



11/2017

Benefits Upon Separation Boron - Represented

You, your spouse and eligible dependents may be eligible for medical and/or prescription drug coverage under retiree medical, if you meet each of the following provisions of eligibility:

- You retire on or after age 60 and have at least 10 years of service;
 - At the time of your retirement, you are either:
 1. Eligible to participate under the U.S. Borax Inc. Retirement Plan for Represented Employees OR
 2. Eligible to participate in the component of the US Borax Inc. 401(k) Savings & Retirement Contribution Plan for Represented Employees providing "Retirement Contributions";
- You are eligible to enroll in a Rio Tinto medical plan at the time of your retirement; and
- You retire from active service, other than deferred vested (active service means you are under active employment status or currently on an approved long-term disability leave).

Retiree coverage ceases at the end of the month prior to when the retiree reaches age 65. Dependent coverage ceases at the end of the month prior to when the dependent reaches age 65.

Your active benefits will end the last day of the month in which you are employed and your retirement benefits will begin the first day of the following month, except as noted below. All health and welfare benefit enrollment documents will be sent to you from the Rio Tinto Service Center shortly after your retirement effective date. To avoid missing any important information pertaining to your benefits, it is important to keep your address current with both the Rio Tinto benefit administrators as well as Rio Tinto after you leave the Company.

To update your address:

Rio Tinto - askHR@riotinto.com or 1-801-363-4357 option #2.

401(k)/RCP - Prudential at 1-844-746-7381.

Pension Plan - Rio Tinto U.S. Benefits Service Center at 1-800-950-1435.

Health & Welfare benefits - Rio Tinto Service Center at 1-800-778-4313

Medical and Prescription Drug

Medical Benefits for Pre-65 Retirees and Dependents

Upon retirement, you and your eligible dependents will be offered retiree medical plans through Willis Towers Watson OneExchange. If eligible, Rio Tinto provides a monthly subsidy through a Health Reimbursement Arrangement (HRA) to assist in offsetting medical, dental or vision plan costs. If you have questions concerning these rules, please contact the Rio Tinto Service Center at 1-844-570-2796.

COBRA Information

Medical, Prescription Drug, Dental, Vision, Flexible Spending Account, Employee Assistance Program (EAP)

Pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), you have a right to continue your benefit coverage for a maximum period of 18 months after coverage ends due to your retirement. You are responsible to pay the full cost of these benefits while on COBRA, plus a 2% administrative fee. Your COBRA administrator, Willis Towers Watson, will be notified when your coverage ends. Shortly after your termination date, Willis Towers Watson will send you an application for COBRA benefits. All current COBRA provisions will be included in the information you receive. You have up to 60 days to elect continued coverage after notification of your continuation rights by Willis Towers Watson. You will not be enrolled in the benefit plan until you have submitted your completed election form and payment for the coverage.

You can choose to enroll in COBRA continuation for any eligible benefits for either you and/or a qualified dependent. If you enroll in benefits through Willis Towers Watson OneExchange, there is no need to elect COBRA continuation for those same benefit coverages.

Generally, if an individual does not enroll in Medicare when he or she is first entitled to it, the individual must pay more when he or she ultimately does enroll. A special enrollment period is available for those who did not enroll in Medicare when first entitled because they had coverage under a group health plan due to their current (or their spouse's current) employment status. Individuals enrolling during a special enrollment period do not have to pay the increased premiums. COBRA coverage is not considered a group health plan based upon current employment. (Even when the COBRA coverage is based upon a reduction of hours, it is in effect because the individual no longer qualifies for the regular group health plan coverage based upon current employment.) Therefore, individuals who, in order to retain their COBRA coverage, do not enroll in Medicare when first eligible will not have special enrollment rights under Medicare and may expect to pay more for Medicare when COBRA coverage ends.

The Health Insurance Marketplace also provides you with another option to buy medical and prescription drug insurance. Being eligible for COBRA does not limit your eligibility for coverage or a tax credit through the Marketplace. You may be able to get coverage through the Health Insurance Marketplace for less than COBRA continuation coverage. Visit healthcare.gov for more information.

If you have any additional questions, please contact the COBRA Service Center at 1-877-292-6272.

Dental and Vision Benefits

Dental and vision benefits are offered to pre-65 eligible retirees and eligible dependents through Willis Towers Watson OneExchange.

Life Insurance

The Company will provide an amount of life insurance equal to \$3,000 at no cost to you. MetLife will administer retiree life insurance. In addition to your retiree life insurance, you may be eligible to port or convert any or all of the life insurance coverage you had as an active employee by obtaining a conversion application directly from MetLife Insurance at 1-877-275-6387 (M-F 9:00 am - 6:00 pm EST). You must request and submit this application within 31 days from the date your coverage under the group policy ends. The premium you pay for an individual policy will differ from the Rio Tinto group policy.

Accidental Death and Dismemberment (AD&D) Insurance and Long-Term Disability

Coverage is not available to retirees through the company. Your long-term disability insurance will end the date your employment ends and AD&D coverage will end on the last day of the month in which your employment ends. This coverage cannot be converted to an individual policy.

Health Care and Dependent/Elder Care Flexible Spending Accounts

You may file for reimbursement of eligible expenses incurred in the calendar year up to the end of the month in which your employment ends. Reimbursement for health care claims can be made for eligible expenses incurred prior to the date coverage ended. Your debit card will expire on your termination date and claims for reimbursement of eligible expenses must be filed manually through the WageWorks website, mail or fax. You have the right to continue coverage in the health care account under COBRA. Contributions under COBRA would be made with after-tax dollars, but would extend the claims incurred period. You must file for your reimbursement before March 31st of the following year. Reimbursement for dependent care claims is limited to the amount you actually contributed to your account. Therefore, COBRA is not offered for Dependent/Elder Care. For more details regarding the spending accounts, please visit www.wageworks.com or call 1-877-924-3967.

Health Savings Account (HSA)

If you were enrolled in an HSA as an active employee and still have funds available, you can continue to use the funds for qualified expenses. If you use the funds for qualified expenses, the distribution from your HSA is tax-free. If you use the funds for non-qualified medical expenses, you will be required to pay taxes on the distribution, and if you are under the age of 65, a penalty will apply. You will be billed a monthly administration fee from the HSA vendor. For more details regarding the HSA account, please visit www.wageworks.com or call 1-877-924-3967.

Employee Assistance Program (EAP) and Vision

You have the right to continue EAP and vision coverage under COBRA for a maximum period of 18 months. Willis Towers Watson administers COBRA for these benefits and you will be billed if you wish to continue

this coverage.

U.S. Borax Inc. Retirement Plan for Represented Employees (Boron – Hired before May 18, 2010)

You will receive a vested retirement benefit notification from the Rio Tinto U.S. Benefits Service Center shortly after your termination date. The vested retirement benefit notification will provide instructions and forms which will enable you to commence your monthly pension benefit.

You are not required to take a distribution from the plan at this time (unless the net present value of your accrued benefit earned is \$5,000 or less). Your benefit is payable at age 65. Generally, your benefit may be payable as early as age 55 (subject to a reduction for early commencement). You may request a summary of your retirement plan benefits at any time by contacting the Rio Tinto U.S. Benefits Service Center at 1-800-950-1435.

U.S. Borax Inc. 401(k) Savings Plan and Retirement Contribution Plan

401(k) Savings Plan

If you are a participant in this component of the Plan, you are fully vested in your account. You may leave your account in the Plan, if your balance is more than \$1,000. You may invest in any of the funds offered by the Plan and transfer among the investment funds in the Plan as often as you choose, exclusive of any trade restrictions. After your retirement, if you are investing in the Rio Tinto ADR fund, you may continue to transfer funds out of the ADR fund. However, you will not be allowed to transfer funds into the ADR fund. In addition, you may no longer make contributions or rollovers to the Plan. You are not required to take a distribution from the Plan, but if you still have a balance in the Plan when you attain age 70 ½, Prudential will communicate a minimum required distribution each year thereafter. If you elect to take a distribution from the Plan, contact Prudential at 1-844-746-7381.

If you have an outstanding loan balance when your employment ends, the loan will be declared in default 90 days after failure to make the full loan repayment. When a default occurs, the outstanding loan balance, plus accrued interest to the date of the default, will be reported to you and the Internal Revenue Service as a taxable distribution from the Plan. You may avoid default by paying off the loan or making periodic payments. If you wish to pay off your loan or make periodic payments, contact Prudential at 1-844-746-7381.

Retirement Contribution Plan

If you are a participant in this component of the Plan, you are vested in the Company contributions and earnings based upon the following schedule:

Completed Full Years Of Service	Vested Percentage
One (1)	0%
Two (2)	25%
Three (3)	50%

Four (4)	75%
Five (5)	100%

Vesting service is based upon service with the Company. You may leave your account in the Plan if the balance is more than \$1,000. You may invest in any of the funds offered by the Plan and transfer among the investment funds in the Plan as often as you choose, exclusive to trade restrictions. You are not required to take a distribution from the Plan, but if you still have a balance in the Plan when you attain age 70 ½, Prudential will communicate a minimum required distribution each year thereafter. If you elect to take a distribution from the Plan, contact Prudential at 1-844-746-7381.

Rio Tinto plc Share Savings Plan

If you have been an active participant in the Share Savings Plan, please contact AST Equity Plan Solutions at 1 - 866-709-7704 or by e-mail @ sharesavingsplanusa@riotinto.com if you have any questions regarding your account.

myShare – Rio Tinto Global Employee SharePlan

If you are a participant in this plan, upon your eligible retirement, you will be classified as an *eligible leaver* under the plan and any outstanding matching shares will vest when you leave. Shortly after you leave, the plan administrator, Computershare, will mail an information pack to the address on file in their system. This pack will provide the necessary information about your share holdings and your various options for holding or selling your shares. You are strongly advised not to take any action until you receive this correspondence from Computershare. If you try and perform a transaction before this time you risk forfeiting your awards as Computershare may not have processed you as an eligible leaver by that time.

Please ensure your contact information with Computershare is up to date upon your departure. This can be done through the "My Profile" section of your Rio Tinto Share Plan account which can be accessed at www.computershare.com/riotintoshareplans, using your Shareholder Reference Number (SRN) and PIN.

Customer service for Computershare can be reached at 1-855-801-8345.

The above information is provided to you only as a summary of benefits. Please note that the benefits are governed by applicable plan rules and local legislation, which will prevail in the event of a discrepancy with this document.

Rio Tinto reserves the right to amend, suspend, replace or terminate these benefits at any time.