

Remuneration report continued

Table 2 – Executive directors' pension entitlements (as at 31 December 2006)

	Age	Years of service completed	Accrued benefits				Transfer values			
			At 31 December 2005	At 31 December 2006	Change in accrued benefits during the year ended 31 December 2006	Change in accrued benefit net of inflation ¹	At 31 December 2005	At 31 December 2006	Change, net of personal contributions	Transfer value of change in accrued benefit net of inflation ¹
			£'000 pa pension	£'000 pa pension	£'000 pa pension	£'000 pa pension	£'000	£'000	£'000	£'000
UK directors										
Tom Albanese ^{2,3}	49	25	115	126	11	7	729	882	153	137
Guy Elliott ²	51	26	291	335	44	31	3,781	4,484	703	415
Australian director										
Leigh Clifford ^{4,5}	59	36	13,877	15,341	1,464	1,006	13,877	15,341	1,464	1,006

Notes to Table 2

- Price inflation is calculated as the increase in the relevant retail or consumer price index over the year to 31 December 2006.
- Transfer values are calculated in a manner consistent with "Retirement Benefit Schemes – Transfer Values (GN11)" published by the Institute of Actuaries and the Faculty of Actuaries.
- Tom Albanese became a director of Rio Tinto plc and Rio Tinto Limited with effect from 7 March 2006; the figures shown cover the whole of 2006. He accrued pension benefits in the US plans for service up to 30 June 2006 and in the UK fund for subsequent service. The transfer value of his benefits in the US plans is represented by the Accumulated Benefit Obligation calculated on the accounting assumptions used for the Group's post retirement benefits disclosures.

- In addition, the employer paid \$13,200 in respect of Tom Albanese into a 401k plan in the US for the period.
- In addition, A\$79,730 was credited to the account belonging to Leigh Clifford in the Rio Tinto Staff Superannuation Fund in relation to the pensionable element of his 2006 performance bonus.
- The figures shown for Leigh Clifford include allowance for an enhancement to benefits granted in 2004, whereby his contractual retirement age was reduced from 62 to 60 and the pension multiple at age 60 was increased from 6.65 to 7.0. The figures as at 31 December 2005 shown in the 2005 Financial statements did not include this enhancement. As a result the accrued lump sum shown at the start of the year, of A\$13,877,000, is higher than the figure disclosed in the 2005 financial statements, of A\$13,147,000.

Table 3 – Directors' and senior management's beneficial interests in Rio Tinto shares

	Rio Tinto plc			Rio Tinto Limited			Exercise of Options ⁴	Compensation ⁵	Movement Other ⁶
	1 Jan 2006 ¹	31 Dec 2006 ²	9 Feb 2007	1 Jan 2006 ¹	31 Dec 2006 ²	9 Feb 2007			
Directors									
Tom Albanese ^{3,7,9}	23,261	41,814	41,814	–	–	–	35,350	3,025	(19,822)
Ashton Calvert	–	–	–	–	–	570	–	–	570
Sir David Clementi	–	147	183	–	–	–	–	–	183
Leigh Clifford	2,100	2,100	2,100	91,255	91,255	91,255	–	–	–
Vivienne Cox	381	528	565	–	–	–	–	–	184
Sir Rod Eddington	–	–	–	–	–	–	–	–	–
Guy Elliott ⁷	47,827	48,033	48,043	–	–	–	–	216	–
Michael Fitzpatrick ⁸	–	–	–	2,100	2,100	2,100	–	–	–
Richard Goodmanson	–	677	860	–	–	–	–	–	860
Andrew Gould	1,000	1,000	1,000	–	–	–	–	–	–
Lord Kerr	2,300	3,000	3,000	–	–	–	–	–	700
David Mayhew	2,500	2,500	2,500	–	–	–	–	–	–
Paul Skinner	5,409	5,598	5,598	–	–	–	–	–	189
Sir Richard Sykes	2,482	2,569	2,569	–	–	–	–	–	87
Product group chief executives									
Preston Chiaro ^{7,9}	60,762	60,927	60,947	–	–	–	–	–	185
Bret Clayton ^{3,7,9}	6,640	6,867	6,967	–	–	–	–	–	327
Oscar Groeneveld	3,000	3,000	3,000	79,502	66,790	66,790	80,920	–	(93,632)
Keith Johnson ⁷	2,236	17,536	17,546	–	–	–	43,426	1,100	(29,216)
Andrew Mackenzie ¹⁰	39,197	40,456	40,466	–	–	–	–	216	1,053
Sam Walsh	–	–	–	6,570	42,322	42,322	187,118	4,156	(155,522)

Notes to Table 3

- Or date of appointment if later.
- Or date of retirement or resignation if earlier.
- Tom Albanese was appointed executive director on 7 March 2006. Bret Clayton was appointed chief executive Copper on 1 July 2006. Michael Fitzpatrick was appointed non executive director on 6 June 2006.
- Shares obtained through the exercise of options under the Rio Tinto Share Savings Plan or the Rio Tinto Share Option Plan. The number of shares retained may differ from the number of options exercised.
- Shares obtained through the Rio Tinto Share Ownership Plan and/or vesting of awards under the Mining Companies Comparative Plan.
- Share movements due to sale or purchase of shares, shares received under the Dividend Reinvestment Plan, shares purchased/sold through the Rio Tinto America Savings Plan or non executive directors share purchase plan.
- These executives also have an interest in a trust fund containing 864 Rio Tinto plc shares at 31 December 2006 (1 January 2006: 835 Rio Tinto plc shares) as potential beneficiaries of the Rio Tinto Share Ownership Trust. At 9 February 2007 this trust fund contained 864 Rio Tinto plc shares.
- Shares in Rio Tinto plc are ordinary shares of ten pence each. Shares in Rio Tinto Limited are ordinary shares.
- The shareholdings of Tom Albanese, Preston Chiaro and Bret Clayton include Rio Tinto plc ADRs held through the Rio Tinto America Savings Plan.
- Andrew Mackenzie's 31 December 2005 balance was understated in the 2005 Remuneration report by 10 Rio Tinto plc shares.