

Notice to ASX/LSE

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

6 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).

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

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

On 3 March 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 2024 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	3,547	3,547	(1,646)	GBP 48.698835	1,901	03/03/2025

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

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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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