

Remuneration report continued

Table 5 – Directors' and senior management's options to acquire Rio Tinto plc and Rio Tinto Limited shares

	1 Jan 2006 ¹	Granted	Vested during 2006	Exercised	Vested and exercisable on 31 Dec 2006	31 Dec 2006	Option price	Value of options exercised during 2006 ⁹	Market price on date of exercise	Date from which first exercisable	Expiry date
Rio Tinto plc Share Savings Plan											
Tom Albanese	530	–	530	530	–	–	1150p	£8,072	2673p	1 Jan 2006	7 Jan 2006
	–	791	–	–	–	791	2068p	–	–	1 Jan 2012	30 Jun 2012
Preston Chiaro	490	–	–	–	–	490	1277p	–	–	1 Jan 2007	5 Jan 2007
	–	298	–	–	–	298	2088p	–	–	1 Jan 2009	6 Jan 2009
Bret Clayton ²	530	–	530	530	–	–	1150p	£8,072	2673p	1 Jan 2006	7 Jan 2006
Guy Elliott	1,431	–	–	–	–	1,431	1107p	–	–	1 Jan 2009	30 Jun 2009
Keith Johnson	1,078	–	1,078	1,078	–	–	876p	£21,528	2873p	1 Jan 2006	30 Jun 2006
	–	456	–	–	–	456	2068p	–	–	1 Jan 2010	30 Jun 2010
Andrew Mackenzie	1,021	–	–	–	–	1,021	1576p	–	–	1 Jan 2011	30 Jun 2011
Rio Tinto plc Share Option Plan											
Tom Albanese	11,142	–	–	11,142	–	–	820p	£221,280	2806p	27 May 2001	27 May 2008
	12,382	–	–	12,382	–	–	808.8p	£247,293	2806p	12 Mar 2002	12 Mar 2009
	7,530	–	–	7,530	–	–	965.4p	£138,597	2806p	7 Mar 2003	7 Mar 2010
	3,766	–	–	3,766	–	–	965.4p	£69,317	2806p	7 Mar 2005	7 Mar 2010
	102,718	–	–	–	102,718	102,718	1265.6p	–	–	6 Mar 2005	6 Mar 2011
	125,336	–	–	–	125,336	125,336	1458.6p	–	–	13 Mar 2005	13 Mar 2012
	139,165	–	139,165	–	139,165	139,165	1263p	–	–	7 Mar 2006	7 Mar 2013
	84,020	–	–	–	–	84,020	1329p	–	–	22 Apr 2007	22 Apr 2014
	83,926	–	–	–	–	83,926	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	–	67,511	–	–	–	67,511	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Preston Chiaro	37,160	–	37,160	–	37,160	37,160	1263p	–	–	7 Mar 2006	7 Mar 2013
	70,490	–	–	–	–	70,490	1329p	–	–	22 Apr 2007	22 Apr 2014
	63,527	–	–	–	–	63,527	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	–	51,274	–	–	–	51,274	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Bret Clayton ²	24,573	–	24,573	24,573	–	–	1263p	£343,531	2661p	7 Mar 2006	7 Mar 2013
	13,315	–	–	–	–	13,315	1329p	–	–	22 Apr 2007	22 Apr 2014
	11,539	–	–	–	–	11,539	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	10,767	–	–	–	–	10,767	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Guy Elliott	61,703	–	–	–	61,703	61,703	1458.6p	–	–	13 Mar 2005	13 Mar 2012
	97,387	–	97,387	–	97,387	97,387	1263p	–	–	7 Mar 2006	7 Mar 2013
	73,700	–	–	–	–	73,700	1329p	–	–	22 Apr 2007	22 Apr 2014
	72,972	–	–	–	–	72,972	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	–	58,100	–	–	–	58,100	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Keith Johnson	3,855	–	–	3,855	–	–	965.4p	£68,488	2742p	7 Mar 2005	7 Mar 2010
	11,667	–	–	11,667	–	–	1265.6p	£172,252	2742p	6 Mar 2005	6 Mar 2011
	10,595	–	–	10,595	–	–	1458.6p	£135,976	2742p	13 Mar 2005	13 Mar 2012
	16,231	–	16,231	–	–	–	1263p	£240,056	2742p	7 Mar 2006	7 Mar 2013
	43,500	–	–	–	–	43,500	1329p	–	–	22 Apr 2007	22 Apr 2014
	47,937	–	–	–	–	47,937	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	–	37,869	–	–	–	37,869	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Andrew Mackenzie ¹⁰	53,769	–	–	–	–	53,769	1826.2p	–	–	9 Mar 2008	9 Mar 2015
	–	42,019	–	–	–	42,019	2711.2p	–	–	7 Mar 2009	7 Mar 2016
Rio Tinto Limited Share Savings Plan											
Leigh Clifford ¹¹	1,486	–	–	–	–	1,486	A\$29.04	–	–	30 Sept 2007	31 Mar 2008
Oscar Groeneveld	1,431	–	–	–	–	1,431	A\$27.48	–	–	1 Jan 2009	30 Jun 2009
Sam Walsh	1,078	–	1,078	1,078	–	–	A\$25.57	A\$53,787	A\$75.465	1 Jan 2006	30 Jun 2006
	601	–	–	–	–	601	A\$40.92	–	–	1 Jan 2009	30 Jun 2009
Rio Tinto Limited Share Option Plan											
Leigh Clifford ¹¹	52,683	–	–	–	52,683	52,683	A\$23.4382	–	–	28 May 2002	28 May 2009
	59,318	–	–	–	59,318	59,318	A\$24.069	–	–	7 Mar 2003	7 Mar 2010
	29,660	–	–	–	29,660	29,660	A\$24.069	–	–	7 Mar 2005	7 Mar 2010
	241,430	–	–	–	241,430	241,430	A\$33.0106	–	–	6 Mar 2005	6 Mar 2011
	208,882	–	–	–	208,882	208,882	A\$39.8708	–	–	13 Mar 2005	13 Mar 2012
	254,132	–	254,132	–	254,132	254,132	A\$33.336	–	–	7 Mar 2006	30 Sept 2012
	179,370	–	–	–	–	179,370	A\$34.406	–	–	22 Apr 2007	30 Sept 2012
	169,987	–	–	–	–	169,987	A\$47.042	–	–	9 Mar 2008	30 Sept 2012
	–	126,992	–	–	–	126,992	A\$71.06	–	–	7 Mar 2009	30 Sept 2012
Oscar Groeneveld	80,920	–	–	80,920	–	–	A\$33.0106	A\$3,136,411	A\$71.77	6 Mar 2005	6 Mar 2011
	90,080	–	90,080	–	90,080	90,080	A\$33.336	–	–	7 Mar 2006	7 Mar 2013
	62,600	–	–	–	–	62,600	A\$34.406	–	–	22 Apr 2007	22 Apr 2014
	64,321	–	–	–	–	64,321	A\$47.042	–	–	9 Mar 2008	9 Mar 2015
	–	52,086	–	–	–	52,086	A\$71.06	–	–	7 Mar 2009	7 Mar 2016
Sam Walsh	49,983	–	–	49,983	–	–	A\$33.0106	A\$2,494,122	A\$82.91	6 Mar 2005	6 Mar 2011
	60,194	–	–	60,194	–	–	A\$39.8708	A\$2,590,702	A\$82.91	13 Mar 2005	13 Mar 2012
	75,863	–	75,863	–	–	–	A\$33.336	A\$3,760,832	A\$82.91	7 Mar 2006	7 Mar 2013
	54,400	–	–	–	–	54,400	A\$34.406	–	–	22 Apr 2007	22 Apr 2014
	58,823	–	–	–	–	58,823	A\$47.042	–	–	9 Mar 2008	9 Mar 2015
	–	48,079	–	–	–	48,079	A\$71.06	–	–	7 Mar 2009	7 Mar 2016

See notes on page 49.

Notes to Table 5

1. Or at date of appointment if later.
2. Bret Clayton was appointed chief executive of the Copper group on 1 July 2006.
3. All options are granted over ordinary shares. Rio Tinto plc – ordinary shares of 10p each stated in pence sterling; Rio Tinto Limited ordinary shares – stated in Australian dollars. Each option is granted over one share.
4. No options lapsed during the year.
5. The closing price of Rio Tinto plc ordinary shares at 31 December 2006 was 2718p (2005: 2655p) and the closing price of Rio Tinto Limited shares at 31 December 2006 was A\$74.30 (2005: A\$69.00). The highest and lowest prices during the year were 3322p and 2352p respectively for Rio Tinto plc and A\$88.10 and A\$65.01 for Rio Tinto Limited.
6. The option price represents the exercise price payable on the options. No amount was paid or payable by the recipient at the date of grant. No amounts are unpaid on any shares allocated on the exercise of the options.
7. Under the plans no options would be vested and unexercisable at the reporting date.
8. The fair value per option, granted during 2006, at date of grant was as follows: Rio Tinto plc Share Savings Plan two year contract 676p; three year contract 812p and five year contract 944p; Rio Tinto Limited Share Savings Plan three year contract A\$22.37 and five year contract A\$26.07. Rio Tinto plc Share Option Plan 740p; Rio Tinto Limited Share Option Plan A\$17.09.
9. The value of options exercised during 2006 is calculated by multiplying the number of options exercised by the difference between the market price and the option price on date of exercise.
10. Andrew Mackenzie was granted 40,216 phantom options over Rio Tinto plc shares at a price of 1329p per share, exercisable between 22 April 2007 and 22 April 2014. This grant will not vest in 2007, but will be subject to retest after a further two years.
11. Leigh Clifford was granted options over 126,992 Rio Tinto Limited shares during the year. This option grant was approved by shareholders under ASX Listing Rule 10.14 at the 2004 annual general meeting. Subject to the rules of the Rio Tinto Limited Share Savings Plan, Leigh Clifford's options granted under that plan will be reduced proportionally to reflect the actual proportion of 2007 he was an employee of the Group.