

Notice to ASX/LSE

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

3 September 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).

Management Share Awards (“MSA”) granted under the Rio Tinto 2018 Equity Incentive Plan

MSA provides participants with a conditional right to receive Rio Tinto plc or Rio Tinto Limited shares, subject to continuous employment.

On 1 September 2025, Katie Jackson received vested MSA in the form of shares, of which sufficient were sold to pay applicable withholding tax and other deductions. The MSA included in this announcement were granted as compensation for the loss of awards from her previous employer, consistent with the terms of our Remuneration Policy.

Security	Name of PDMR/KMP	Conditional Award Granted	No: of Shares Vested*	No: of Shares Sold	Price per Share	No: of Shares Retained	Date of Transaction
Rio Tinto plc shares	Jackson, Katie	10,954	11,372	(5,434)	GBP 45.777268	5,938	01/09/2025

**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.

LEI: 529900X2VMAQT2PE0V24

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

Bruce Tobin
M +61 419 103 454

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

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

Phoebe Lee
M +61 413 557 780

Media Relations, US and Latin America

Jesse Riseborough
M +1 202 394 9480

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.

riotinto.com