

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)
(A2X Code: BAW)
(JSE ISIN: ZAE000026639)
(Share code: BAWP)
(JSE ISIN: ZAE000026647)
Alpha code: BIBAW
("Barloworld" or the "company")

AVAILABILITY OF INTEGRATED ANNUAL REPORT, NOTICE OF ANNUAL GENERAL MEETING, CHANGES TO THE BOARD AND PROGRESS ON THE ACHIEVEMENT OF KPIS FOR SUSTAINABILITY-LINKED DEBT SECURITIES

Integrated Annual Report

Further to the release of Barloworld's audited annual financial results for the twelve months ended 30 September 2023, published on 20 November 2023, the company's shareholders ("**Shareholders**") are advised that the 2023 Integrated Annual Report of the company ("**Integrated Report**") for the twelve months ended 30 September 2023, has been distributed to Shareholders today.

The Integrated Report is available on the company's website, www.barloworld.com/investors/integrated-reports/.

Shareholders wishing to receive a printed copy of the Integrated Report can e-mail their request to bawir@barloworld.com.

Notice of Annual General Meeting

Notice is hereby given that the hundred and seventh annual general meeting ("**AGM**") of Shareholders will be held virtually on Friday, 16 February 2024 at 09:00 for the purpose of considering and, if deemed fit, passing, with or without modification, the resolutions set out in the notice of AGM for the twelve months ended 30 September 2023 ("**AGM Booklet**").

Shareholders who wish to electronically participate in and/or vote at the AGM are required to complete the electronic participation application form attached to the AGM Booklet and email same to The Meeting Specialist Proprietary Limited as per the instructions contained in the AGM Booklet.

The Notice of AGM has been distributed to Shareholders today, and is available on the company's website, <https://www.barloworld.com/investors/integrated-reports/>. Shareholders wishing to receive a printed copy of the Notice of AGM can e-mail their request to bawir@barloworld.com.

The salient dates for the AGM are as follows:

Record date for the purposes of determining which Shareholders are entitled to receive the notice of AGM	Friday, 1 December 2023
AGM Booklet distributed to Shareholders	Tuesday, 12 December 2023
Last day to trade for the purposes of determining which Shareholders are entitled to attend, participate in and vote at the AGM	Tuesday, 6 February 2024
Record date for the purposes of determining which Shareholders are entitled to attend, participate in and vote at the AGM	Friday, 9 February 2024
For administrative purposes, proxy forms to be lodged by no later than 09:00	Wednesday, 14 February 2024
AGM to be held at 09:00	Friday, 16 February 2024
Results of AGM announcement released on SENS	Friday, 16 February 2024

Changes to the Board and Board Committee

In accordance with paragraph 3.59 of the JSE Limited Listings Requirements, Shareholders are hereby advised that Ms Hester Hickey will not stand for re-election at the forthcoming AGM, to be held on 16 February 2024, and will retire from the board of directors (the “**Board**”) with effect from the same date.

Following Hester’s retirement from the Board, Mr Vuyisa Nkonyeni has been appointed as the chairman of the audit committee with effect from 16 February 2024.

The Board would like to thank Hester for her contribution and dedication to the company over the years and wish her all the best for her future endeavours.

Resignation of Investor Relations Head

The Head of Investor Relations, Ms Nwabisa Piki has resigned with effect from 31 December 2023. The board and management would like to thank Nwabisa for the leadership that she has brought into this role. Her replacement will be announced in due course.

Sustainability-linked Debt Securities

Holders of the company’s sustainability-linked debt securities (“**Debt Securities**”) are hereby advised of the progress the company has made towards achieving the key performance indicators (“**KPIs**”) on the following Debt Securities, against the baseline/benchmark targets, as verified by the independent external reviewer(s):

BAW37

KPI Condition	Metric	Baseline (As at 30 September 2021)	SPT 1 (To be achieved on 30 September 2023)	SPT 1 Realised Value	Step-down Margin
LTIFR Condition	LTIFR (per 200,000 hours)	0.37	≤ 0.35 (6% improvement from Baseline)	0.17	2 bps
Solar Power Condition	MWh	1 398	≥ 1 680 (20% improvement from Baseline)	2 136	3 bps

BAW38

KPI Condition	Metric	Baseline (As at 30 September 2021)	SPT 1 (To be achieved on 30 September 2023)	SPT 1 Realised Value	Step-down Margin
LTIFR Condition	LTIFR (per 200,000 hours worked)	0.37	≤ 0.35 (6% improvement from Baseline)	0.17	2 bps
Solar Power Condition	MWh	1 398	≥ 1 680 (20% improvement from Baseline)	2 136	3 bps

BAWGL1

KPIS	KPIs	Unit of measurement	Baseline	GPTL 1 (September 2023)	Realised Value	GPTL performance	Applicable Margin Adjustment
KPI1	% Female representation in Leadership	Percentage (%)	44.9%	47.5% (2.6% improvement from Baseline)	52.6%	Achieved	-2 bps
KPI2	Discretionary Spend procurement from black women-owned suppliers as a % of total measured discretionary procurement spend	Percentage (%)	13.8%	14.4% (0.6% improvement from Baseline)	42.26%	Achieved	-1 bps
Total Margin Adjustment	-3 bps						

BAWGL2

KPIS	KPIs	Unit of measurement	Baseline	GPTL 1 (September 2023)	Realised Value	GPTL performance	Applicable Margin Adjustment
KPI1	% Female representation in Leadership	Percentage (%)	44.9%	47.5% (2.6% improvement from Baseline)	52.6%	Achieved	-2 bps
KPI2	Discretionary Spend procurement from black women-owned suppliers as a % of total measured discretionary procurement spend	Percentage (%)	13.8%	14.4% (0.6% improvement from Baseline)	42.26%	Achieved	-1 bps
Total Margin Adjustment	-3 bps						

The reporting criteria for the abovementioned Debt Securities' KPIs, and the independent reviewer(s) reports, are available on the company's website at www.barloworld.com/investors/debt-investors/

12 December 2023

Sponsor:

Nedbank Corporate and Investment Banking, a division of Nedbank Limited

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