

Notice to ASX/LSE

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

20 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).

### Rio Tinto Equity Incentive Plan 2018 (EIP) Bonus Deferral Awards (BDA) and Performance Share Awards (PSA)

Consistent with the terms of our remuneration policy, the People & Remuneration Committee has approved a partial deferral of the 2025 annual bonus for members of the Executive Committee to be delivered as BDA. Grants of BDA are made under the EIP over either Rio Tinto plc shares or Rio Tinto Limited shares (shares). These awards will vest on 1 December 2028.

PSA are also granted under the EIP and provides participants with the conditional right, subject to performance conditions being met, to receive shares. The 2026 PSA will be measured against two performance conditions; a Total Shareholder Return (TSR) measure and a strategic scorecard related measure, after three years followed by a two-year holding period.

The following share awards were granted on 19 March 2026:

PDMR/KMP	Rio Tinto plc		Rio Tinto Limited	
	No. of shares awarded as BDA	No. of shares awarded as PSA	No. of shares awarded as BDA	No. of shares awarded as PSA
Trott, Simon	10,484	146,011	-	-
Cunningham, Peter	6,885	83,518	-	-
Holcz, Matthew	-	-	1,793	58,101
Jackson, Katie	5,535	73,223	-	-
Pécresse, Jérôme	8,651	82,859	-	-

FCA notifications in accordance with the EU Market Abuse Regulation have been issued to the London Stock Exchange contemporaneously with this release.

LEI: 529900X2VMAQT2PE0V24

## Contacts

Please direct all enquiries to [media.enquiries@riotinto.com](mailto:media.enquiries@riotinto.com)

### Media Relations, United Kingdom

**Matthew Klar**  
M +44 7796 630 637

**David Outhwaite**  
M +44 7787 597 493

### Investor Relations, United Kingdom

**Rachel Arellano**  
M +44 7584 609 644

**David Ovington**  
M +44 7920 010 978

**Laura Brooks**  
M +44 7826 942 797

**Weiwei Hu**  
M +44 7825 907 230

### Rio Tinto plc

6 St James's Square  
London SW1Y 4AD  
United Kingdom  
T +44 20 7781 2000

Registered in England  
No. 719885

### Media Relations, Australia

**Matt Chambers**  
M +61 433 525 739

**Alyesha Anderson**  
M +61 434 868 118

**Rachel Pupazzoni**  
M +61 438 875 469

**Bruce Tobin**  
M +61 419 103 454

### Investor Relations, Australia

**Tom Gallop**  
M +61 439 353 948

**Eddie Gan-Och**  
M +61 477 599 714

### Rio Tinto Limited

Level 43, 120 Collins Street  
Melbourne 3000  
Australia  
T +61 3 9283 3333

Registered in Australia  
ABN 96 004 458 404

### Media Relations, Canada

**Simon Letendre**  
M +1 514 796 4973

**Malika Cherry**  
M +1 418 592 7293

**Vanessa Damha**  
M +1 514 715 2152

### Media Relations, US & Latin America

**Jesse Riseborough**  
M +1 202 394 9480

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