

Non executive directors



Sir David Clementi



Jan du Plessis



Michael Fitzpatrick



Richard Goodmanson



Lord Kerr of Kinlochard



Paul Tellier



Vivienne Cox



Sir Rod Eddington



Yves Fortier



Andrew Gould



David Mayhew

Sir David Clementi MA, MBA, FCA, age 60

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2003. Sir David was appointed chairman of the Audit committee at the conclusion of the 2008 annual general meetings. Sir David was last re-elected by shareholders in 2006 and will stand for re-election in 2009. (notes a, b and e).

Skills and experience: Sir David was chairman of Prudential plc until December 2008, prior to which he was Deputy Governor of the Bank of England. His earlier career was with Kleinwort Benson where he spent 22 years, holding various positions including chief executive and vice chairman. A graduate of Oxford University and a qualified chartered accountant, Sir David also holds an MBA from Harvard Business School.

External appointments (current and recent):

Non executive director of Foreign & Colonial Investment Trust PLC since May 2008
Chairman, King's Cross Central General Partnership since October 2008
Chairman of Prudential plc from 2002 until 2008
Member of the Financial Reporting Council between 2003 and 2007

Vivienne Cox MA (Oxon), MBA (INSEAD), age 49

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2005. Vivienne was last re-elected by shareholders at the 2008 annual general meetings. (notes a and e).

Skills and experience: Vivienne is currently Executive Vice President and Chief Executive Officer, Alternative Energy for BP p.l.c. She is a member of the BP group chief executive's committee. She holds degrees in chemistry from Oxford University and in business administration from INSEAD. During her career in BP she has worked in chemicals, exploration, finance, and refining and marketing.

External appointments (current and recent):

Non executive director of Climate Change Capital Limited since May 2008
Non executive director of Eurotunnel plc between 2002 and 2004

Jan du Plessis B.Com, LLB, CA(SA), age 55

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited effective 1 September 2008. Jan will stand for election at the 2009 annual general meetings. (notes a and e).

Skills and experience: Jan was appointed chairman of the Board of British American Tobacco plc in July 2004, having been a non executive director since his appointment to that company's board in 1999. He is also a non executive director and chairman of the Audit Committee of Lloyds Banking Group plc. He was previously Group Finance Director of Richemont and chairman of RHM plc. Jan has degrees in Commerce and Law from the University of Stellenbosch, South Africa, and is a South African Chartered Accountant.

External appointments (current and recent):

Chairman of the Board of British American Tobacco plc since 2004
Non executive director of Lloyds Banking Group plc since October 2005 and Chairman of its Audit Committee since May 2008
Non executive director of Marks and Spencer Group PLC since November 2008

Sir Rod Eddington B Eng, M Eng, D Phil (Oxon), age 59

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2005. Sir Rod was elected by shareholders in 2006 and stands for re-election in 2009. (notes c, d and e).

Skills and experience: Sir Rod was chief executive of British Airways Plc until the end of September 2005. Prior to his role with British Airways, Sir Rod was Managing Director of Cathay Pacific Airways from 1992 until 1996 and Executive Chairman of Ansett Airlines from 1997 until 2000.

External appointments (current and recent):

Director of News Corporation plc since 1999
Director of John Swire & Son Pty Limited since 1997
Non executive chairman of JPMorgan Australia and New Zealand since 2006
Director of CLP Holdings since 2006
Director of Allco Finance Group Limited since 2006
Chief executive British Airways Plc from 2000 until 2005
Chairman of the EU/Hong Kong Business Co-operation Committee of the Hong Kong Trade Development Council from 2002 until 2006
Chairman Infrastructure Australia since February 2008
Chairman designate of the ANZ Bank (to be appointed a director in late 2009)

Michael Fitzpatrick B Eng, BA (Oxon), age 56

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2006. Michael was elected by shareholders in 2007. (notes a, b and e).

Skills and experience: Michael sold his interest in, and ceased to be a director of, Hastings Funds Management Ltd during 2005, the pioneering infrastructure asset management company which he founded in 1994. He is chairman of Treasury Group Limited, an incubator of fund management companies. He is chairman of the Australian Football League, having previously played the game professionally, and is a former chairman of the Australian Sports Commission.

External appointments (current and recent):

Chairman of Treasury Group Limited since 2005
Director of the Walter & Eliza Hall Institute of Medical Research since 2001
Chairman of the Victorian Funds Management Corporation from 2006 to 2008
Managing director of Hastings Funds Management Ltd from 1994 to 2005
Director of Pacific Hydro Limited from 1996 to 2004
Director of Australian Infrastructure Fund Limited from 1994 to 2005

Yves Fortier CC, OQ, QC, LLD, Av Em, age 73

Appointments and election: Director of Rio Tinto plc and Rio Tinto Limited since 2007. Yves was elected by shareholders in 2008. (notes c, d and e).

Skills and experience: Yves Fortier was Ambassador and Permanent Representative of Canada to the United Nations from 1988 to 1992. He is chairman and a senior partner of the law firm Ogilvy Renault and was chairman of Alcan from 2002 until 2007.

External appointments (current and recent):

Chairman of Ogilvy Renault since 1992
Director of NOVA Chemicals Corporation since 1998
Chairman and director of Alcan Inc. from 2002 until 2007
Governor of Hudson's Bay Company from 1998 to 2006
Director of Royal Bank of Canada from 1992 to 2005
Director of Nortel corporation from 1992 to 2005
Trustee of the International Accounting Standards Committee from 2000 to 2006

Richard Goodmanson MBA, BEc and BCom, B Eng (Civil), age 61

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2004. He was last re-elected by shareholders in 2008 and is chairman of the Committee on social and environmental accountability. (notes b, d and e).

Skills and experience: Richard is executive vice president and chief operating officer of DuPont. During his career he has worked at senior levels for McKinsey & Co, PepsiCo and America West Airlines, where he was president and CEO. He joined DuPont in early 1999 and in his current position has responsibility for a number of the global functions, and for the non US operations of DuPont, with particular focus on growth in emerging markets.

External appointments (current and recent):

Executive vice president and chief operating officer of DuPont since 1999
Chairman of the United Way of Delaware since 2006 (director since 2002)
Economic Advisor to the Governor of Guangdong Province, China since 2003
Non executive director of Qantas Airways Limited since June 2008
Director of the Boise Cascade Corporation between 2000 and 2004

Non executive directors continued

Andrew Gould BA, FCA, age 62

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2002. Andrew was appointed the senior independent non executive director and chairman of the Remuneration committee at the conclusion of the 2008 annual general meetings. Andrew was last re-elected by shareholders in 2006 and will stand for re-election in 2009. (notes b, c and e).

Skills and experience: Andrew is chairman and chief executive officer of Schlumberger Limited, where he has held a succession of financial and operational management positions, including that of executive vice president of Schlumberger Oilfield Services and president and chief operating officer of Schlumberger Limited. He has worked in Asia, Europe and the US. He joined Schlumberger in 1975. He holds a degree in economic history from Cardiff University and qualified as a chartered accountant with Ernst & Young.

External appointments (current and recent):

Chairman and Chief Executive Officer of Schlumberger Limited since 2003

Member of the Advisory Board of the King Fahd University of Petroleum and Minerals in Dhahran, Saudi Arabia since 2007

Member of the commercialisation advisory board of Imperial College of Science Technology and Medicine, London since 2002

Member of the Board of Trustees of King Abdullah University of Science and Technology in Jeddah, Saudi Arabia since October 2008

Member of the UK Prime Minister's Council of Science and Technology from 2004 to 2007

Lord Kerr of Kinlochard GCMG, MA, age 67

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2003. He was re-elected by shareholders in 2007. (notes a, d and e).

Skills and experience: Lord Kerr was in the UK Diplomatic Service for 36 years and headed it from 1997 to 2002 as Permanent Under Secretary at the Foreign Office. Previous postings included being principal private secretary to two Chancellors of the Exchequer, serving in the Soviet Union and Pakistan, and spells as Ambassador to the European Union (1990 to 1995), and the US (1995 to 1997). He has been an independent member of the House of Lords since 2004.

External appointments (current and recent):

Deputy Chairman of Royal Dutch Shell plc since 2005

Director of The Scottish American Investment Trust plc since 2002

Chairman of the Court and Council of Imperial College, London since 2005

Advisory Board member, Scottish Power (Iberdrola) since 2007

Advisory Board member, BAE Systems since 2008

Director of The "Shell" Transport and Trading Company plc from 2002 to 2005

Trustee of the Rhodes Trust since 1997, The National Gallery since 2002, and the Carnegie Trust for the Universities of Scotland since 2005

Secretary General, European Convention (Brussels) from 2002 to 2003

David Mayhew age 68

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2000. He was last re-elected by shareholders in 2006. David is standing for re-election for a further term of office in 2009. It is anticipated that he will retire at the conclusion of the 2010 annual general meeting. (note c).

Skills and experience: David joined Cazenove in 1969 from Panmure Gordon. In 1972 he became the firm's dealing partner and was subsequently responsible for the Institutional Broking Department. From 1986 until 2001 he was the partner in charge of the firm's Capital Markets Department. He became Chairman of Cazenove on incorporation in 2001 and Chairman of JPMorgan Cazenove in 2005.

External appointments (current and recent):

Chairman of Cazenove Group Limited (formerly Cazenove Group plc) since 2001

Chairman of Cazenove Capital Holdings Limited since 2005

Chairman of JPMorgan Cazenove Holdings Limited (formerly Cazenove Group plc) since 2005

Paul Tellier age 69

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 2007. Paul was elected by shareholders at the 2008 annual general meetings. (notes a, b and e).

Skills and experience: Paul was Clerk of the Privy Council Office and Secretary to the Cabinet of the Government of Canada from 1985 to 1992 and was president and chief executive officer of the Canadian National Railway Company from 1992 to 2002. Until 2004, he was president and chief executive officer of Bombardier Inc.

External appointments (current and recent):

Director of McCain Foods since 1996

Director of Bell Canada since 1996

Director of BCE Inc since 1999

Member of the Advisory Board of General Motors of Canada since 2005

Trustee, International Accounting Standards Foundation since 2007

Co-chair of the Prime Minister of Canada's Advisory

Committee on the Renewal of the Public Service since 2006

President and Chief Executive Officer of Bombardier Inc. from 2003 to 2004

Non executive director of Alcan Inc. from 1998 to 2007

Directors who left the Group during 2008 or 2009

Sir Richard Sykes BSc (Microbiology), PhD (Microbial Biochemistry), DSc, Kt, FRS, FMedSci

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited since 1997. Sir Richard was senior non executive director and chairman of the Remuneration committee until his retirement at the conclusion of the 2008 annual general meetings.

Skills and experience: Sir Richard read microbiology at the University of London and obtained doctorates in microbial chemistry and in science from the University of Bristol and the University of London respectively.

External appointments (current and recent) upon leaving the Group:

Director of Eurasian Natural Resources Corporation plc since 2007

Director of Lonza Group Limited since 2003, Deputy Chairman since 2005

Chairman of the Healthcare Advisory Group (Apax Partners Limited) since 2002

Chairman of Metabometrix Ltd since 2004

Chairman of Merlion Pharmaceuticals Pte Limited since 2005

Chairman of OmniCyte Ltd since 2006

Chairman of Circassia Ltd since 2007

Director of Abraxis BioScience Inc from 2006 to 2007

Director of Bio*One Capital Pte Ltd since 2003

Rector of Imperial College London since 2001

Chairman of GlaxoSmithKline plc between 2000 and 2002

Trustee of the Natural History Museum, London between 1996 and 2005 and of the Royal Botanic Gardens, Kew between 2003 and 2005

Jim Leng

Appointment and election: Director of Rio Tinto plc and Rio Tinto Limited and chairman designate from January 2009 until February 2009. Jim resigned from the boards of Rio Tinto prior to his election at the 2009 annual general meetings.

Skills and experience: Jim is chairman of Tata Steel Europe and deputy chairman of Tata Steel of India, following the Corus takeover by Tata in 2007. He is Chairman of Doncasters Group Ltd, an international specialist engineering company. He is also non executive director of Alstom SA where he chairs the nominations and remuneration committees, a Senior Adviser of HSBC and a member of their European Advisory Council and chairman of the European Advisory Board of AEA, a New York based Private Equity Partnership. Past directorships include Hanson PLC, where he was the senior independent director, Pilkington plc and IMI plc. In an executive capacity, he was CEO of Laporte plc, an international specialty chemical company from 1995 until 2001 and prior to joining Laporte he was the CEO of Low & Bonar plc. His early business years were spent at John Waddington where he was responsible for a number of subsidiary companies.

External appointments (current and recent):

Independent Director of TNK-BP since January 2009

Deputy Chairman of Tata Steel of India since 2007

Chairman of Tata Steel Europe Limited since November 2008

Chairman of Doncasters Group Limited since 2006

Non executive director of Alstom SA since 2003 and

chairman of its nomination and remuneration committees

Chairman of of Tata Steel UK Limited from January 2008 to November 2008

Director of Corus Group Limited from 2001 to 2008

Notes

(a) Audit committee

(b) Remuneration committee

(c) Nominations committee

(d) Committee on social and environmental accountability

(e) Independent