

Notice to ASX/LSE

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

21 March 2024

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 (BDA)

Consistent with the terms of our remuneration policy, the People & Remuneration Committee has approved a partial deferral of the 2023 annual bonus for members of the Executive Committee to be delivered as 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 2026.

BDA were granted to the following PDMRs on 20 March 2024:

	<b>Rio Tinto plc</b>	<b>Rio Tinto Limited</b>
<b>PDMR</b>	<b>No. of shares awarded as BDA</b>	<b>No. of shares awarded as BDA</b>
Stausholm, Jakob	14,211	
Cunningham, Peter	8,415	
Baatar, Bold	9,667	
Barrios, Alfredo	5,904	
Kaufman, Sinead		5,060
Pécresse, Jérôme	1,533	
Trott, Simon		7,027

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