

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

23 March 2023

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) Bonus Deferral Awards and Performance Share Awards

The Remuneration Committee has approved a partial deferral of the 2022 annual bonus for members of the Executive Committee to be delivered as a Bonus Deferral Award (BDA). Grants of BDA are made under the EIP over either Rio Tinto plc shares or Rio Tinto Limited shares (shares). These awards will vest on 1 December 2025.

Performance Share Awards (PSA) are granted under the EIP and provides participants with the conditional right, subject to performance conditions being met, to receive shares. The 2023 PSA will be measured against the Total Shareholder Return performance conditions after five years (as at the end of 2027).

Consistent with the terms of our remuneration policy, the following PDMRs were awarded the following share awards on 22 March 2023:

	Rio Tinto plc		Rio Tinto Limited	
PDMR	Number of shares awarded as BDA	Number of shares awarded as PSA	Number of shares awarded as BDA	Number of shares awarded as PSA
Stausholm, Jakob	10,488	93,114		
Cunningham, Peter	5,827	55,134		
Baatar, Bold	5,463	50,672		
Barrios, Alfredo	5,549	51,626		
Kaufman, Sinead			4,278	40,045
Trott, Simon			4,683	44,488
Vella, Ivan	4,261	48,648		

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