



– QUESTIONS FROM DWS INVESTMENT GMBH TO RIO TINTO LTD.  
SHAREHOLDERS' MEETING –

Dear Members of the Board,

As shareholders of Rio Tinto ahead of your 2022 Annual Shareholders' Meeting, we would like to share our comments and questions with you. As a responsible investor in Rio Tinto it is part of our fiduciary duty at DWS to express our expectations on sustainability in the best interest of our clients. Our commitment to sound governance and responsible environmental and social practices (ESG) is not only a crucial element of our responsibilities but also forms an integral part of our investment process.

We appreciate the constructive dialogue we had to date and would like to ask you a couple of questions ahead of your annual meeting of shareholders this year. Thank you for your consideration and answers in advance. Please note that we will be also sharing our questions on our website on the day of the meeting.

In light of the recent high profile concerns at Rio Tinto regarding the destruction of two indigenous sites in Juukan Gorge, Megan Clark has chaired the Sustainability Committee since 2016 and continues in 2022 in this position. Seeing as Rio Tinto has significant amends to make particularly surrounding indigenous rights, we note that Ben Wyatt joined the board in September 2021. With his extensive experience in ministerial and legal positions pertaining to Indigenous rights, we welcome the appointment of Mr Wyatt.

1. Are there any plans to restructure the Sustainability Committee as a signal of refreshment and change in approach?

At the Jadar lithium-borates project, Rio Tinto committed \$2.4 billion of funding in July, subject to receiving all relevant approvals, permits and licenses. In January 2022, the Government of Serbia cancelled the Spatial Plan for the Jadar project and required all related permits to be revoked.

2. If the plans go ahead following the Serbian election, what changes would you make to protect the local environment in order to satisfy those who oppose the mine? How are you ensuring that local communities are being heard?
3. What are the alternatives to source lithium elsewhere in order to become a top lithium producer?

The company already spent \$450 million already in (pre-)feasibility costs and studies.

4. To what extent do you think Rio Tinto's stakeholder and community engagement should play a larger—and potentially earlier—role in the planning process in an attempt to prevent future cases?

We welcome the fact that Rio Tinto proactively commissioned a report into the workplace culture. While the results of the report are most certainly alarming, we welcome that changes are being implemented and these changes are part of the ESG scorecard for the 2022 annual bonus given the severity of the findings. Seeing as the report also highlighted that 39.8% of men and 31.8% of women who identify as Aboriginal or Torres Strait Islander in Australia experienced racism.

5. What are you doing to improve ethnic diversity throughout the company?
6. Why was this not addressed as a specific KPIs in the ESG scorecard following these results?



Although we welcome that management puts Rio Tinto's climate action plan to a vote in the 2022 annual election, we note that scope 3 emissions are not included in the emission reduction targets. You have explained that Rio Tinto is committed to working with partners to address this, which in total comprise 95% of the company's overall emissions and therefore full transparency is absolutely crucial. Seeing as this is a work in progress and is a significant part of your emissions, we believe the next planned climate action plan for a shareholder vote in 2025 is too wide a gap and we expect this to be voted on annually.

7. How will you report on the progress of measuring and reducing your scope 3 emissions?
8. Why are you not putting the climate plan to an annual vote? Will you commit to an annual vote in future?

Since Hindi Gharbi left the board in February 2022 this brings the board gender diversity below 33%.

9. Seeing as Rio Tinto also has a listing in the FTSE 100, will you appoint an extra female board member prior to the 2023 AGM to bring the gender diversity to at least 33%?

To conclude, we would like to thank all members of the Board and all the Rio Tinto employees cordially on their commitment and dedication in the past year.

A special thank you in advance for your answers.