

GLENCORE  
INTERNATIONAL PLC

*From the office of the Chairman*  
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The Rt Hon Dr Vince Cable MP  
Secretary of State for Business, Innovation & Skills  
Department for Business, Innovation & Skills  
1 Victoria Street  
London SW1H 0ET  
U.K.

18<sup>th</sup> February, 2013

*Dear Dr. Cable*

**BOARD APPOINTMENTS**

Thank you for your letter of 29<sup>th</sup> January with regards to the Government's initiative regarding women on the boards of major companies.

I can assure you of Glencore's commitment to diversity throughout its business including the broadening of the composition of our Board. A search process for a female Non-Executive Director was initiated for which a number of potential leading female business leaders were identified. However, this process was put on hold due to the merger with Xstrata. The appointment of a female Board director is a significant consideration and will be an important area of focus for the new nominations committee.

I understand that Ivan Glasenberg is planning to meet you to discuss this matter further.

Yours sincerely,

*Simon Murray*

Simon Murray  
Chairman

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