

Barloworld Limited
(Incorporated in the Republic of South Africa)
(Registration number 1918/000095/06)
(Income Tax Registration number 9000/051/71/5)
(Share code: BAW)
(JSE ISIN: ZAE000026639)
(Share code: BAWP)
(JSE ISIN: ZAE000026647)
(Bond issuer code: BIBAW)
("Barloworld" or "the Company")

ALLOCATION OF FORFEITABLE SHARES

In accordance with paragraph 3.63 of the JSE Listings Requirements, shareholders are advised that the following executive director and company secretary of Barloworld, were awarded shares in terms of the Company's forfeitable share plan (all off market) on 25 November 2022, the salient details of which are set out below:

Executive Director and Company Secretary of Barloworld:

Name of executive director:	Nopasika Lila
Name of company:	Barloworld
Designation:	Group Finance Director
Number of forfeitable shares awarded:	27 430 Barloworld ordinary shares
Consideration:	Nil
Average price at which shares were awarded:	R108.1637
Vesting period:	Three years from award date
Value:	R2 966 930.29
Acceptance date:	06 December 2022
Nature of transaction:	Direct beneficial interest

Name of Company Secretary:	Nomini Rapoo
Name of company:	Barloworld
Designation:	Group Company Secretary
Number of forfeitable shares awarded:	16 510 Barloworld ordinary shares
Consideration:	Nil
Average price at which shares were awarded:	R108.1637
Vesting period:	Three years from award date
Value:	R1 785 782.69
Acceptance date:	06 December 2022
Nature of transaction:	Direct beneficial interest

Approximately 100% of the shares awarded to the Group Finance Director and Company Secretary of Barloworld are subject to performance conditions. The performance conditions include performance targets for improvement in Return on Invested Capital (ROIC), Free Cash Flow (FCF) and growth in Headline Earnings Per Share (HEPS).

The necessary clearance in terms of paragraph 3.66 of the JSE Listings Requirements has been obtained.

Barloworld shareholders approved the forfeitable share plan ("FSP") at the Company's annual general meeting on 28 January 2010. The FSP is designed to align the objectives of Barloworld senior management with the interests of shareholders.

The allocation of forfeitable shares was determined by the Barloworld remuneration committee on a market related basis.

Sandton
08 December 2022

Sponsor: Nedbank Corporate and Investment Banking, a division of Nedbank Limited