

Notice to ASX/LSE

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

24 March 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).

Rio Tinto Equity Incentive Plan 2018 (EIP) Bonus Deferral Awards (BDA) and Performance Share Award (PSA)

Consistent with the terms of our remuneration policy, the People & Remuneration Committee has approved a partial deferral of the 2024 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 2027.

PSA are also granted under the EIP and provides participants with the conditional right, subject to performance conditions being met, to receive shares. The 2025 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.

The following PDMRs were awarded the following share awards on 19 March 2025:

| | Rio Tinto plc | | Rio Tinto Limited | |
|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| PDMR | No. of shares awarded as BDA | No. of shares awarded as PSA | No. of shares awarded as BDA | No. of shares awarded as PSA |
| Stausholm, Jakob | 13,354 | 137,361 | - | - |
| Cunningham, Peter | 7,907 | 76,299 | - | - |
| Jackson, Katie | 2,182 | 61,343 | - | - |
| Kaufman, Sinead | - | - | 4,879 | 50,599 |
| Pécresse, Jérôme | 8,384 | 71,780 | - | - |
| Trott, Simon | - | - | 5,741 | 57,851 |

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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Contacts

Please direct all enquiries to media.enquiries@riotinto.com

Media Relations, United Kingdom

Matthew Klar
M +44 7796 630 637

David Outhwaite
M +44 7787 597 493

Media Relations, Australia

Matt Chambers
M +61 433 525 739

Michelle Lee
M +61 458 609 322

Rachel Pupazzoni
M +61 438 875 469

Media Relations, Canada

Simon Letendre
M +1 514 796 4973

Malika Cherry
M +1 418 592 7293

Vanessa Damha
M +1 514 715 2152

Media Relations, US

Jesse Riseborough
M +1 202 394 9480

Investor Relations, United Kingdom

Rachel Arellano
M: +44 7584 609 644

David Ovington
M +44 7920 010 978

Laura Brooks
M +44 7826 942 797

Weiwei Hu
M +44 7825 907 230

Investor Relations, Australia

Tom Gallop
M +61 439 353 948

Amar Jambaa
M +61 472 865 948

Rio Tinto plc

6 St James's Square
London SW1Y 4AD
United Kingdom
T +44 20 7781 2000

Registered in England
No. 719885

Rio Tinto Limited

Level 43, 120 Collins Street
Melbourne 3000
Australia
T +61 3 9283 3333

Registered in Australia
ABN 96 004 458 404

This announcement is authorised for release to the market by Andy Hodges, Rio Tinto's Group Company Secretary.

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