

## **B-BBEE VERIFICATION REPORT**

Sasol Limited

Registration Number: 1979/003231/06

VAT Number: 4750103162

Measured Period: 01 Jul 2020 to 30 Jun 2021

Certificate Number: SVSG21121840

Report Date: 13 Dec 2021

Siyandisa Verification Business Solutions (Pty) Ltd

Unit 15 Waterford Office Park, Fourways

Ph: 010 476 0900 Fax: 086 724 5545

|                              |                       |
|------------------------------|-----------------------|
| Document Number : CP7F1      | Compiled by : C Singh |
| Version : 03                 | Approved by : B Mzila |
| Effective Date : 25 May 2017 | Page : 1 of 8         |

| <b>Sasol Limited</b>            |   |
|---------------------------------|---|
| <b>Registration Number:</b>     | <b>1979/003231/06</b>                                       |
| <b>VAT Number:</b>              | <b>4750103162</b>   |
| <b>Measured Period:</b>         | <b>01 Jul 2020 to 30 Jun 2021</b>                           |
| <b>Codes:</b>                   | <b>Revised Codes of Good Practice on Bee - Generic 2019</b> |
| <b>Sub-Sector:</b>              | <b>Not Applicable</b>                                       |
| <b>Scorecard:</b>               | <b>Generic</b>  |
| <b>Empowering Supplier:</b>     | <b>YES</b>  |
| <b>Level Discounted:</b>        | <b>No</b>   |
| <b>Overall BEE Score</b>        | <b>92.20 of 120.00 (incl. bonus points)</b>                 |
| <b>B-BBEE Status Levels</b>     | <b>110.00 %</b>   |
| <b>B-BBEE Recognition Level</b> | <b>Level 3</b>  |
| <b>Report Date</b>              | <b>13 Dec 2021</b>  |
| <b>Report Version</b>           | <b>Prelim of 2021/12/13</b>                                 |
| <b>Certificate Number</b>       | <b>SVSG21121840</b>   |

| Ownership   |            |             |              |                  |              |
|---|------------|-------------|--------------|------------------|--------------|
| Indicators  | Compliance | Denominator | Weighting    | Target           | Points       |
| Exercisable Voting Rights in the Entity in the hands of Black people  | 55.33 %    | 100.00 %    | 4.00         | 25.00 % + 1 VOTE | 4.00         |
| Exercisable Voting Rights in the Entity in the hands of Black women   | 19.59 %    | 100.00 %    | 2.00         | 10.00 %          | 2.00         |
| Economic Interest in the Entity to which Black people are entitled  | 42.08 %    | 100.00 %    | 4.00         | 25.00 %          | 4.00         |
| Economic Interest in the Entity to which Black women are entitled   | 19.99 %    | 100.00 %    | 2.00         | 10.00 %          | 2.00         |
| Economic Interest of any of the following Black natural people in the Measured Entity: BDG, EOS, BBOS or Co-Ops | 0.03 %     | 100.00 %    | 3.00         | 3.00 %           | 0.03         |
| New entrants  | 0.09 %     | 100.00 %    | 2.00         | 2.00 %           | 0.09         |
| Net Value (Formula A)   | 20.96 %    | 100.00 %    | 8.00         | 2.67 %           | 8.00         |
| Net Value (Formula B)   | 42.08 %    | 100.00 %    |              | 25.00 %          |              |
| <b>40% Subminimum Met</b>   | <b>Yes</b> |             |              |                  |              |
| <b>Total</b>  |            |             | <b>25.00</b> |                  | <b>20.12</b> |

| Management Control   |             |         |             |              |         |              |
|--|-------------|---------|-------------|--------------|---------|--------------|
| Indicators   | Compliance* |         | Denominator | Weighting    | Target  | Points       |
| Exercisable voting rights of black board members as a percentage of all board members        | 43.75 %     |         | 100.00 %    | 2.00         | 50.00 % | 1.75         |
| Exercisable voting rights of black female board members as a percentage of all board members | 18.75 %     |         | 100.00 %    | 1.00         | 25.00 % | 0.75         |
| Black Executive directors as a percentage of all executive directors                         | 1.00        | 33.33 % | 3           | 2.00         | 50.00 % | 1.33         |
| Black female Executive directors as a percentage of all executive directors                  | 0.00        | 0.00 %  | 3           | 1.00         | 25.00 % | 0.00         |
| Black Other Executive Management as a percentage of all Other Executive Management           | 2.00        | 33.33 % | 6           | 2.00         | 60.00 % | 1.11         |
| Black Female Other Executive Management as a percentage of all Executive Management          | 2.00        | 33.33 % | 6           | 1.00         | 30.00 % | 1.00         |
| Black Employees in Senior Management as a percentage of all Senior Management                | 271.80      | 28.70 % | 947         | 2.00         | 60.00 % | 0.96         |
| Black Female Employees in Senior Management as a percentage of all Senior Management         | 88.83       | 9.38 %  | 947         | 1.00         | 30.00 % | 0.31         |
| Black Employees in Middle Management as a percentage of all Middle Management                | 1,720.41    | 44.67 % | 3851        | 2.00         | 75.00 % | 1.19         |
| Black Female Employees in Middle Management as a percentage of all Middle Management         | 707.18      | 18.36 % | 3851        | 1.00         | 38.00 % | 0.48         |
| Black Employees in Junior Management as a percentage of all Junior Management                | 7,036.53    | 61.47 % | 11448       | 1.00         | 88.00 % | 0.70         |
| Black Female Employees in Junior Management as a percentage of all Junior Management         | 1,893.08    | 16.54 % | 11448       | 1.00         | 44.00 % | 0.38         |
| Black Employees with disabilities as percentage of all employees                             | 92.00       | 0.35 %  | 26337       | 2.00         | 2.00 %  | 0.35         |
| <b>Total</b>   |             |         |             | <b>19.00</b> |         | <b>10.31</b> |

\*EAP target adjusted compliance where applicable

| Skills Development  |                  |        |                     |              |        |              |
|---|------------------|--------|---------------------|--------------|--------|--------------|
| Indicators  | Compliance*      |        | Denominator         | Weighting    | Target | Points       |
| Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount                      | R 489,906,831.54 | 2.89 % | R 16,979,580,563.00 | 6.00         | 3.50 % | 4.95         |
| Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions   | R 49,095,713.50  | 0.29 % | R 16,979,580,563.00 | 4.00         | 2.50 % | 0.46         |
| Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount | R 6,897,640.62   | 0.04 % | R 16,979,580,563.00 | 4.00         | 0.30 % | 0.54         |
| Number of Black people participating in Learnerships, Apprenticeships and internships as a percentage of total employees  | 1,297.39         | 4.93 % | 26337               | 6.00         | 5.00 % | 5.91         |
| Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme  | 68.00            | 0.26 % | 26337               | 5.00         | 5.00 % | 0.26         |
| <b>40% Subminimum Met</b>   | Yes              |        |                     |              |        |              |
| <b>Total</b>  |                  |        |                     | <b>25.00</b> |        | <b>12.12</b> |

\*EAP target adjusted compliance where applicable

| <b>Enterprise and Supplier Development</b>   |                     |          |                     |                  |               |               |
|--|---------------------|----------|---------------------|------------------|---------------|---------------|
| <b>Preferential Procurement</b>  |                     |          |                     |                  |               |               |
| <b>Indicators</b>  | <b>Compliance</b>   |          | <b>Denominator</b>  | <b>Weighting</b> | <b>Target</b> | <b>Points</b> |
| B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend  | R 46,687,379,959.37 | 117.29 % | R 39,806,508,647.74 | 5.00             | 80.00 %       | 5.00          |
| B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement | R 8,074,958,839.89  | 20.29 %  | R 39,806,508,647.74 | 3.00             | 15.00 %       | 3.00          |
| B-BBEE Procurement Spend from all Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend                           | R 3,951,253,383.23  | 9.93 %   | R 39,806,508,647.74 | 4.00             | 15.00 %       | 2.65          |
| B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend   | R 31,141,308,008.89 | 78.23 %  | R 39,806,508,647.74 | 11.00            | 50.00 %       | 11.00         |
| B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement S | R 20,739,322,593.46 | 52.10 %  | R 39,806,508,647.74 | 4.00             | 12.00 %       | 4.00          |
| <b>40% Subminimum Met</b>  | <b>Yes</b>          |          |                     |                  |               |               |
| B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.  | R 2,658,909,462.90  | 6.68 %   | R 39,806,508,647.74 | 2.00             | 2.00 %        | 2.00          |

| Supplier Development Contributions   |                  |        |                    |              |        |              |
|--|------------------|--------|--------------------|--------------|--------|--------------|
| Indicators   | Compliance       |        | Denominator        | Weighting    | Target | Points       |
| Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target                                     | R 190,662,366.78 | 7.09 % | R 2,689,553,690.02 | 10.00        | 2.00 % | 10.00        |
| <b>40% Subminimum Met</b>  | Yes              |        |                    |              |        |              |
| Enterprise Development   |                  |        |                    |              |        |              |
| Indicators   | Compliance       |        | Denominator        | Weighting    | Target | Points       |
| Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target        | R 183,237,446.71 | 6.81 % | R 2,689,553,690.02 | 5.00         | 1.00 % | 5.00         |
| <b>40% Subminimum Met</b>  | Yes              |        |                    |              |        |              |
| Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.                        | 4                | Yes    | 100%               | 1.00         | Yes    | 1.00         |
| Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity | 2160             | Yes    | 100%               | 1.00         | Yes    | 1.00         |
| <b>Total</b>   |                  |        |                    | <b>46.00</b> |        | <b>44.65</b> |
| Socio-Economic Development   |                  |        |                    |              |        |              |
| Indicators   | Compliance       |        | Denominator        | Weighting    | Target | Points       |
| Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Target  | R 179,823,966.75 | 6.69 % | R 2,689,553,690.02 | 5.00         | 1.00 % | 5.00         |
| <b>Total</b>   |                  |        |                    | <b>5.00</b>  |        | <b>5.00</b>  |

| <b>B-BBEE Status Levels</b> |  |                                 |
|-----------------------------|--|---------------------------------|
| <b>BEE Status</b>           | <b>Qualification</b>                           | <b>B-BBEE Recognition Level</b> |
| Level 1                     | ≥ 100 points on the Generic Scorecard          | 135.00 %                        |
| Level 2                     | ≥ 95 but < 100 points on the Generic Scorecard | 125.00 %                        |
| Level 3                     | ≥ 90 but < 95 points on the Generic Scorecard  | 110.00 %                        |
| Level 4                     | ≥ 80 but < 90 points on the Generic Scorecard  | 100.00 %                        |
| Level 5                     | ≥ 75 but < 80 points on the Generic Scorecard  | 80.00 %                         |
| Level 6                     | ≥ 70 but < 75 points on the Generic Scorecard  | 60.00 %                         |
| Level 7                     | ≥ 55 but < 70 points on the Generic Scorecard  | 50.00 %                         |
| Level 8                     | ≥ 40 but < 55 points on the Generic Scorecard  | 10.00 %                         |
| Non-Compliant               | < 40 points on the Generic Scorecard           | 0.00 %                          |

**Conclusion**

Based on the supporting documentation provided to Siyandisa by Sasol Limited and the evidence gathered at the on-site verification conducted by Siyandisa, Sasol Limited scored 92.20 of 120.00 (incl. bonus points) points on the Generic Scorecard and is therefore recognised as a level 3 contributor to B-BBEE with a 110.00 % B-BBEE Procurement Recognition level.

**FINAL SCORE:** 92.20 of 120.00 (incl. bonus points)

**B-BBEE STATUS LEVEL:** Level 3

**RECORDED BBEE STATUS LEVEL:** Level 3

**Verification Analyst(s)**

Tebogo Morare  
Bonginkosi Mzila  
Kgopotso Mpatso  
Thando Cindi

**Verification Manager(s)**

Cedric Singh