Share Incentive Plan under which qualifying UK employees are able to purchase, on a quarterly basis, Rio Tinto plc ordinary shares of 10p each ('shares'). Shares are purchased out of monthly deductions from salary and participants are allocated an equivalent number of shares free of charge ('matching shares'). Qualifying UK employees are also awarded Free shares once a year.

Rio Tinto plc shares held in the UKSP are subject to dividend reinvestment whereby cash dividends are used to buy Rio Tinto plc shares in the market.

The following PDMR/KMP were awarded Free shares on 30 April 2021:

Security	Name of PDMR / KMP	Number of shares awarded	Price per share GBP
Rio Tinto plc	Baatar, Bold	58	61.56
Rio Tinto plc	Cunningham, Peter	58	61.56
Rio Tinto plc	Stausholm, Jakob	58	61.56
Rio Tinto plc	Toth, Peter	58	61.56

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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This announcement is authorised for release to the market by Steve Allen, Rio Tinto's Group Company Secretary.

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