

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

19 October 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 are able to purchase, on a quarterly basis, Rio Tinto plc ordinary shares of 10p each, Rio Tinto plc ADRs or Rio Tinto Limited ordinary shares. Shares are purchased out of monthly deductions from salary and participants are allocated an equivalent number of shares or ADRs free of charge ('matching shares' and 'matching ADRs'), conditional upon satisfying the terms of myShare. The matching shares or matching ADRs are subject to a three year holding period, and vest after this period.

On 17 October 2023, the following PDMR / KMP acquired shares under myShare and were allocated the same number of matching share awards.

Security	Name of PDMR / KMP	Number of shares acquired	Number of matching shares awarded	Price per share
Rio Tinto plc shares	Baatar, Bold	7.277589	7.277589	GBP 51.52804
Rio Tinto plc shares	Barrios, Alf	19.473667	19.473667	GBP 51.52804
Rio Tinto plc shares	Cunningham, Peter	7.277589	7.277589	GBP 51.52804
Rio Tinto Limited shares	Kaufman, Sinead	11.727852	11.727852	AUD 119.2034
Rio Tinto plc shares	Stausholm, Jakob	7.277589	7.277589	GBP 51.52804
Rio Tinto plc shares	Vella, Ivan	15.336697	15.336697	GBP 51.52804

UK Share Plan (UKSP)

The UKSP is an HMRC approved Share Incentive Plan under which qualifying UK employees are able to 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). Qualifying UK employees are also awarded Free Shares once a year.

On 17 October 2023, the following PDMR / KMP purchased shares under the UKSP and were allocated the same number of matching shares.

Security	Name of PDMR	Number of shares acquired	Number of matching shares awarded	Price per share
Rio Tinto plc shares	Baatar, Bold	8	8	GBP 51.52804
Rio Tinto plc shares	Stausholm, Jakob	8	8	GBP 51.52804

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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Classification: 3.1. Information disclosed under article 19 of the Market Abuse Regulation.

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