

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

28 April 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).

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 24 April 2025 the following PDMRs / KMPs 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	Jackson, Katie	73.5551	45.25692
Rio Tinto plc shares	Stausholm, Jakob	5,757.42645	45.25692

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 24 April 2025 the following PDMRs / KMPs 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	Cunningham, Peter	173	45.25692
Rio Tinto plc shares	Stausholm, Jakob	34	45.25692

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 24 April 2025 the following PDMRs / KMPs acquired 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
Rio Tinto plc shares	Cunningham, Peter	47.86743	GBP45.25692
Rio Tinto plc shares	Jackson, Katie	0.19364	GBP45.25692
Rio Tinto Limited shares	Kaufman, Sinead	42.1326	AUD114.7804
Rio Tinto plc shares	Pécresse, Jérôme	2.2499	GBP45.25692
Rio Tinto plc shares	Stausholm, Jakob	11.24631	GBP45.25692
Rio Tinto Limited shares	Trott, Simon	56.45758	AUD114.7804
Rio Tinto plc shares	Trott, Simon	17.10133	GBP45.25692

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 17 April 2025 a Person Closely Associated (**PCA**) of the following PDMR/KMP acquired shares by way of reinvestment of dividends received on shares as follows:

Security	Name of PDMR/KMP	Number of Shares Acquired	Price per Share GBP
Rio Tinto plc shares	PCA of Jackson, Katie	27	43.9544

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.