

28 February 2022

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

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).

Rio Tinto Performance Share Plan 2013 ("PSP")

The PSP is a performance based share plan which provides participants with a conditional right (known as a Performance Share Award or PSA) to receive Rio Tinto plc or Rio Tinto Limited shares, subject to performance conditions being met.

The PSA granted in 2017 is subject to two performance conditions. Two thirds of the award is subject to Total Shareholder Return (TSR) performance and the remaining third to an Earnings based measure of Relative EBIT Margin. The TSR part of the award vested on 24 February 2022. The remaining third of the PSA granted in 2017 will vest on 31 May 2022 once the relative EBIT margin performance has been established.

On 24 February 2022, the following PDMR/KMP received their vested PSA in the form of shares, of which sufficient were sold to pay applicable withholding tax and other deductions.

| Security | Name of PDMR/KMP | Conditional Award Granted | TSR Vest Portion | No: of Shares Lapsed | No: of Shares Vested* | No: of Shares Sold | Price per Share | No: of Shares Retained | Date of Transaction |
|--------------------------|-------------------|---------------------------|------------------|----------------------|-----------------------|--------------------|------------------|------------------------|---------------------|
| Rio Tinto plc shares | Baatar, Bold | 85,174 | 56,782 | 0 | 74,824 | 35,731 | GBP 54.939834 | 39,093 | 24/02/2022 |
| Rio Tinto plc shares | Barrios, Alfredo | 91,721 | 61,147 | 0 | 80,576 | 37,168 | GBP 54.939834 | 43,408 | 24/02/2022 |
| Rio Tinto plc shares | Cunningham, Peter | 20,538 | 13,692 | 0 | 18,042 | 8,616 | GBP 54.939834 | 9,426 | 24/02/2022 |
| Rio Tinto Limited shares | Kaufman, Sinead | 10,989 | 7,326 | 0 | 9,334 | 4,581 | AUD 115.1346 | 4,753 | 24/02/2022 |
| Rio Tinto Limited shares | Kaufman, Sinead** | 4,848 | 4,848 | 0 | 6,028 | 2,957 | AUD 115.1346 | 3,071 | 24/02/2022 |
| Rio Tinto Limited shares | Trott, Simon | 8,085 | 5,390 | 0 | 6,867 | 0 | AUD 115.1346 | 6,867 | 24/02/2022 |
| Rio Tinto Limited shares | Vella, Ivan | 8,149 | 5,432 | 0 | 6,921 | 1,131 | AUD 115.1346 | 5,790 | 24/02/2022 |

*The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period.

**This award was granted in 2018 under the 2018 Equity Incentive Plan.

Management Share Awards ("MSA") granted under the Rio Tinto 2018 Equity Incentive Plan

The MSA provides participants with a conditional right to receive Rio Tinto plc or Rio Tinto Limited shares, subject to continuous employment.

On 24 February 2022, the following PDMR/KMP received their vested MSA in the form of shares, of which sufficient were sold to pay applicable withholding tax and other deductions. All MSA included in this announcement were granted prior to the PDMR/KMP becoming a member of the Executive Committee.

| Security | Name of PDMR/KMP | Conditional Award Granted | No: of Shares Vested* | No: of Shares Sold | Price per Share | No: of Shares Retained | Date of Transaction |
|--------------------------|-------------------------|----------------------------------|------------------------------|---------------------------|------------------------|-------------------------------|----------------------------|
| Rio Tinto plc shares | Cunningham, Peter | 3,244 | 3,913 | 1,869 | GBP 54.939834 | 2,044 | 24/02/2022 |
| Rio Tinto Limited shares | Kaufman, Sinead | 3,145 | 3,710 | 1,821 | AUD 115.1346 | 1,889 | 24/02/2022 |
| Rio Tinto Limited shares | Vella, Ivan | 2,856 | 3,369 | 616 | AUD 115.1346 | 2,753 | 24/02/2022 |

**The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period on the original shares granted.*

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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