

## Notice to ASX/LSE

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### 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: 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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