

Notice to ASX/LSE

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

1 October 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).

### Share Plan Account (SPA)

Rio Tinto plc ordinary shares of 10p each and Rio Tinto Limited ordinary shares held in a SPA are eligible for a dividend reinvestment whereby cash dividends are used to buy Rio Tinto shares in the market.

On 26 September 2024 the following PDMR/KMP acquired shares in Rio Tinto plc by way of reinvestment of dividends received on shares held in the SPA.

Security	Name of PDMR/KMP	Number of Shares Acquired	Price per Share GBP
Rio Tinto plc shares	Stausholm, Jakob	3,252.89012	52.60778

### 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 (matching shares). Qualifying UK employees are also awarded Free Shares once a year.

Rio Tinto plc shares held in the UKSP are subject to dividend reinvestment whereby cash dividends are used to buy Rio Tinto plc shares in the market.

On 26 September 2024 the following PDMR/KMP acquired shares in Rio Tinto plc by way of reinvestment of dividends received on shares held in the UKSP.

Security	Name of PDMR/KMP	Number of Shares Acquired	Price per Share GBP
Rio Tinto plc shares	Baatar, Bold	27	52.60778
Rio Tinto plc shares	Cunningham, Peter	110	52.60778
Rio Tinto plc shares	Stausholm, Jakob	22	52.60778

**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.

Rio Tinto Shares held in myShare are subject to dividend reinvestment whereby cash dividends are used to buy Rio Tinto shares in the market under the terms of myShare.

On 26 September 2024 the following PDMR/KMP acquired Rio Tinto plc shares by way of reinvestment of dividends received on shares held in myShare.

Security	Name of PDMR/KMP	Number of Shares Acquired	Price per Share GBP
Rio Tinto plc shares	Baatar, Bold	24.56527	52.60778
Rio Tinto plc shares	Cunningham, Peter	29.99417	52.60778
Rio Tinto plc shares	Pécresse, Jérôme	0.69026	52.60778
Rio Tinto plc shares	Stausholm, Jakob	6.5634	52.60778
Rio Tinto plc shares	Trott, Simon	10.9417	52.60778

**Rio Tinto plc Dividend Reinvestment Plan**

Rio Tinto plc offer a dividend reinvestment plan that gives shareholders the opportunity to use their cash dividends to buy Rio Tinto plc shares in the market.

On 26 September 2024 the following PDMR/KMP acquired Rio Tinto plc shares by way of reinvestment of dividends received on shares held in myShare.

Security	Name of PDMR/KMP	Number of Shares Acquired	Price per Share USD
Rio Tinto plc ADR	Nason, Jennifer	45	70.36

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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