

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

24 February 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).

Management Share Awards (“MSA”) granted under the Rio Tinto 2018 Equity Incentive Plan

MSA provides participants with a conditional right to receive Rio Tinto plc or Rio Tinto Limited shares, subject to continuous employment.

On 20 February 2026, Matt Holcz received vested MSA in the form of shares, of which sufficient were sold to pay applicable taxes and other deductions. This award was granted prior to Matt’s appointment as Chief Executive, Iron Ore.

Security	Name of PDMR/KMP	Conditional Award Granted	No: of Shares Vested*	No: of Shares Sold	Price per Share	No: of Shares Retained	Date of Transaction
Rio Tinto Limited shares	Holcz, Matt	3,772	4,115	(2,013)	AUD 162.4091	2,102	20/02/2026

**The number of shares vested includes additional shares calculated to reflect dividends declared during the vesting period.*

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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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