

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

24 February 2025

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).

Performance Share Award ("PSA") granted under the Rio Tinto 2018 Equity Incentive Plan

The PSA is a performance based award which provides participants with the conditional right to receive Rio Tinto plc or Rio Tinto Limited shares, subject to performance conditions being met.

The PSA granted in 2020 is subject to a Total Shareholder Return (TSR) performance measure.

On 20 February 2025, the following PDMRs/KMPs received their vested PSA in the form of shares, of which sufficient were sold to pay applicable withholding tax and other deductions.

Security	Name of PDMR/KMP	Conditional Award Granted	No: of Shares Lapsed	No: of Shares Vested*	No: of Shares Sold	Price per Share	No: of Shares Retained	Date of Transaction
Rio Tinto plc shares	Cunningham, Peter	7,426	(6,480)	1,328	(621)	GBP 50.759447	707	20/02/2025
Rio Tinto Limited shares	Kaufman, Sinead	8,579	(7,486)	1,434	(689)	AUD 119.6646	745	20/02/2025
Rio Tinto plc shares	Stausholm, Jakob	74,711	(65,186)	13,379	(4,815)	GBP 50.759447	8,564	20/02/2025
Rio Tinto plc shares	Trott, Simon	52,838	(46,102)	9,462	(2,259)	GBP 50.759447	7,203	20/02/2025

**The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period.*

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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