

20 January 2023

## 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 / KMPs to both the Australian Securities Exchange (ASX) and the London Stock Exchange (LSE).

### Global Employee Share Plan (myShare)

Under myShare employees can purchase, on a quarterly basis, Rio Tinto plc ordinary shares of 10p each 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 free of charge ('matching shares'), conditional upon satisfying the terms of myShare. Matching shares are subject to a three-year holding period, after which they vest.

### myShare vesting

On 17 January 2023, the following PDMRs / KMPs received their vested matching shares under myShare, of which sufficient were sold on 17 January 2023 to pay applicable withholding tax and other deductions.

| Security                 | Name of PDMR / KMP | Number of Matching shares originally awarded | Number of shares vested* | Number of shares sold | Price per share sold | Number of shares retained |
|--------------------------|--------------------|--|--------------------------|-----------------------|----------------------|---------------------------|
| Rio Tinto plc shares     | Baatar, Bold       | 8.037  | 10.077                   | 4.358414              | GBP 61.325098        | 5.718586                  |
| Rio Tinto plc shares     | Barrios, Alfredo   | 15.9603                                      | 20.0121                  | 3.758053              | GBP 61.325098        | 16.254047                 |
| Rio Tinto plc shares     | Cunningham, Peter  | 8.037  | 10.077                   | 4.358414              | GBP 61.325098        | 5.718586                  |
| Rio Tinto Limited shares | Kaufman, Sinead    | 13.2965                                      | 16.499                   | 0                     | AUD 121.50           | 16.499                    |
| Rio Tinto plc shares     | Stausholm, Jakob   | 8.037  | 10.077                   | 2.471546              | GBP 61.325098        | 7.605454                  |
| Rio Tinto Limited shares | Vella, Ivan        | 11.4133                                      | 14.1621                  | 6.895796              | AUD 121.50           | 7.266304                  |

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

## myShare purchase

The following PDMRs / KMPs acquired Rio Tinto shares under myShare and were allocated the same number of matching share awards as follows:

| Security                 | Name of PDMR / KMP | Number of shares acquired | Number of matching shares awarded | Price per share | Date of transaction |
|--------------------------|--------------------|---------------------------|-----------------------------------|-----------------|---------------------|
| Rio Tinto plc shares     | Baatar, Bold       | 6.137052                  | 6.137052                          | GBP 61.10423    | 17/01/2023          |
| Rio Tinto plc shares     | Barrios, Alf       | 17.002422                 | 17.002422                         | GBP 61.10423    | 17/01/2023          |
| Rio Tinto plc shares     | Cunningham, Peter  | 6.137052                  | 6.137052                          | GBP 61.10423    | 17/01/2023          |
| Rio Tinto Limited shares | Kaufman, Sinead    | 11.554989                 | 11.554989                         | AUD 120.9867    | 17/01/2023          |
| Rio Tinto plc shares     | Stausholm, Jakob   | 6.137052                  | 6.137052                          | GBP 61.10423    | 17/01/2023          |
| Rio Tinto plc shares     | Vella, Ivan        | 13.49039                  | 13.49039                          | GBP 61.10423    | 17/01/2023          |

## UK Share Plan (UKSP)

The UKSP is an HMRC approved Share Incentive Plan under which qualifying UK employees can purchase, on a quarterly basis, Rio Tinto plc shares. Rio Tinto plc shares are purchased out of monthly deductions from salary, and participants are allocated an equivalent number of shares free of charge (UKSP matching shares).

The following PDMRs / KMPs purchased Rio Tinto plc shares under the UKSP and were allocated the same number of matching shares as follows:

| Name of PDMR / KMP | Number of shares acquired | Number of Matching shares awarded | Price per share | Date of transaction |
|--------------------|---------------------------|-----------------------------------|-----------------|---------------------|
| Baatar, Bold       | 6                         | 6                                 | GBP 61.10423    | 17/01/2023          |
| Stausholm, Jakob   | 6                         | 6                                 | GBP 61.10423    | 17/01/2023          |

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

# Contacts

Please direct all enquiries to  
[media.enquiries@riotinto.com](mailto:media.enquiries@riotinto.com)

## Media Relations, UK

**Matthew Klar**  
M+ 44 7796 630 637

**David Outhwaite**  
M +44 7787 597 493

## Media Relations, Americas

**Simon Letendre**  
M +514 796 4973

**Malika Cherry**  
M +1 418 592 7293

## Investor Relations, UK

**Menno Sanderse**  
M: +44 7825 195 178

**David Ovington**  
M +44 7920 010 978

**Clare Peever**  
M +44 7788 967 877

## Rio Tinto plc

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

T +44 20 7781 2000  
Registered in England  
No. 719885

## Media Relations, Australia

**Matt Chambers**  
M +61 433 525 739

**Jesse Riseborough**  
M +61 436 653 412

## Investor Relations, Australia

**Tom Gallop**  
M +61 439 353 948

**Amar Jambaa**  
M +61 472 865 948

## Rio Tinto Limited

Level 43, 120 Collins Street  
Melbourne 3000  
Australia

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

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

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