

## SUSTAINABILITY CERTIFICATE

From: BARLOWORLD LIMITED (the Issuer)

To: BAWGL1 Noteholders

CC: Debt Sponsor and Sustainability Coordinator

9 December 2024

Dear Sirs,

1. We refer to the BAWGL1 Notes. This is a Sustainability Certificate as contemplated in the applicable pricing supplement dated 22 August 2022 (the **BAWGL1 APS**). Terms and expressions defined in the BAWGL1 APS shall, unless otherwise defined in this Sustainability Certificate, have the same meanings in this Sustainability Certificate, unless inconsistent with the context.

2. We confirm that as at **30 September 2024**, the performance in relation to the applicable Gender Performance Target Level (GPTL) for the corresponding KPI is as follows:

KPIS	KPIs	Unit of measurement	Baseline	GPTL 2 (30 September 2024)	Realised Value	GPTL performance	Applicable Margin Adjustment
KPI1	% Female representation in Leadership <sup>1</sup>	Percentage (%)	44.9%	48.7% (3.8% improvement from Baseline)	52.54% <sup>LA</sup>	Achieved	-4 bps
KPI2	Discretionary Spend procurement from ≥30% black women-owned suppliers as a % of total measured discretionary procurement spend <sup>1</sup>	Percentage (%)	13.8%	14.70% (0.9% improvement from Baseline)	19.07% <sup>LA</sup>	Achieved	-2 bps
<b>Total Margin Adjustment</b>							<b>-6 bps</b>

<sup>1</sup> Reporting criteria for the selected KPIs above are defined in the reporting criteria document available on the Barloworld website ([https://barloworld.com/pdf/cpd\\_disclosures/2024/non-financial-reporting-criteria-fy2024.pdf](https://barloworld.com/pdf/cpd_disclosures/2024/non-financial-reporting-criteria-fy2024.pdf))

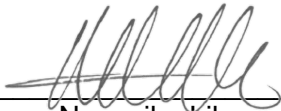
LA – Limited Assurance provided by PwC Inc., refer to link for Assurance Report  
([https://barloworld.com/pdf/investors/debt\\_instruments/debt\\_programme/2024/bawgl1-assurance-report.pdf](https://barloworld.com/pdf/investors/debt_instruments/debt_programme/2024/bawgl1-assurance-report.pdf))

For and on behalf of  
**BARLOWORLD LIMITED**



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Name: Relebohile Malahleha  
Capacity: Executive: Strategic Finance  
Who warrants her/his authority hereto



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Name: Nopasika Lila  
Capacity: Group Finance Director  
Who warrants her/his authority hereto