

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

21 January 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).

#### Global Employee Share Plan (myShare)

Under myShare employees are able to purchase, on a quarterly basis, Rio Tinto plc ordinary shares of 10p each, Rio Tinto plc ADRs or Rio Tinto Limited ordinary shares. Shares are purchased out of monthly deductions from salary and participants are allocated an equivalent number of shares or ADRs free of charge ('matching shares' and 'matching ADRs'), conditional upon satisfying the terms of myShare. The matching shares or matching ADRs are subject to a three year holding period, and vest after this period.

#### myShare vesting

On 17 January 2025, the following PDMR / KMP received their vested matching shares under myShare, of which sufficient were sold on 17 January 2025 to pay applicable withholding taxes and other deductions.

Security	Name of PDMR / KMP	Number of matching shares originally awarded	Number of shares vested*	Number of shares sold	Price per share sold	Number of shares retained
Rio Tinto plc shares	Baatar, Bold	6.898566	8.646166	3.171336	GBP 50.035619	5.47483
Rio Tinto plc shares	Cunningham, Peter	6.898566	8.646166	3.631252	GBP 50.035619	5.014914
Rio Tinto Limited shares	Kaufman, Sinead	12.731985	15.185885	0	-	15.185885
Rio Tinto plc shares	Stausholm, Jakob	6.898566	8.646166	3.631252	GBP 50.035619	5.014914

\*The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period on the original matching shares awarded, in accordance with the plan rules.

#### myShare purchase

On 17 January 2025, the following PDMR / KMP acquired shares under myShare and were allocated the same number of matching share awards.

<b>Security</b>	<b>Name of PDMR / KMP</b>	<b>Number of shares acquired</b>	<b>Number of matching shares awarded</b>	<b>Price per share</b>
Rio Tinto plc shares	Cunningham, Peter	7.469469	7.469469	GBP 50.20436
Rio Tinto plc shares	Jackson, Katie	4.979646	4.979646	GBP 50.20436
Rio Tinto Limited shares	Kaufman, Sinead	12.386727	12.386727	AUD 118.6754
Rio Tinto plc shares	Péresse, Jérôme	14.901293	14.901293	GBP 50.20436
Rio Tinto plc shares	Stausholm, Jakob	7.469469	7.469469	GBP 50.20436

### **UK Share Plan (UKSP)**

The UKSP is an HMRC approved Share Incentive Plan under which qualifying UK employees are able to purchase, on a quarterly basis, Rio Tinto plc shares. Rio Tinto plc shares are purchased out of monthly deductions from salary, and participants are allocated an equivalent number of shares free of charge (matching shares). Qualifying UK employees are also awarded Free Shares once a year.

On 17 January 2025, the following PDMR / KMP purchased shares under the UKSP and were allocated the same number of matching shares.

<b>Security</b>	<b>Name of PDMR</b>	<b>Number of shares acquired</b>	<b>Number of matching shares awarded</b>	<b>Price per share</b>
Rio Tinto plc shares	Stausholm, Jakob	7	7	GBP 50.20436

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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This announcement is authorised for release to the market by Andy Hodges, Rio Tinto's Group Company Secretary.

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