

Rio Tinto Limited
ANNUAL MEETING OF SHAREHOLDERS
4 May 2023
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Mr. Barton,
Dear Mr. Stausholm,
Dear members of the Board,

DWS Investment GmbH (DWS) is one of the largest asset managers in Europe. As a responsible investor in Rio Tinto Limited, it is part of our fiduciary duty to express our expectations in the best interest of our clients. Our commitment to environmental, social and governance practices (ESG) is a crucial element of our responsibilities and forms an integral part of our investment process.

Ahead of your 2023 annual general meeting of shareholders (AGM), we would like to share our questions with you. We would greatly appreciate your answers in written form. Please note that we will also share our questions on our website (www.dws.com) on the day of your AGM. Thank you for your consideration.

Diversity

Diversity should provide for a more dynamic, well rounded board of directors, bringing unique perspectives, experience, talents and expertise together. Since Hindi Gharbi left the board in February 2022, this brought the board gender diversity below 33%. We note the election of Kaisa Hietala at the upcoming annual general meeting. With her appointment, the proportion of women increased to 36%.

Seeing as Rio Tinto also has a listing in the FTSE 100, the gender diversity on the Board is below international best practice. With the leave of Megan Clark in the end of 2023, the board gender diversity will drop below 33% again.

QUESTION 1: How will Rio Tinto Limited integrate gender diversity into the Board's recruitment, nomination and refreshment process to ensure the gender diversity at minimum level 33%?

QUESTION 2: Beside of gender diversity, will Rio Tinto Limited consider ethnic diversity at Board level?

Climate Changes

Climate change is one of the greatest environmental challenges. Therefore corporations and investors, as owners and lenders, have a key role to play towards the need for emissions to be reduced in the mutual goal of coping with the impacts of global warming. In this regard, we are a supporter of the Climate Action 100+ and the Net Zero Asset Managers initiatives with the aim to enhance the governance of climate change risks and opportunities, curb emissions and strengthen climate-related financial disclosures. Our active ownership

approach revolves around carefully monitoring our investees and engaging with them with the aim of improving their financial and non-financial performance, building a sound understanding of their business and a constructive dialogue on their sustainable development.

Rio Tinto Limited's GHG intensity is still at high and DWS asks for:

- A clear commitment to Net Zero
- A comprehensive and company-wide target for Scope 3 emissions
- SBTi verification in the mid-term
- Disclosure for a timeline to complete the coal phase out.

QUESTION 3: When will you deliver the results for the targets mentioned above?

Water

Rio Tinto Limited is continuing to invest in greenfield exploration. Water is essential in metal extraction raising concerns over the minings impact on regional water availability and access to drinking water.

Among others, Rio Tinto Limited has been accused of contaminating downstream waterways and lakes in southern Madagascar with its QIT Madagascar Minerals (QMM) mine's wastewater, causing harm to local communities, and negatively impacting their livelihoods and local aquatic life.

QUESTION 4: How have you responded to this incident with a view to prevent future cases?

QUESTION 5: In general, at which stage will you involve the stakeholders and communities for those projects with regard to the water issues?

To conclude, we would like to thank all members of the board and all the employees of Rio Tinto Limited on their commitment and dedication over the past year. We appreciate the possibility to raise questions at your AGM and already thank you in advance for your answers.