Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
Switzerland	Baarermattstrasse 3	CH-6340 Baar	Baar	41	+41 41 709 2000	info@glencore.com	www.glencore.com	2019/12/31	2023/12/31	USD

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
0	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Mining	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

9% Ivan Glasenberg
8% Qatar Holding LLC
7% BlackRock Inc
0% N/A
0%

N/A

Company Performance Report

Company Performance in US Dollars - USD

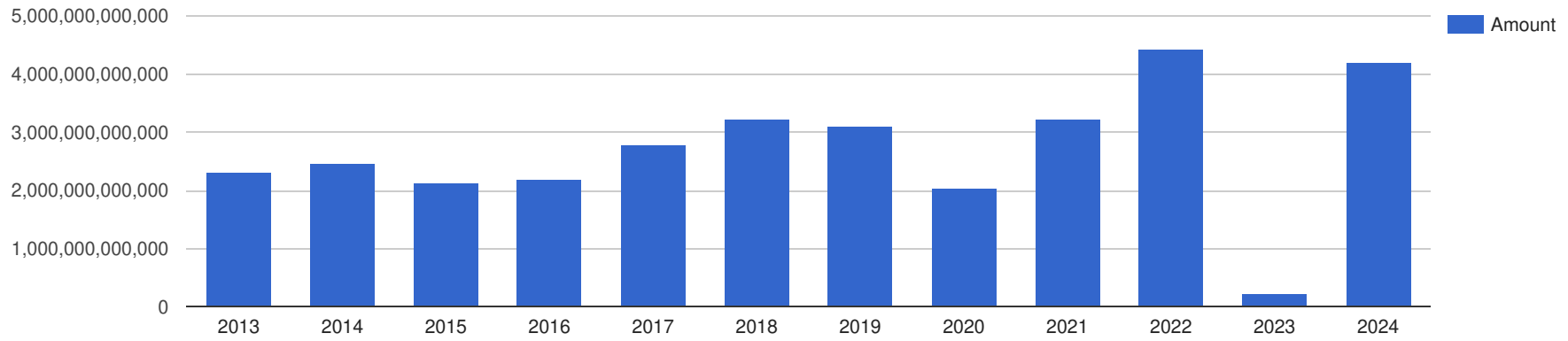
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2013	232,694,000,000	-7,688,000,000	154,932,000,000	101,783,000,000
2014	221,073,000,000	4,253,000,000	152,205,000,000	100,725,000,000
2015	170,497,000,000	-8,016,000,000	128,485,000,000	87,142,000,000
2016	152,948,000,000	-549,000,000	124,600,000,000	80,819,000,000
2017	205,476,000,000	6,921,000,000	135,593,000,000	86,138,000,000
2018	219,754,000,000	4,679,000,000	128,672,000,000	83,289,000,000
2019	215,111,000,000	-888,000,000	124,076,000,000	84,840,000,000
2020	142,338,000,000	-5,116,000,000	118,000,000,000	83,598,000,000
2021	203,751,000,000	7,375,000,000	127,510,000,000	90,593,000,000
2022	255,984,000,000	22,879,000,000	132,583,000,000	87,364,000,000
2023	11,665,152,933	290,090,546	6,633,418,088	4,585,754,771
2024	230,944,000,000	-998,000,000	130,460,000,000	94,800,000,000

Company Performance in South African Rand - ZAR

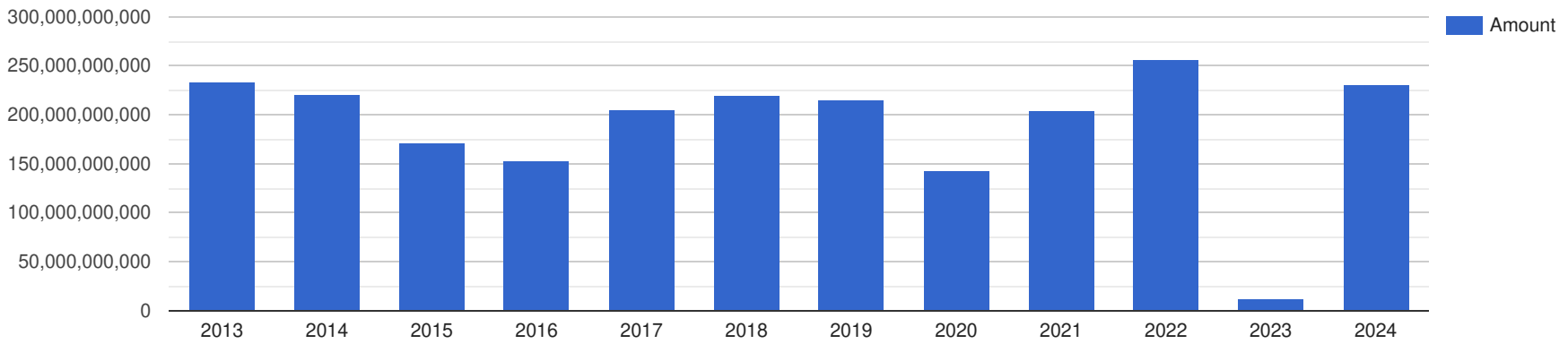
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2013	2,326,940,000,000	-76,880,000,000	1,549,320,000,000	1,017,830,000,000
2014	2,456,366,666,667	47,255,555,556	1,691,166,666,667	1,119,166,666,667
2015	2,131,212,500,000	-100,200,000,000	1,606,062,500,000	1,089,275,000,000
2016	2,184,971,428,571	-7,842,857,143	1,780,000,000,000	1,154,557,142,857
2017	2,776,702,702,703	93,527,027,027	1,832,337,837,838	1,164,027,027,027
2018	3,231,676,470,588	68,808,823,529	1,892,235,294,118	1,224,838,235,294
2019	3,117,550,724,638	-12,869,565,217	1,798,202,898,551	1,229,565,217,391
2020	2,033,400,000,000	-73,085,714,286	1,685,714,285,714	1,194,257,142,857
2021	3,237,328,799,771	117,178,810,893	2,025,962,057,898	1,439,400,680,034
2022	4,421,139,896,373	395,146,804,836	2,289,861,830,743	1,508,877,374,784
2023	217,829,000,000	5,417,000,000	123,869,000,000	85,632,000,000
2024	4,212,769,062,386	-18,205,034,659	2,379,788,398,395	1,729,295,877,417

Company Performance Changes Report

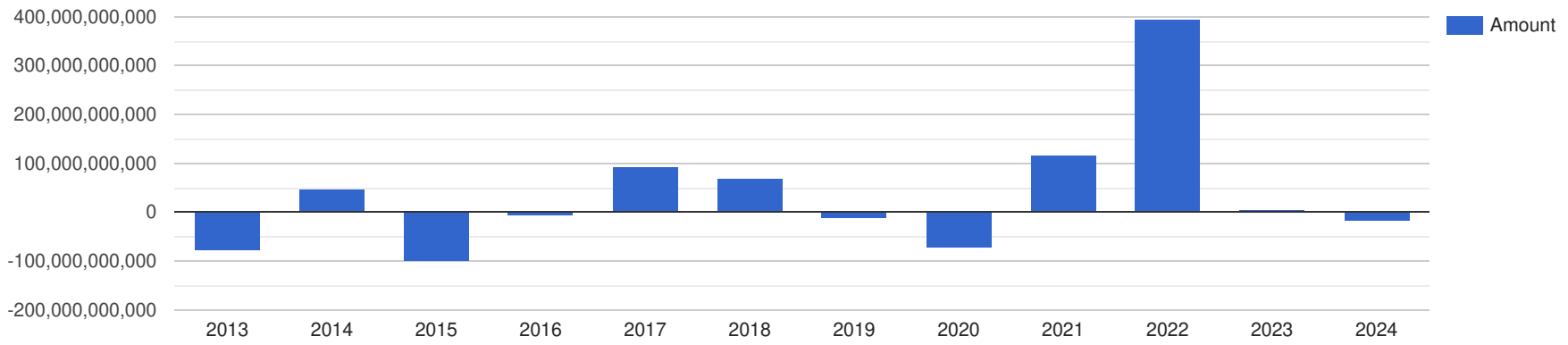
Company Revenue - ZAR



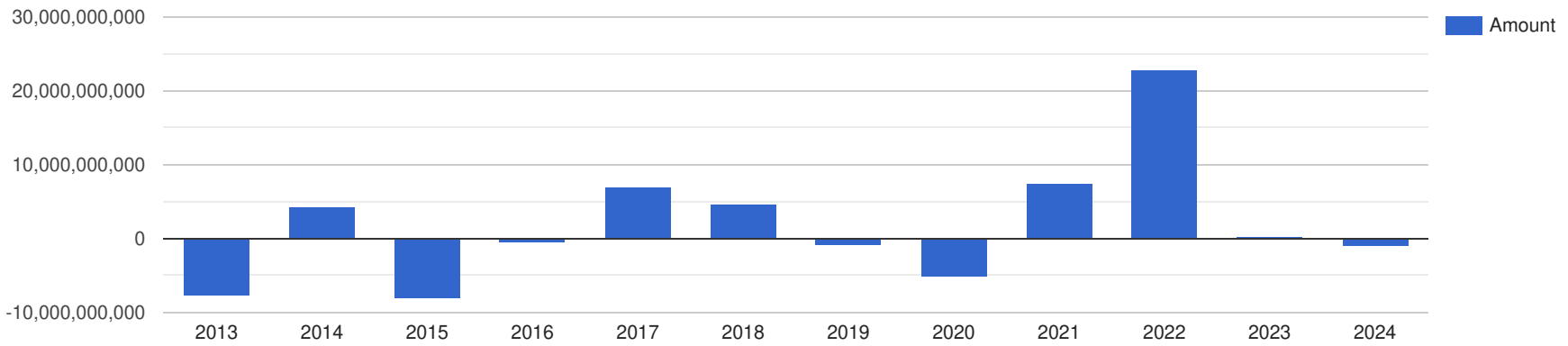
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2013	Glasenberg	Ivan	Male	Yes	Yes
2014	Glasenberg	Ivan	Male	Yes	Yes
2015	Glasenberg	Ivan	Male	Yes	Yes
2016	Glasenberg	Ivan	Male	Yes	Yes
2017	Glasenberg	Ivan	Male	Yes	Yes
2018	Glasenberg	Ivan	Male	Yes	Yes
2019	Glasenberg	Ivan	Male	Yes	Yes
2020	Glasenberg	Ivan	Male	Yes	Yes
2021	Glasenberg	Ivan	Male	Yes	Yes
2021	Nagle	Gary	Male	No	No
2022	Nagle	Gary	Male	No	No
2023	Nagle	Gary	Male	No	No
2024	Nagle	Gary	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2013	1,445,313	60,938	0	0	1,506,250	0	1,506,250
2014	1,447,000	2,000	0	64,000	1,513,000	0	1,513,000
2015	1,447,000	2,000	0	61,000	1,510,000	0	1,510,000
2016	1,447,000	2,000	0	60,000	1,509,000	0	1,509,000
2017	1,447,000	4,000	0	62,000	1,513,000	0	1,513,000
2018	1,447,000	56,000	0	0	1,503,000	0	1,503,000
2019	1,447,000	4,000	52,000	0	1,503,000	0	1,503,000
2020	1,447,000	57,000	0	4,000	1,508,000	0	1,508,000
2021	1,623,000	71,000	2,105,000	165,000	3,964,000	0	3,964,000
2022	1,800,000	60,000	4,211,000	0	6,071,000	0	6,071,000
2023	1,854,000	121,000	3,843,000	15,000	5,833,000	0	5,833,000
2024	2,000,000	149,000	0	0	2,149,000	3,116,000	5,265,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2013	3	2,723,438	2,817,188	907,813	939,063
2014	1	1,447,000	1,513,000	1,447,000	1,513,000
2015	1	1,447,000	1,510,000	1,447,000	1,510,000
2016	1	1,447,000	1,509,000	1,447,000	1,509,000
2017	1	1,447,000	1,513,000	1,447,000	1,513,000
2018	1	1,447,000	1,503,000	1,447,000	1,503,000
2019	1	1,447,000	1,503,000	1,447,000	1,503,000
2020	1	1,447,000	1,508,000	1,447,000	1,508,000
2021	2	1,623,000	3,964,000	811,500	1,982,000
2022	1	1,800,000	6,071,000	1,800,000	6,071,000
2023	1	1,854,000	5,833,000	1,854,000	5,833,000
2024	1	2,000,000	2,149,000	2,000,000	2,149,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2013	13	2,150,000	165,385
2014	7	2,179,000	311,286
2015	7	2,271,000	324,429
2016	7	2,271,000	324,429
2017	8	2,484,000	310,500
2018	8	2,509,000	313,625
2019	7	2,745,000	392,143
2020	7	2,696,000	385,143
2021	9	2,756,000	306,222
2022	8	2,897,000	362,125
2023	8	2,905,000	363,125
2024	8	7,897,636	987,205

CEO Remuneration - ZAR:

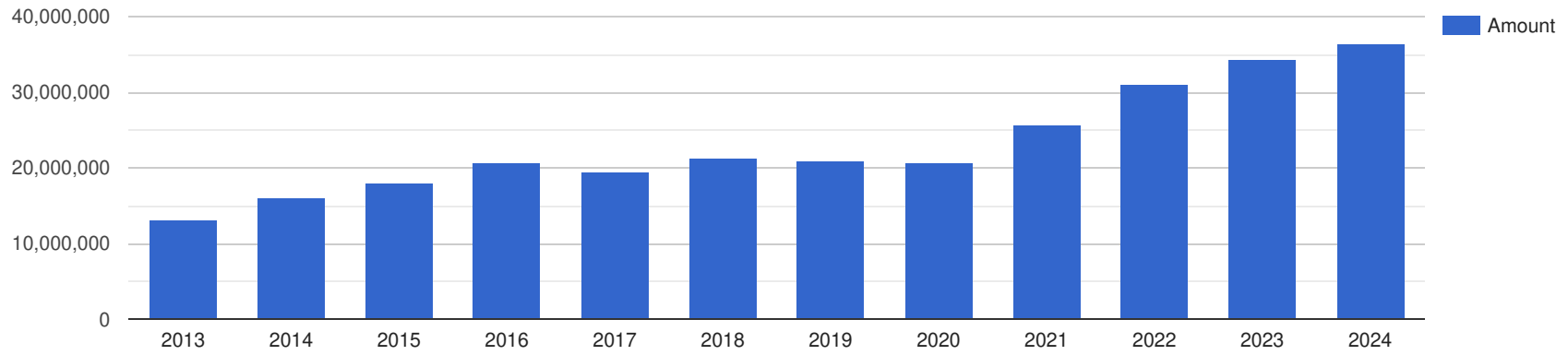
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2013	13,214,286	557,143	0	0	13,771,429	0	13,771,429
2014	16,077,778	22,222	0	711,111	16,811,111	0	16,811,111
2015	18,087,500	25,000	0	762,500	18,875,000	0	18,875,000
2016	20,671,429	28,571	0	857,143	21,557,143	0	21,557,143
2017	19,554,054	54,054	0	837,838	20,445,946	0	20,445,946
2018	21,279,412	823,529	0	0	22,102,941	0	22,102,941
2019	20,971,014	57,971	753,623	0	21,782,609	0	21,782,609
2020	20,671,429	814,286	0	57,143	21,542,857	0	21,542,857
2021	25,761,905	1,126,984	33,412,698	2,619,048	62,920,635	0	62,920,635
2022	31,034,483	1,034,483	72,603,448	0	104,672,414	0	104,672,414
2023	34,333,333	2,240,741	71,166,667	277,778	108,018,519	0	108,018,519
2024	36,363,636	2,709,091	0	0	39,072,727	56,654,545	95,727,273

Executive Director Remuneration - ZAR:

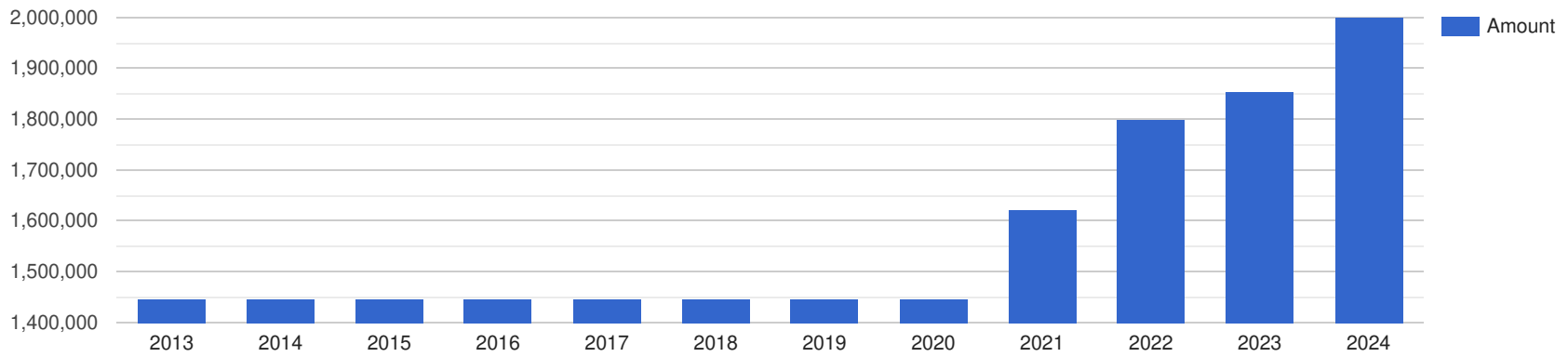
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2013	3	24,900,000	25,757,143	8,300,000	8,585,714
2014	1	16,077,778	16,811,111	16,077,778	16,811,111
2015	1	18,087,500	18,875,000	18,087,500	18,875,000
2016	1	20,671,429	21,557,143	20,671,429	21,557,143
2017	1	19,554,054	20,445,946	19,554,054	20,445,946
2018	1	21,279,412	22,102,941	21,279,412	22,102,941
2019	1	20,971,014	21,782,609	20,971,014	21,782,609
2020	1	20,671,429	21,542,857	20,671,429	21,542,857
2021	2	25,761,905	62,920,635	12,880,952	31,460,317
2022	1	31,034,483	104,672,414	31,034,483	104,672,414
2023	1	34,333,333	108,018,519	34,333,333	108,018,519
2024	1	36,363,636	39,072,727	36,363,636	39,072,727

Company Directors Fee Changes

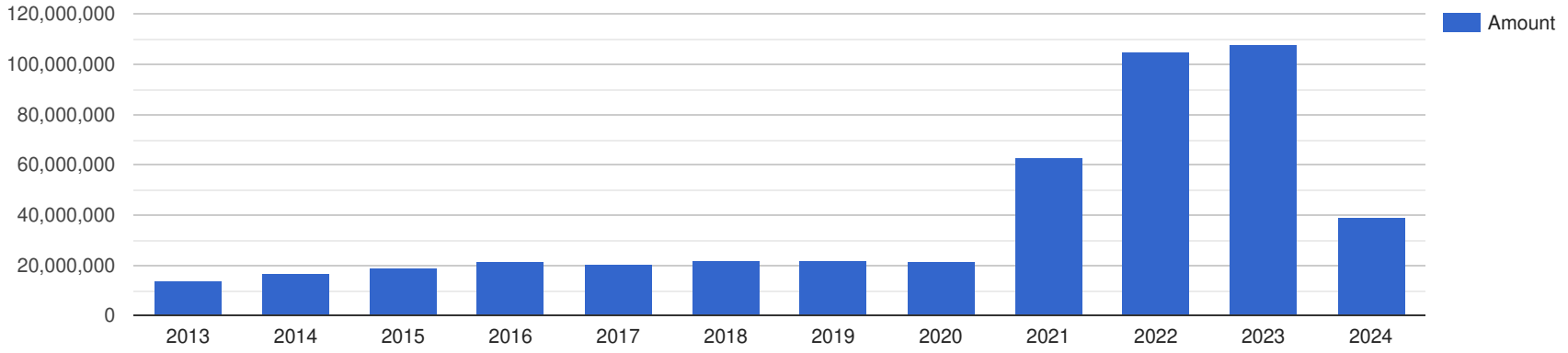
CEO Salary - ZAR



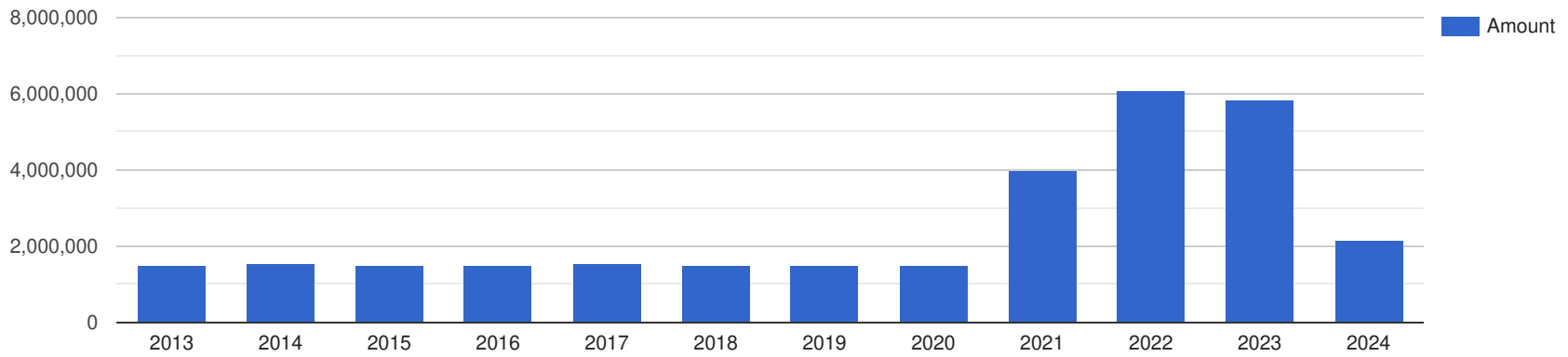
CEO Salary - USD



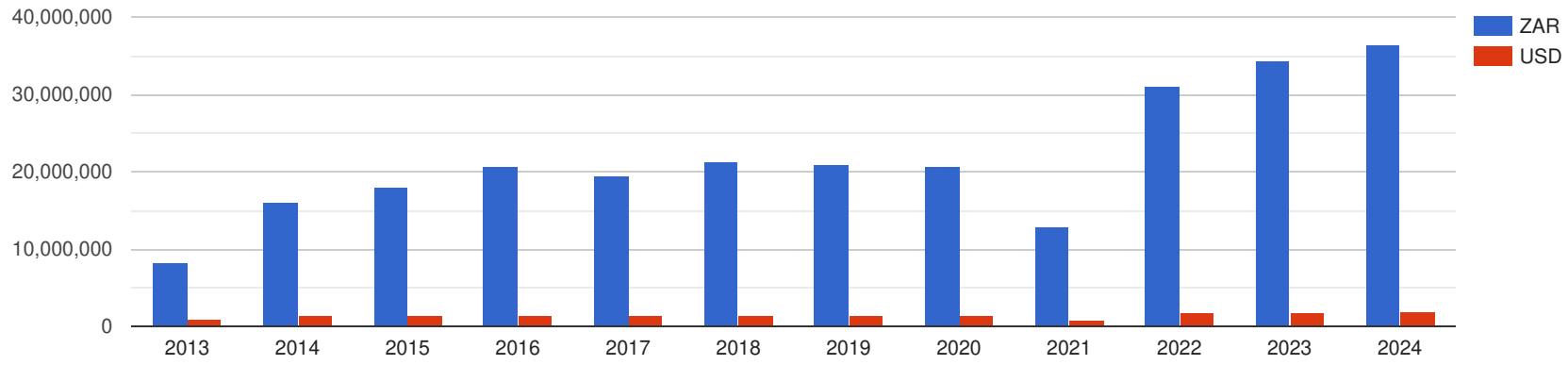
CEO Remuneration - ZAR



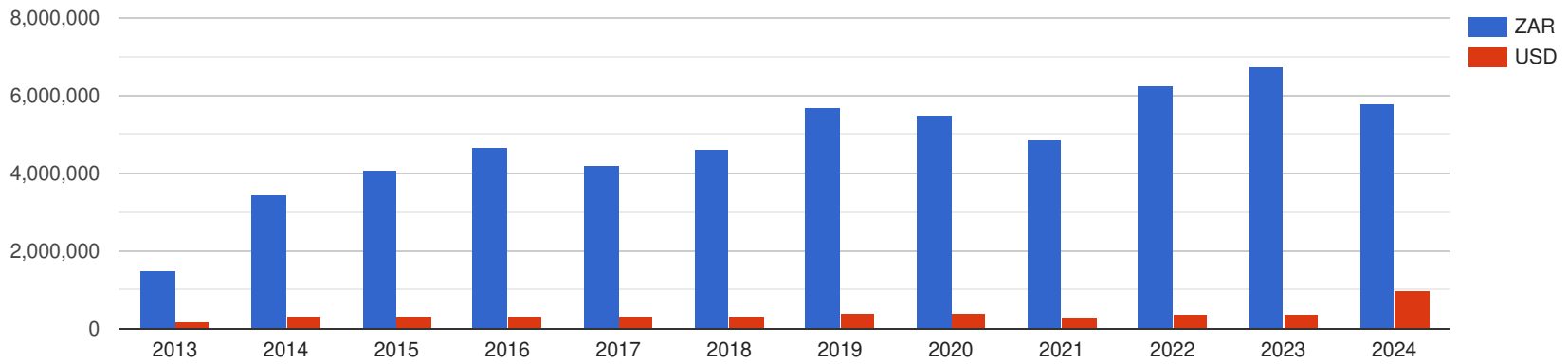
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2013	0	0	110378
2014	0	0	181349
2015	0	0	156468
2016	0	0	154832
2017	0	0	154832
2018	0	0	25000
2019	89092	70253	159345
2020	145000	0	145000
2021	81284	53630	134914
2022	81706	59919	141625
2023	155708	0	155708
2024	0	0	150000

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
United States of America	No	No	0
Antigua and Barbuda	No	No	0
Australia	No	No	0
Canada	No	No	0
Chile	No	No	0
Peru	No	No	0
Philippines	No	No	0
Zambia	No	No	0
Congo, Democratic Republic	No	No	0
Kazakhstan	No	No	0
South Africa	No	No	0
United Kingdom	No	No	0
France	No	No	0
Norway	No	No	0
Switzerland	No	No	0
Dominican Republic	No	No	0
New Caledonia	No	No	0
Burkina Faso	No	No	0
Germany	No	No	0
Spain	No	No	0
Argentina	No	No	0
Italy	No	No	0
Namibia	No	No	0
Bolivia	No	No	0
Columbia	No	No	0
Bermuda	No	No	0
China	No	No	0
Brazil	No	No	0
Poland	No	No	0
Czech Republic	No	No	0
Hungary	No	No	0
Netherlands	No	No	0
Singapore	No	No	0
United Arab Emirates	No	No	0
Tanzania	No	No	0
Mauritania	No	No	0
Russia	No	No	0
Belgium	No	No	0
Jersey	No	No	0

Jersey	No	No	0

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	14	0	0	0	0	0	0	0	No
United Kingdom	2014	0	0	0	0	0	0	0	0	No
Argentina	2014	0	0	0	0	0	0	0	0	No
Australia	2014	0	0	0	0	0	0	0	0	No
Bolivia	2014	0	0	0	0	0	0	0	0	No
Brazil	2014	0	0	0	0	0	0	0	0	No
Chile	2014	0	0	0	0	0	0	0	0	No
China	2014	0	0	0	0	0	0	0	0	No
Columbia	2014	0	0	0	0	0	0	0	0	No
Tanzania	2014	1	0	0	0	0	0	0	0	No
Antigua and Barbuda	2014	0	0	0	0	0	0	0	0	No
Belgium	2014	0	0	0	0	0	0	0	0	No
Bermuda	2014	0	0	0	0	0	0	0	0	No
Burkina Faso	2014	1	0	0	0	0	0	0	0	No
Canada	2014	0	0	0	0	0	0	0	0	No
Congo, Democratic Republic	2014	1	0	0	0	0	0	0	0	No
Czech Republic	2014	0	0	0	0	0	0	0	0	No
Dominican Republic	2014	0	0	0	0	0	0	0	0	No
France	2014	0	0	0	0	0	0	0	0	No
Germany	2014	0	0	0	0	0	0	0	0	No
Hungary	2014	0	0	0	0	0	0	0	0	No
Italy	2014	0	0	0	0	0	0	0	0	No
Jersey	2014	0	0	0	0	0	0	0	0	No
Kazakhstan	2014	0	0	0	0	0	0	0	0	No
Mauritania	2014	1	0	0	0	0	0	0	0	No
Namibia	2014	1	0	0	0	0	0	0	0	No
Netherlands	2014	0	0	0	0	0	0	0	0	No
New Caledonia	2014	0	0	0	0	0	0	0	0	No
Norway	2014	0	0	0	0	0	0	0	0	No
Peru	2014	0	0	0	0	0	0	0	0	No
Philippines	2014	0	0	0	0	0	0	0	0	No
Poland	2014	0	0	0	0	0	0	0	0	No
Russia	2014	0	0	0	0	0	0	0	0	No
Singapore	2014	0	0	0	0	0	0	0	0	No
Spain	2014	0	0	0	0	0	0	0	0	No
Switzerland	2014	0	0	0	0	0	0	0	0	No

United Arab Emirates	2014	0	0	0	0	0	0	0	0	No
Zambia	2014	2	0	0	0	0	0	0	0	No
United States of America	2014	0	0	0	0	0	0	0	0	No