

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

24 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 19 October 2023, the following PDMR / KMP received their vested matching shares under myShare, of which sufficient were sold on 19 October 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	8.0975	10.6071	4.455067	GBP 50.670335	6.152033
Rio Tinto plc shares	Barrios, Alfredo	15.8678	20.7864	1.9417	GBP 50.670335	18.8447
Rio Tinto plc shares	Cunningham, Peter	8.0975	10.6071	4.455067	GBP 50.670335	6.152033
Rio Tinto Limited shares	Kaufman, Sinead	14.5792	18.2617	-	-	18.2617
Rio Tinto plc shares	Stausholm, Jakob	8.0975	10.6071	4.455067	GBP 50.670335	6.152033
Rio Tinto Limited shares	Vella, Ivan	12.5143	15.6751	7.632395	AUD 114.00	8.042705

**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.*

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 Andy Hodges, Rio Tinto's Group Company Secretary.

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