

## Notice to ASX/LSE

---

### 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.

LEI: 213800YOE050Q72G2R82

Classification: 3.1. Information disclosed under article 19 of the Market Abuse Regulation.

## Contacts

Please direct all enquiries to [media.enquiries@riotinto.com](mailto:media.enquiries@riotinto.com)

### Media Relations, United Kingdom

**David Outhwaite**  
M: +44 7797 507 402

### Media Relations, Australia

**Matt Chambers**  
M: +61 422 525 720

### Media Relations, Canada

**Simon Letendre**  
M: +1 514 706 4072

M +44 1101 591 493

M +61 433 520 139

M +1 514 790 4913

**Michelle Lee**  
M +61 458 609 322

**Malika Cherry**  
M +1 418 592 7293

**Rachel Pupazzoni**  
M +61 438 875 469

**Vanessa Damha**  
M +1 514 715 2152

**Investor Relations,  
United Kingdom**

**David Ovington**  
M +44 7920 010 978

**Laura Brooks**  
M +44 7826 942 797

**Wei Wei Hu**  
M +44 7825 907 230

**Investor Relations,  
Australia**

**Tom Gallop**  
M +61 439 353 948

**Amar Jambaa**  
M +61 472 865 948

**Media Relations,  
US**

**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**

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact [ms@seg.com](mailto:ms@seg.com) or visit [www.ms.com](http://www.ms.com).

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END

DSHEZLFBZLLEFBK