

Below are the definitions and reporting criteria for the respective natural and human capital indicators:

Capital	Indicator	Unit of measurement	Barloworld Measurement Definition
Natural Capital	Solar PV consumption	Megawatt Hours (MWh)	The Solar PV consumption (MWh) across the Equipment various South African sites (6 in total) is monitored via online measurement and monitoring system/s. The output from the monitoring system/s is what is reported as consumption.
Human Capital	Diversity and Inclusion Targets	Percentage (%)	<p>The Diversity and Inclusion (D&I) targets are used as one of the contributing factors/weighing towards the annual incentive bonus calculation. The calculation of the actual results takes into consideration the level of influence that the executives have had in the ensuing financial year on the headcount results. This means that the headcount would be adjusted for areas where the divisional executive would not have had any control on the changes in the headcount. (operational vs board decisions e.g. S189).</p> <p>Headcount: Refers to divisional headcount for the South African operations for the various divisions to measure Economic Active Population (EAP) as this is a South African concept and doesn't necessarily apply to the rest of group operations.</p> <p>Race: African, Indian, Coloured, White and Foreign Nationals. Categorisation as per the South African Department of Labour (EEA1 Forms).</p> <p>Gender: Male and Female as per Identity Number</p> <p>Grading: Barloworld uses the Willis Towers Watson Global Grading Job Evaluation system as a basis for evaluating jobs so that it can reflect internal levels assigned to a job based on the analysis of factors such as business expertise, functional knowledge, leadership, problem solving, impact and interpersonal skills.</p>