

Notice to ASX/LSE

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

10 May 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) Performance Share Awards (PSA)

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 2024 PSA will be measured against two Performance Conditions, a Total Shareholder Return (TSR) measure and a decarbonisation related measure, after three years followed by a two-year holding period.

Consistent with the terms of our remuneration policy, the following PDMRs / KMPs were awarded the following share awards on 9 May 2024:

	Rio Tinto plc	Rio Tinto Limited
PDMR	No. of shares awarded as PSA	No. of shares awarded as PSA
Stausholm, Jakob	120,232	
Cunningham, Peter	71,195	
Baatar, Bold	65,431	
Barrios, Alfredo	67,756	
Kaufman, Sinead		49,145
Pécresse, Jérôme	66,928	
Trott, Simon		52,091

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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