

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:

PDMR	Rio Tinto plc		Rio Tinto Limited	
	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.

LEI: 213800YOE050Q72G2R82

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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