

Notice to ASX/LSE

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

4 March 2026

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 2 March 2026, Matthew Holcz received vested MSA in the form of shares, of which sufficient were sold to pay applicable taxes and other deductions. This award was granted prior to Matthew's appointment as Chief Executive, Iron Ore.

| 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 Limited shares | Holcz, Matthew | 2,131 | 2,159 | (1,022) | AUD 166.6832 | 1,137 | 02/03/2026 |

*The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period.

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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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