



Announcement Summary

Entity name

RIO TINTO LIMITED

Announcement Type

New announcement

Date of this announcement

Tuesday January 13, 2026

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
RIO	ORDINARY FULLY PAID	130,000	14/01/2026

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) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

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

13/1/2026



Part 2 - Type of Issue

2.1 The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +class of +securities to be quoted is:

Additional +securities in a class that is already quoted on ASX ("existing class")

For personal use only



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

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

No security currently exists

FROM (Existing Class)

+Security description

No securities currently exist

TO (Existing Class)

ASX +security code and description

RIO : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

130,000

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

The relevant shares are being issued to Computershare Trustees (Jersey) Limited as trustee for the Rio Tinto Limited Employee Share Trust and the Rio Tinto Limited Canadian Employee Share Trust, for allocation to participants under the terms of the Rio Tinto Limited Global Employee Share Plan (myShare). The myShare plan was approved by shareholders at the 2021 annual general meeting and the terms of myShare is set out in the Notice of Meeting at: <https://www.asx.com.au/asxpdf/20210308/pdf/44tfy5dwg3nsp1.pdf>

Are any of these +securities being issued to +key management personnel (KMP) or an +associate

No

Issue date

14/1/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

Yes



Issue details

Number of +securities to be quoted

130,000

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

Nil

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

0.000000

Any other information the entity wishes to provide about the +securities to be quoted

130,000 fully paid ordinary shares are being issued to Computershare Trustees (Jersey) Limited of which 110,000 fully paid ordinary shares are for the Rio Tinto Limited Employee Share Trust and 20,000 fully paid ordinary shares are for the Rio Tinto Limited Canadian Employee Share Trust for allocation to employees in satisfaction of their entitlements on vesting of the matching share awards under the terms of the myShare plan.



Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
RIO : ORDINARY FULLY PAID	371,346,214

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	5,149,583



Part 5 - Other Listing Rule requirements

5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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?

130,000

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)?

N/A