

BARCLAYS AFRICA GROUP LIMITED
(Incorporated in the Republic of South Africa)
(Registration number: 1986/003934/06)
Share Code: BGA
ISIN: ZAE000174124
(Barclays Africa Group)

BARCLAYS AFRICA GROUP LIMITED SHARE VALUE PLAN (SVP)

A. 2016 SVP – Grant of Deferred Award

Consistent with our policy on incentive awards to senior employees, each annual incentive award is deferred as to 60% thereof. Of this deferral amount, 50% is into the Share Value Plan (SVP) and 50% into the Cash Value Plan (CVP). The individual has a choice to convert all or part of the CVP into SVP.

The number of shares under the 2016 SVP was fixed with reference to the 20-day volume-weighted average price up to 4 March 2016, being the grant date. This table sets out the deferred incentives which were awarded into the SVP and granted to the executive directors and company secretary off market.

Director/Secretary	Transaction Date	Award Type	Number of Shares Awarded	Price of Shares at Grant (R)	Total Value (R)
Maria Ramos*	4 March 2016	SVP 2016	56 312	145.97	8 219 862.64
David Hodnett*	4 March 2016	SVP 2016	53 435	145.97	7 799 906.95
Nadine Drutman	4 March 2016	SVP 2016	2 473	145.97	360 983.81

*Both executive directors elected to convert the whole of their CVP awards into the SVP.

B. 2015 SVP – Vesting of Deferred Award

A third of the shares granted under the 2015 SVP vested on 4 March 2015 and were released to the participants as a result thereof. The release price was set in reference to the closing market price on the day before vesting. Sufficient shares were sold on the market by the Barclays Africa Group Employee Incentive Trust to cover the employee tax obligation (and the Trustee's withholding obligation). The table below sets out the shares released to the company secretary and the sale for tax transaction. The Executive Directors' 2015 SVP is subject to an additional 6 month holding period and will therefore be released in September 2016.

Secretary	Transaction Date	Award Type	Transaction Type	Number of Shares	Price of Shares (R)**	Total Value (R)
Nadine Drutman	4 March 2016	SVP 2015	Release	640	142.01	90 886.40
Nadine Drutman	4 March 2016	SVP 2015	Sale for tax	266	139.84	37 197.44

**The release price is the spot price on 3 March 2016 and it is used to calculate the value of gain for the share release which is used to determine the taxes due. The sale for tax price is the actual price achieved on the market to meet the tax obligation.

C. 2016 Share Incentive Award (SIA)

50% of an executive director's non-deferred annual incentive is delivered as shares (the SIA) around the time the non-deferred cash incentive award is paid. The SIA is subject to a six-month holding period and will be released in September of the same year.

The number of shares under the 2016 SIA was fixed with reference to the 20-day volume-weighted average price up to 4 March 2016, being the grant date.

The share awards in respect of the SIA were granted to the executive directors off market as set out in the table below. These shares will be released to the individuals six months after the award.

Director	Transaction Date	Award Type	Number of Shares Awarded	Price of Shares at Grant (R)	Total Value (R)
Maria Ramos	4 March 2016	SIA 2016	18 770	145.97	2 739 856.90
David Hodnett	4 March 2016	SIA 2016	17 811	145.97	2 599 871.67

Clearance to deal was obtained by the two executive directors and the company secretary.

Johannesburg
9 March 2016

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