

Glencore plc  
Baar, Switzerland  
18 March 2025

PDMR notification: Grant of awards to CEO

In line with its Remuneration Policy approved by shareholders on 29 May 2024, Glencore plc ("Glencore" or the "Company") announces that its Chief Executive Officer, Gary Nagle, was granted share units in respect of his Career Shares (CS) award on 17 March 2025. These share units will convert into ordinary shares of the Company on the vesting date, assuming that all conditions under the Remuneration Policy have been met.

Further details on Mr Nagle's remuneration is included in the Directors' Remuneration Report within the Company's 2024 Annual Report, including information on previous share units awarded.

Details regarding the share units awarded in 2025 are contained in the table below.

**PDMR notification**

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	Awarded units converting into ordinary shares upon vesting date, in line with Remuneration Policy.  Share units awarded under CS vest 3 years following granting date and are subject to performance underpins and a holding period.	
	Identification code	ISIN: JE00B4T3BW64	
b)	Nature of the transaction	Grant of share units under the CS Plan	
c)	Price(s) and volume(s)	Price(s) determined for grant (not payable by Executive)  GBP 3.3537 / USD 4.2116, based on the Volume Weighted Average Price (VWAP) of February 2025.	Volume(s)  2,374,395
d)	Aggregated information <ul style="list-style-type: none"><li>Aggregated volume</li><li>Price</li></ul>	As above	
e)	Date of the transaction	17 March 2025	
f)	Place of the transaction	Outside a trading venue	

For further information please contact:

Investors

Martin Fewings                      t: +41 41 709 28 80                      m: +41 79 737 56 42                      martin.fewings@glencore.com

Media

Charles Watenphul                      t: +41 41 709 24 62                      m: +41 79 904 33 20                      charles.watenphul@glencore.com

Company Secretarial

John Burton                      t: +41 41 709 26 19                      m: +41 79 944 54 34                      john.burton@glencore.com

[www.glencore.com](http://www.glencore.com) 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](http://glencore.com/publications).

Disclaimer

*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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