

Table 4 – Directors' and senior management's awards under long term incentive plans

Mining Companies Comparative Plan ¹								Plan terms and conditions			
	Conditional award granted	Market price at award ^d	1 Jan 2006	Awarded ²	Lapsed	Vested	31 Dec 2006	Performance period concludes	Date award vests ³	Market price at vesting ⁴	Monetary value of vested award US\$'000 ⁵
Executive directors											
Tom Albanese	07 Mar 2003	1198p	19,274	–	14,456	4,818	–	31 Dec 2006	16 Feb 2007	2697p	255
	22 Apr 2004	1276p	56,015	–	–	–	56,015	31 Dec 2007			
	09 Mar 2005	1839p	55,951	–	–	–	55,951	31 Dec 2008			
	07 Mar 2006	2630p	–	45,007	–	–	45,007	31 Dec 2009			
				131,240	45,007	14,456	4,818	156,973			
Leigh Clifford ⁶	07 Mar 2003	A\$30.69	36,341	–	36,341	–	–	31 Dec 2006	–	–	–
	22 Apr 2004	A\$33.17	119,581	–	–	–	119,581	31 Dec 2007			
	09 Mar 2005	A\$47.39	113,324	–	–	–	113,324	31 Dec 2008			
	07 Mar 2006	A\$69.60	–	84,661	–	–	84,661	31 Dec 2009			
				269,246	84,661	36,341	–	317,566			
Guy Elliott	07 Mar 2003	1198p	22,923	–	22,923	–	–	31 Dec 2006	–	–	–
	22 Apr 2004	1276p	51,550	–	–	–	51,550	31 Dec 2007			
	09 Mar 2005	1839p	51,081	–	–	–	51,081	31 Dec 2008			
	07 Mar 2006	2630p	–	40,670	–	–	40,670	31 Dec 2009			
				125,554	40,670	22,923	–	143,301			
Product group chief executives											
Preston Chiaro	07 Mar 2003	1198p	7,352	–	5,514	1,838	–	31 Dec 2006	16 Feb 2007	2697p	97
	22 Apr 2004	1276p	46,995	–	–	–	46,995	31 Dec 2007			
	09 Mar 2005	1839p	42,351	–	–	–	42,351	31 Dec 2008			
	07 Mar 2006	2630p	–	34,182	–	–	34,182	31 Dec 2009			
				96,698	34,182	5,514	1,838	123,528			
Bret Clayton	07 Mar 2003	1198p	4,862	–	3,647	1,215	–	31 Dec 2006	16 Feb 2007	2697p	64
	22 Apr 2004	1276p	13,315	–	–	–	13,315	31 Dec 2007			
	09 Mar 2005	1839p	11,539	–	–	–	11,539	31 Dec 2008			
	07 Mar 2006	2630p	–	10,767	–	–	10,767	31 Dec 2009			
				29,716	10,767	3,647	1,215	35,621			
Oscar Groeneveld	07 Mar 2003	A\$30.69	21,469	–	21,469	–	–	31 Dec 2006	–	–	–
	22 Apr 2004	A\$33.17	43,785	–	–	–	43,785	31 Dec 2007			
	09 Mar 2005	A\$47.39	45,024	–	–	–	45,024	31 Dec 2008			
	07 Mar 2006	A\$69.60	–	36,460	–	–	36,460	31 Dec 2009			
				110,278	36,460	21,469	–	125,269			
Keith Johnson	07 Mar 2003	1198p	8,186	–	6,140	2,046	–	31 Dec 2006	16 Feb 2007	2697p	108
	22 Apr 2004	1276p	30,387	–	–	–	30,387	31 Dec 2007			
	09 Mar 2005	1839p	33,556	–	–	–	33,556	31 Dec 2008			
	07 Mar 2006	2630p	–	26,508	–	–	26,508	31 Dec 2009			
				72,129	26,508	6,140	2,046	90,451			
Andrew Mackenzie	07 Mar 2003	1198p	–	–	–	–	–	31 Dec 2006	–	–	–
	22 Apr 2004	1276p	16,270	–	–	–	16,270	31 Dec 2007			
	09 Mar 2005	1839p	37,638	–	–	–	37,638	31 Dec 2008			
	07 Mar 2006	2630p	–	29,413	–	–	29,413	31 Dec 2009			
				53,908	29,413	–	–	83,321			
Sam Walsh	07 Mar 2003	A\$30.69	16,884	–	12,663	4,221	–	31 Dec 2006	16 Feb 2007	A\$75.60	252
	22 Apr 2004	A\$33.17	38,023	–	–	–	38,023	31 Dec 2007			
	09 Mar 2005	A\$47.39	41,176	–	–	–	41,176	31 Dec 2008			
	07 Mar 2006	A\$69.60	–	33,655	–	–	33,655	31 Dec 2009			
				96,083	33,655	12,663	4,221	112,854			

Notes to Table 4

- Awards denominated in pence were for Rio Tinto plc ordinary shares of 10p each. Awards denominated in A\$ were for Rio Tinto Limited ordinary shares.
- The fair value of conditional awards granted in 2006 was 964p for Rio Tinto plc and A\$24.96 for Rio Tinto Limited shares.
- The Group's 10th place ranking against the comparator group for the MCCP 2003 award will not generate any vesting of the conditional award to any participant who was an executive director at the time of the initial grant. Tom Albanese was not an executive director at that time and along with participating senior employees of the Group he will qualify for a 25 per cent vesting based on the scales applied to conditional awards made prior to 2004.
- The value of the vested awards have been based on share prices of 2697p and

- A\$75.60 being the respective closing share prices for Rio Tinto plc and Rio Tinto Limited ordinary shares on 9 February 2007, the latest practicable date prior to the publication of this report. The amount in US dollars has been converted from sterling at the rate of 1US\$ = £0.5092 and Australian dollars at the rate of 1US\$ = A\$1.2653, being the year end exchange rate used elsewhere in this publication.
- Conditional awards are awarded at no cost to the recipient and no amount remains unpaid on any shares granted. No award would be vested and unexercisable at the reporting date.
- Leigh Clifford was given a conditional award over 84,661 Rio Tinto Limited shares during the year. These awards were approved by the shareholders under the ASX Listing Rule 10.14 at the 2004 annual general meeting.
- A full explanation of the MCCP can be found on page 38.