

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

20 April 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).

#### 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 April 2023, the following PDMRs / KMPs received their vested matching shares under myShare, of which sufficient were sold on 17 April 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	9.6301	12.4129	5.36858	GBP 55.85989	7.04432
Rio Tinto plc shares	Barrios, Alfredo	19.0252	24.5237	3.992851	GBP 55.85989	20.530849
Rio Tinto plc shares	Cunningham, Peter	9.6301	12.4129	5.36858	GBP 55.85989	7.04432
Rio Tinto Limited shares	Kaufman, Sinead	15.2353	18.9107	0	AUD 120.2621	18.9107
Rio Tinto plc shares	Stausholm, Jakob	9.6301	12.4129	5.36858	GBP 55.85989	7.04432
Rio Tinto Limited shares	Vella, Ivan	13.0775	16.2323	7.903751	AUD 120.2621	8.328549

\*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**

On 17 April 2023, the following PDMRs / KMPs acquired Rio Tinto shares under myShare and were allocated the same number of matching share awards as follows:

<b>Security</b>	<b>Name of PDMR / KMP</b>	<b>Number of shares acquired</b>	<b>Number of matching shares awarded</b>	<b>Price per share</b>
Rio Tinto plc shares	Baatar, Bold	6.753903	6.753903	GBP 55.52345
Rio Tinto plc shares	Barrios, Alf	18.929838	18.929838	GBP 55.52345
Rio Tinto plc shares	Cunningham, Peter	6.753903	6.753903	GBP 55.52345
Rio Tinto Limited shares	Kaufman, Sinead	11.553966	11.553966	AUD 120.9974
Rio Tinto plc shares	Stausholm, Jakob	6.753903	6.753903	GBP 55.52345
Rio Tinto plc shares	Vella, Ivan	14.509905	14.509905	GBP 55.52345

**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).

On 17 April 2023, the following PDMRs / KMPs purchased Rio Tinto plc shares under the UKSP and were allocated the same number of matching shares as follows:

<b>Name of PDMR</b>	<b>Number of shares acquired</b>	<b>Number of matching shares awarded</b>	<b>Price per share</b>
Baatar, Bold	7	7	GBP 55.52345
Stausholm, Jakob	7	7	GBP 55.52345

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