

Glencore plc
 Baar, Switzerland
 11 March 2026

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 9 March 2026. 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 2025 Annual Report, including information on previous share units awarded.

Details regarding the share units awarded in 2026 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. ISIN: JE00B4T3BW64
	Identification code	
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 5.0222 / USD 6.8201, based on the Volume Weighted Average Price (VWAP) of February 2026.
		Volume(s) 1,502,911
d)	Aggregated information · Aggregated volume · Price	As above
e)	Date of the transaction	9 March 2026

e)	Date of the transaction	9 MARCH 2020
f)	Place of the transaction	Outside a trading venue

For further information please contact:

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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. Through a network of assets, customers and suppliers that spans the globe, we produce, process, recycle, source, market and distribute the commodities that advance everyday life.

With over 140,000 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 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.

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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 2025 Annual 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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