



Barloworld

Barloworld Limited
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Reg No 1918/000095/06
Tyre Registration Number TPREG0063GAU

SUSTAINABILITY CERTIFICATE

From: BARLOWORLD LIMITED (the Issuer)

To: BAWGL2 Noteholders

CC: Debt Sponsor and Sustainability Coordinator

20 January 2026

Dear Sirs,

1. We refer to the BAWGL2 Notes. This is a Sustainability Certificate as contemplated in the applicable pricing supplement dated 22 August 2022 (the **BAWGL2 APS**). Terms and expressions defined in the BAWGL2 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 2025**, 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 3 (30 September 2025)	Realised Value	GPTL performance	Applicable Margin Adjustment
KPI1	% Female representation in Leadership ¹	Percentage (%)	44.9%	50.0% (5.1% improvement from Baseline)	50.98% ^{LA}	Achieved	-6 bps
KPI2	Discretionary Spend procurement from ≥30% black women-owned suppliers as a % of total measured discretionary procurement spend ¹	Percentage (%)	13.8%	15.0% (1.2% improvement from Baseline)	19.98% ^{LA}	Achieved	-3 bps
Total Margin Adjustment							-9bps

¹ 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/2025/barloworld-non-financial-reporting-criteria-fy2025.pdf)

Directors NN Gwagwa (Chairman) DM Sewela (Chief Executive) NV Lila (Finance Director) NP Mnxasana NV Mokhesi HN Molotsi V Nkonyeni
B Odunewu* P Schmid N Chiaranda**

Secretary: N Rapoo * (Nigerian) ** (Italian)

LA – Limited Assurance provided by PwC Inc., refer to link for Assurance Report
(https://barloworld.com/pdf/investors/debt_instruments/debt_programme/2025/bawgl2-assurance-report.pdf)

For and on behalf of
BARLOWORLD LIMITED

Name: Relebohile Malahleha
Capacity: Group Finance Director
Who warrants her/his authority hereto

Name: Patrick Ndlovu
Capacity: Executive Group Finance
Who warrants her/his authority hereto