

Notice to LSE

Shareholdings of Persons Discharging Managerial Responsibility (PDMR)

24 March 2025

Rio Tinto plc

| | | | | | | | |
|----------|---|--|--|----------|-----------|-----|---------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | |
| a) | Name | Jakob Stausholm | | | | | |
| 2 | Reason for the notification | | | | | | |
| a) | Position/status | Chief Executive | | | | | |
| b) | Initial notification /Amendment | Initial Notification | | | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | | | |
| a) | Name | Rio Tinto plc | | | | | |
| b) | LEI | 213800YOE05OQ72G2R82 | | | | | |
| 4 | Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted | | | | | | |
| | Part 1 | | | | | | |
| a) | Description of the financial instrument, type of instrument | Ordinary shares of 10p each | | | | | |
| | Identification code | GB0007188757 | | | | | |
| b) | Nature of the transaction | Bonus Deferral Award granted under the Equity Incentive Plan 2018 | | | | | |
| c) | Price(s) and volume(s) | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>N/A</td><td>13,354</td></tr></table> | | Price(s) | Volume(s) | N/A | 13,354 |
| Price(s) | Volume(s) | | | | | | |
| N/A | 13,354 | | | | | | |
| d) | Aggregated information | | | | | | |
| | - Aggregated volume | 13,354 | | | | | |
| | - Price | N/A | | | | | |
| e) | Date of the transaction | 2025-03-19 | | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | | |
| | Part 2 | | | | | | |
| b) | Nature of the transaction | Performance Share Award granted under the Equity Incentive Plan 2018 | | | | | |
| c) | Price(s) and volume(s) | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>N/A</td><td>137,361</td></tr></table> | | Price(s) | Volume(s) | N/A | 137,361 |
| Price(s) | Volume(s) | | | | | | |
| N/A | 137,361 | | | | | | |
| d) | Aggregated information | | | | | | |
| | - Aggregated volume | 137,361 | | | | | |

| | | |
|----|--------------------------|-------------------------|
| | - Price | N/A |
| e) | Date of the transaction | 2025-03-19 |
| f) | Place of the transaction | Outside a trading venue |

| | | | | | | | |
|----------|--|---|--|----------|-----------|-----|--------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | | | | | | |
| a) | Name | Peter Cunningham | | | | | |
| 2 | Reason for the notification | | | | | | |
| a) | Position/status | Chief Financial Officer | | | | | |
| b) | Initial notification /Amendment | Initial Notification | | | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | | | |
| a) | Name | Rio Tinto plc | | | | | |
| b) | LEI | 213800YOE050Q72G2R82 | | | | | |
| 4 | Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted | | | | | | |
| | Part 1 | | | | | | |
| a) | Description of the financial instrument, type of instrument | Ordinary shares of 10p each | | | | | |
| | Identification code | GB0007188757 | | | | | |
| b) | Nature of the transaction | Bonus Deferral Award granted under the Equity Incentive Plan 2018 | | | | | |
| c) | Price(s) and volume(s) | <table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>N/A</td> <td>7,907</td> </tr> </table> | | Price(s) | Volume(s) | N/A | 7,907 |
| Price(s) | Volume(s) | | | | | | |
| N/A | 7,907 | | | | | | |
| d) | Aggregated information | | | | | | |
| | - Aggregated volume | 7,907 | | | | | |
| | - Price | N/A | | | | | |
| e) | Date of the transaction | 2025-03-19 | | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | | |
| | Part 2 | | | | | | |
| b) | Nature of the transaction | Performance Share Award granted under the Equity Incentive Plan 2018 | | | | | |
| c) | Price(s) and volume(s) | <table border="1"> <tr> <td>Price(s)</td> <td>Volume(s)</td> </tr> <tr> <td>N/A</td> <td>76,299</td> </tr> </table> | | Price(s) | Volume(s) | N/A | 76,299 |
| Price(s) | Volume(s) | | | | | | |
| N/A | 76,299 | | | | | | |
| d) | Aggregated information | | | | | | |
| | - Aggregated volume | 76,299 | | | | | |
| | - Price | N/A | | | | | |
| e) | Date of the transaction | 2025-03-19 | | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | | |

| | | |
|----------|--|-------------------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | |
| a) | Name | Katie Jackson |
| 2 | Reason for the notification | |
| a) | Position/status | Chief Executive, Copper |
| b) | Initial notification /Amendment | Initial Notification |

| | | | | | | |
|----------|---|---|----------|-----------|-----|--------|
| | | | | | | |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | | | | | |
| a) | Name | Rio Tinto plc | | | | |
| b) | LEI | 213800YOE05OQ72G2R82 | | | | |
| 4 | Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted | | | | | |
| | Part 1 | | | | | |
| a) | Description of the financial instrument, type of instrument | Ordinary shares of 10p each | | | | |
| | Identification code | GB0007188757 | | | | |
| b) | Nature of the transaction | Bonus Deferral Award granted under the Equity Incentive Plan 2018 | | | | |
| c) | Price(s) and volume(s) | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>N/A</td><td>2,182</td></tr></table> | Price(s) | Volume(s) | N/A | 2,182 |
| Price(s) | Volume(s) | | | | | |
| N/A | 2,182 | | | | | |
| d) | Aggregated information | | | | | |
| | - Aggregated volume | 2,182 | | | | |
| | - Price | N/A | | | | |
| e) | Date of the transaction | 2025-03-19 | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | |
| | Part 2 | | | | | |
| b) | Nature of the transaction | Performance Share Award granted under the Equity Incentive Plan 2018 | | | | |
| c) | Price(s) and volume(s) | <table><tr><td>Price(s)</td><td>Volume(s)</td></tr><tr><td>N/A</td><td>61,343</td></tr></table> | Price(s) | Volume(s) | N/A | 61,343 |
| Price(s) | Volume(s) | | | | | |
| N/A | 61,343 | | | | | |
| d) | Aggregated information | | | | | |
| | - Aggregated volume | 61,343 | | | | |
| | - Price | N/A | | | | |
| e) | Date of the transaction | 2025-03-19 | | | | |
| f) | Place of the transaction | Outside a trading venue | | | | |

| | | |
|--------|---|-----------------------------|
| 1 | Details of the person discharging managerial responsibilities / person closely associated | |
| a) | Name | Jérôme Pécresse |
| 2 | Reason for the notification | |
| a) | Position/status | Chief Executive, Aluminium |
| b) | Initial notification /Amendment | Initial Notification |
| 3 | Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor | |
| a) | Name | Rio Tinto plc |
| b) | LEI | 213800YOE05OQ72G2R82 |
| 4 | Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted | |
| Part 1 | | |
| a) | Description of the financial instrument, type of instrument | Ordinary shares of 10p each |
| | Identification code | GB0007188757 |

| | | | |
|--------|---------------------------|--|-----------|
| b) | Nature of the transaction | Bonus Deferral Award granted under the Equity Incentive Plan 2018 | |
| c) | Price(s) and volume(s) | Price(s) | Volume(s) |
| | | N/A | 8,384 |
| d) | Aggregated information | | |
| | - Aggregated volume | 8,384 | |
| | - Price | N/A | |
| e) | Date of the transaction | 2025-03-19 | |
| f) | Place of the transaction | Outside a trading venue | |
| Part 2 | | | |
| b) | Nature of the transaction | Performance Share Award granted under the Equity Incentive Plan 2018 | |
| c) | Price(s) and volume(s) | Price(s) | Volume(s) |
| | | N/A | 71,780 |
| d) | Aggregated information | | |
| | - Aggregated volume | 71,780 | |
| | - Price | N/A | |
| e) | Date of the transaction | 2025-03-19 | |
| f) | Place of the transaction | Outside a trading venue | |

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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