

Glencore plc
 Baar, Switzerland
 14 March 2025

PDMR notification: Vesting of awards to CEO

The Company announces the vesting on 13 March 2025 of shares granted to its Chief Executive Officer, Gary Nagle, in respect of a Deferred Bonus Award (DBA) and a Restricted Share Plan (RSP) award. Further details on Mr Nagle's remuneration are included in the Directors' Remuneration Report in the 2024 Annual Report that the Company intends to release on 18 March 2025. However, the vestings set out below will be included in the 2025 Directors' Remuneration Report in the 2025 Annual Report.

Details regarding the vested shares are contained in the table below.

1 Details of the person discharging managerial responsibilities/person closely associated		
a) Name	Gary Nagle	
2 Reason for the notification		
a) Position/status	Chief Executive Officer	
b) Initial notification/Amendment	Initial notification	
3 Details of the issuer, UK emission allowance market participant, auction platform or auctioneer		
a) Name	Glencore plc	
b) LEI	2138002658CPO9NBH955	
4 Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a) Description of the financial instrument, type of instrument	Vesting of units now converted into ordinary shares of the Company: <ul style="list-style-type: none"> i) Share units awarded under the DBA have fully vested 3 years following grant date ii) Share units awarded under RSP have fully vested 3 years following grant date, following an assessment by the Remuneration Committee of the performance underpins. They remain subject to a holding period of 2 years post-retirement. Identification code ISIN: JE00B4T3BW64	
b) Nature of the transaction	Vesting on 13 March 2025 into ordinary shares of awarded units following: <ul style="list-style-type: none"> i) Grant of share units under the DBA ii) Grant of share units under the RSP The grants were made on 14 March 2022.	
c) Price(s) and volume(s)	i) Shares vested under DBA	Volume(s) i) 216,667
	ii) Shares vested under RSP	Volume(s) ii) 833,556
d) Aggregated information	Aggregate number of shares vested: (No price paid.) <ul style="list-style-type: none"> • Aggregated volume • Price 	Volume(s) 1,050,223
e) Date of the transaction	13 March 2025	

f)	Place of the transaction	Outside a trading venue
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Glencore LEI: 2138002658CPO9NBH955

Notes for Editors

Glencore is one of the world's largest global diversified natural resource companies and a major producer and marketer of more than 60 commodities that advance everyday life. Through a network of assets, customers and suppliers that spans the globe, we produce, process, recycle, source, market and distribute the commodities that support decarbonisation while meeting the energy needs of today.

With around 150,000 employees and contractors and a strong footprint in over 30 countries in both established and emerging regions for natural resources, our marketing and industrial activities are supported by a global network of more than 50 offices.

Glencore's customers are industrial consumers, such as those in the automotive, steel, power generation, battery manufacturing and oil sectors. We also provide financing, logistics and other services to producers and consumers of commodities.

Glencore is proud to be a member of the Voluntary Principles on Security and Human Rights and the International Council on Mining and Metals. We are an active participant in the Extractive Industries Transparency Initiative.

We will support the global effort to achieve the goals of the Paris Agreement through our efforts to decarbonise our own operational footprint. For more information see our 2024-2026 Climate Action Transition Plan available on our website at glencore.com/publications.

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Important Information

This material does not purport to contain all of the information you may wish to consider. For further important information, including in connection with forward-looking statements and other cautionary information, refer to the Important notice section of Glencore's 2024 Half Year Report, which is available at glencore.com/publications. This document does not constitute or form part of any offer or invitation to sell or issue, or any solicitation of any offer to purchase or subscribe for any securities.

Other information

The companies in which Glencore plc directly and indirectly has an interest are separate and distinct legal entities. In this document, "Glencore", "Glencore group" and "Group" are used for convenience only where references are made to Glencore plc and its subsidiaries in general. These collective expressions are used for ease of reference only and do not imply any other relationship between the companies. Likewise, the words "we", "us" and "our" are also used to refer collectively to members of the Group or to those who work for them. These expressions are also used where no useful purpose is served by identifying the particular company or companies.

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