Announcement Summary

Entity name

RIO TINTO LIMITED

Date of this announcement

Tuesday December 07, 2021

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	7,614	01/12/2021

Refer to next page for full details of the announcement

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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

7/12/2021

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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

1/12/2021

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	343
Ivan Vella	Computershare Trustees (Jersey) Limited on behalf of Mr Vella	236

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

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Issue details

Number of +securities

7,614

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

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	3,539,574

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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?

7,614

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

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