



Announcement Summary

**Entity name**

RIO TINTO LIMITED

**Announcement Type**

New announcement

**Date of this announcement**

Thursday February 12, 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	475,000	13/02/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

12/2/2026



Part 2 - Type of Issue

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**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 exists

**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**

475,000

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

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

No

**Issue date**

13/2/2026

**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

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**Number of +securities to be quoted**

475,000

**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**

475,000 fully paid ordinary shares are being issued to Computershare Trustees (Jersey) Limited of which 450,000 fully paid ordinary shares are for the Rio Tinto Limited Employee Share Trust and 25,000 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 awards under the terms of the EIP.



## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
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RIO : ORDINARY FULLY PAID	371,821,214
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**4.2 Unquoted +securities (total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
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RIOAI : SPECIAL VOTING SHARE	1
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RIOAK : DLC DIVIDEND SHARE	1
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RIOAL : SHARE RIGHTS	5,149,583
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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?**

475,000

**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