

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

4 December 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).

#### Bonus Deferral Awards (“BDA”) granted under the Rio Tinto 2018 Equity Incentive Plan

50% of the annual bonuses of the participating executives are delivered as BDA in the form of deferred ordinary shares of Rio Tinto plc or Rio Tinto Limited (“shares”), as applicable. The BDA vests in December of the third year after the end of the performance year to which the annual bonus relates.

On 2 December 2024, the following PDMR / KMP received their vested BDA in the form of shares, of which sufficient were sold, in accordance with standing elections, to pay applicable withholding tax and other deductions.

Security	Name of PDMR / KMP	Conditional Awards Granted	Number of shares vested*	Number of shares sold	Price per share sold	Number of shares retained
Rio Tinto plc shares	Baatar, Bold	6,956	8,199	3,578	GBP 49.879758	4,621
Rio Tinto plc shares	Cunningham, Peter	5,203	6,132	2,860	GBP 49.879758	3,272
Rio Tinto Limited shares	Kaufman, Sinead	4,711	5,364	2,514	AUD 118.942	2,850
Rio Tinto plc shares	Stausholm, Jakob	13,017	15,343	6,489	GBP 49.879758	8,854
Rio Tinto Limited shares	Trott, Simon	5,494	6,255	2,931	AUD 118.942	3,324

*\*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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