



Announcement Summary

Entity name

RIO TINTO LIMITED

Date of this announcement

Tuesday March 25, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

| ASX +security code | Security description | Total number of +securities to be issued/transferred | Issue date |
|--------------------|----------------------|--|------------|
| RIOAL | SHARE RIGHTS | 1,216,528 | 19/03/2025 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

RIO TINTO LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted securities.

1.2 Registered number type

ABN

Registration number

96004458404

1.3 ASX issuer code

RIO

1.4 The announcement is

New announcement

1.5 Date of this announcement

25/3/2025

For personal use only



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

RIOAL : SHARE RIGHTS

Date the +securities the subject of this notification were issued

19/3/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

| Name of KMP | Name of registered holder | Number of +securities |
|----------------|--|-----------------------|
| Sinead Kaufman | Computershare Trustees (Jersey) Limited on behalf of Ms Kaufman | 55,478 |
| Simon Trott | Computershare Trustees (Jersey) Limited on behalf of Mr Trott | 63,592 |

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Rio Tinto Limited Equity Incentive Plan (EIP) Rules were approved by the shareholders at the 2018 annual general meeting and the terms of myShare is set out in the Notice of Meeting at <https://www.asx.com.au/asxpdf/20180302/pdf/43s3gxnhrdy1kj.pdf>.

Any other information the entity wishes to provide about the +securities the subject of this notification

Issue details

Number of +securities

1,216,528



Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

| ASX +security code and description | Total number of +securities on issue |
|---|---|
| RIO : ORDINARY FULLY PAID | 371,216,214 |

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

| ASX +security code and description | Total number of +securities on issue |
|---|---|
| RIOAI : SPECIAL VOTING SHARE | 1 |
| RIOAK : DLC DIVIDEND SHARE | 1 |
| RIOAL : SHARE RIGHTS | 4,985,480 |



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

1,216,528

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No