

FORM 8 (OPD)

PUBLIC OPENING POSITION DISCLOSURE BY A PARTY TO AN OFFER
Rules 8.1 and 8.2 of the Takeover Code (the "Code")

1. KEY INFORMATION

(a) Full name of discloser:	Glencore plc
(b) Owner or controller of interests and short positions disclosed, if different from 1(a): <i>The naming of nominee or vehicle companies is insufficient. For a trust, the trustee(s), settlor and beneficiaries must be named.</i>	N/A
(c) Name of offeror/offeree in relation to whose relevant securities this form relates: <i>Use a separate form for each offeror/offeree</i>	Glencore plc
(d) Is the discloser the offeror or the offeree?	Offeree
(e) Date position held: <i>The latest practicable date prior to the disclosure</i>	21 January 2026
(f) In addition to the company in 1(c) above, is the discloser making disclosures in respect of any other party to the offer? <i>If it is a cash offer or possible cash offer, state "N/A"</i>	Yes <i>If Yes, specify which:</i> Rio Tinto plc and Rio Tinto Limited

2. POSITIONS OF THE PARTY TO THE OFFER MAKING THE DISCLOSURE

If there are positions or rights to subscribe to disclose in more than one class of relevant securities of the offeror or offeree named in 1(c), copy table 2(a) or (b) (as appropriate) for each additional class of relevant security.

(a) Interests and short positions in the relevant securities of the offeror or offeree to which the disclosure relates

Class of relevant security:	Ordinary Shares of no par value			
	Interests		Short positions	
	Number	%	Number	%
(1) Relevant securities owned and/or controlled:	NIL	-	NIL	-
(2) Cash-settled derivatives:	NIL	-	NIL	-
(3) Stock-settled derivatives (including options) and agreements to purchase/sell:	NIL	-	NIL	-
TOTAL:	NIL	-	NIL	-

All interests and all short positions should be disclosed.

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

(b) Rights to subscribe for new securities

Class or relevant security in relation to which subscription right exists:	N/A
Details, including nature of the rights concerned and relevant percentages:	N/A

3. POSITIONS OF PERSONS ACTING IN CONCERT WITH THE PARTY TO THE OFFER MAKING THE DISCLOSURE

Details of any interests, short positions and rights to subscribe (including directors' and other employee options) of any person acting in concert with the party to the offer making the disclosure:																		
(a) Interests in Glencore plc (Glencore) held by Glencore directors (together with their close relatives and related trusts of any of them):																		
<table border="1"> <thead> <tr> <th>Director</th> <th>Ordinary shares of no par value in Glencore</th> <th>Percentage of issued share capital*</th> </tr> </thead> <tbody> <tr> <td>Gary Nagle</td> <td>3,452,919</td> <td>0.02%</td> </tr> <tr> <td>John Wallington</td> <td>500</td> <td>0.00%</td> </tr> <tr> <td>Martin Gilbert</td> <td>115,000</td> <td>0.00%</td> </tr> <tr> <td>Liz Hewett</td> <td>85,049</td> <td>0.00%</td> </tr> <tr> <td>Maria Margarita Zuleta</td> <td>66,031</td> <td>0.00%</td> </tr> </tbody> </table>	Director	Ordinary shares of no par value in Glencore	Percentage of issued share capital*	Gary Nagle	3,452,919	0.02%	John Wallington	500	0.00%	Martin Gilbert	115,000	0.00%	Liz Hewett	85,049	0.00%	Maria Margarita Zuleta	66,031	0.00%
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* Percentages are calculated on the basis of 11,743,755,559 ordinary shares of no par value in issue as of the share register dated 8 January 2026 (excluding treasury shares). Figures are rounded to 2.d.p.

(b) Interests held as options or awards under the share plans of Glencore by the directors of Glencore (together with their close relatives and related trusts of any of them):

Director	Scheme	Date of Grant	Number of shares in the capital of Glencore under option	Exercise price per Glencore share	Vesting period
Gary Nagle	RSP award	23/03/23	608,622	Nil	23/03/23 - 22/03/26
	RSP award	19/03/24	725,277	Nil	19/03/24 - 18/03/27
	Career shares	17/03/25	2,374,395	Nil	17/03/25 - 16/03/28
	Bonus deferred shares	23/03/23	316,399	Nil	23/03/23 - 22/03/26
	Bonus deferred shares	19/03/24	334,101	Nil	19/03/24 - 18/03/27
	Total	-	4,358,794	-	-

Details of any open stock-settled derivative positions (including traded options), or agreements to purchase or sell relevant securities, should be given on a Supplemental Form 8 (Open Positions).

Details of any securities borrowing and lending positions or financial collateral arrangements should be disclosed on a Supplemental Form 8 (SBL).

4. OTHER INFORMATION

(a) Indemnity and other dealing arrangements

Details of any indemnity or option arrangement, or any agreement or understanding, formal or informal, relating to relevant securities which may be an inducement to deal or refrain from dealing entered into by the party to the offer making the disclosure or any person acting in concert with it:
<i>Irrevocable commitments and letters of intent should not be included. If there are no such agreements, arrangements or understandings, state "none"</i>

(b) Agreements, arrangements or understandings relating to options or derivatives

Details of any agreement, arrangement or understanding, formal or informal,

<p>Details of any agreement, arrangement or understanding, formal or informal, between the party to the offer making the disclosure, or any person acting in concert with it, and any other person relating to:</p> <p>(i) the voting rights of any relevant securities under any option; or</p> <p>(ii) the voting rights or future acquisition or disposal of any relevant securities to which any derivative is referenced:</p>
<i>If there are no such agreements, arrangements or understandings, state "none"</i>

None

(c) Attachments

Are any Supplemental Forms attached?

Supplemental Form 8 (Open Positions)	No
Supplemental Form 8 (SBL)	No

Date of disclosure:	22 January 2026
Contact name:	John Burton, Company Secretary
Telephone number:	+41 41 709 2000

Public disclosures under Rule 8 of the Code must be made to a Regulatory Information Service.

The Panel's Market Surveillance Unit is available for consultation in relation to the Code's disclosure requirements on +44 (0)20 7638 0129.

The Code can be viewed on the Panel's website at www.thetakeoverpanel.org.uk.

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