



# SASOL LIMITED

**SUSTAINABILITY REPORT**  
for the year ended 30 June 2022

SR



Delivering with Purpose  
**FUTURE SASOL**



# WHAT SUSTAINABILITY MEANS FOR SASOL



Sasol is a global chemicals and energy company. We harness our knowledge and expertise to integrate sophisticated technologies and processes into world-scale operating facilities. We strive to safely and sustainably source, produce and market a range of high-quality products globally.

## OUR PURPOSE | Innovating for a better world

Our Purpose compels us to deliver on triple bottom line outcomes of People, Planet and Profit, responsibly and with the intent to be a force for good. We have prioritised five Sustainable Development Goals (SDGs) to ensure our business is environmentally, socially and economically sustainable.

### OUR AMBITION

Grow shared value while accelerating our transition to Net Zero

### OUR SUSTAINABILITY STATEMENT

Advancing chemical and energy solutions that contribute to a thriving planet, society and enterprise

## Contributing to the United Nations (UN) SDGs and the Decade of Action

In our pursuit to contribute to the Decade of Action and our Purpose, we have additionally prioritised SDG 9. Our five prioritised SDGs are closely linked to our sustainability focus areas.. Information related to our contribution to the SDGs is indicated by the relevant SDG icon throughout this report and in the 2022 Climate Change Report [CCR](#). By understanding our contribution to the SDGs, we not only make Sasol more robust but also demonstrate how we contribute to the Decade of Action.



## African Business Leadership Coalition (ABLC)

To strengthen collaboration and partnerships on the African continent, Sasol's President and Chief Executive Officer (CEO) accepted an invitation to join the founding group of the ABLC, thereby enhancing our contribution to sustainability.

We are committed to the Ten Principles of the UN Global Compact guiding us in our business activities.



## OUR SUSTAINABILITY FOCUS AREAS AND RELATED SDGS

|  |   |  |  |
|--|---|--|--|
| <b>Safe and enduring operations</b><br>  | <b>Minimising our environmental footprint</b><br>   | <b>Resilience in a low-carbon future</b><br>   | <b>Growing shared value</b><br>  |
| <b>SDG 8: Decent work and economic growth</b><br>Enhancing safe and enduring operations is critical to value preservation and creation in order to deliver on our strategy | <b>SDG 9: Industry, innovation and infrastructure</b><br>Building resilient infrastructure, promoting sustainable industries and fostering innovation | <b>SDG 12: Responsible consumption and production</b><br>Remaining committed to minimising our impact of our operations on the environment | <b>SDG 13: Climate action</b><br>Accelerating our transformational changes through partnerships, technology and innovation |
| <b>SDG 17: Partnerships for the goals</b>  | Working to create positive and measurable socio-economic impacts and responding to key societal challenges  |  |  |

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OUR SUITE OF REPORTS



- IR Integrated Report**  
Concise communication on Sasol's strategy, governance, performance and outlook and how these lead to the preservation and creation of value over the short, medium and long term.
- SR Sustainability Report**  
Communication on Sasol's environmental, social and governance (ESG) performance.
- CCR Climate Change Report**  
Information on Sasol's climate change risk management process, response strategy and summary of work underway to address our climate change risks and opportunities.
- AFS Annual Financial Statements**  
A complete analysis of the Group's financial results, with detailed financial statements, as well as the Remuneration Report and Report of the Audit Committee.
- 20-F Form 20-F**  
Our annual report filed with the United States Securities and Exchange Commission (SEC), pursuant to our New York Stock Exchange listing.

These reports are available on our website, [www.sasol.com](http://www.sasol.com), or on request from Investor Relations. Contact details available on our website.

Director's approval

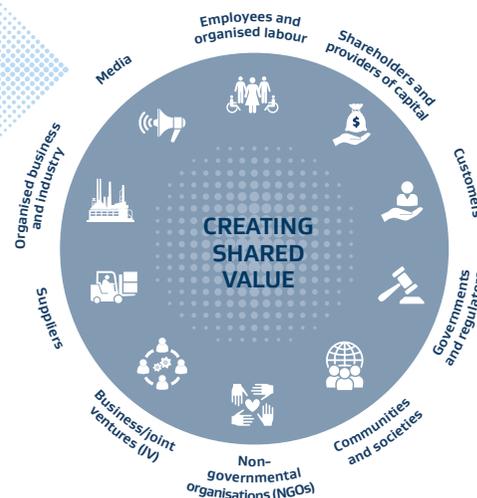
The Safety, Social and Ethics Committee (SSEC) of the Sasol Limited Board of Directors (Board) is responsible for ensuring the integrity of Sasol's sustainability reporting. We confirm that the 2022 Sustainability Report addresses all material issues and matters related to sustainability, and fairly represents the Group's sustainability performance. The SSEC, authorised by the Board, approved this report and its publication on 26 August 2022.

Signed on behalf of the SSEC:

**Muriel Dube**  
Chairperson of the SSEC

Our stakeholders

We are acutely aware of our economic, social and environmental impact and we take into account the issues of our stakeholders to identify those most pertinent in helping or hindering us in delivering our strategy. Refer to **IR** for the stakeholder issues informing our material matters. In this report, information relevant to our stakeholder issues is indicated with the relevant stakeholder icon.



Our suite of reports are informed by the following standards and initiatives. We have sought alignment with key reporting expectations and compliance with all relevant legal requirements.

|  | REPORTS   |            |             |
|--|-----------|------------|-------------|
| The International Integrated Reporting <IR> Framework                | <b>IR</b> | <b>AFS</b> |             |
| South African Companies Act 71 of 2008, as amended                   | <b>IR</b> | <b>AFS</b> |             |
| Johannesburg Stock Exchange (JSE) Listings Requirements              | <b>IR</b> | <b>AFS</b> |             |
| King IV™ Report on Corporate Governance for South Africa, 2016       | <b>IR</b> | <b>AFS</b> |             |
| International Financial Reporting Standards (IFRS)                   | <b>IR</b> | <b>AFS</b> | <b>20-F</b> |
| Global Reporting Initiative (GRI) Sustainability Reporting Standards | <b>SR</b> | <b>CCR</b> |             |
| Task Force on Climate-related Financial Disclosure (TCFD)            | <b>IR</b> | <b>SR</b>  | <b>CCR</b>  |
| UN Advanced reporting criteria and SDGs                              | <b>SR</b> | <b>CCR</b> |             |
| United States SEC rules and regulations                              |           |            | <b>20-F</b> |
| Sarbanes-Oxley Act of 2002   |           |            | <b>20-F</b> |
| JSE Sustainability and Climate Disclosure guidelines                 | <b>IR</b> | <b>SR</b>  | <b>CCR</b>  |

## ABOUT THIS REPORT

### REPORTING APPROACH

We adopt an integrated approach to reporting in order to better inform our stakeholders of the issues that affect our ability to preserve and create value, and limit cases of value erosion over the short, medium and long term. These also affect our ability to deliver Future Sasol. Refer to **IR** for our integrated reporting process.

This Sustainability Report is for the period 1 July 2021 to 30 June 2022 and is supplementary to our 2022 Integrated Report. We include sustainability performance information related to our businesses.



**Reporting boundary**  
We include data for the operations of our joint ventures in which we have significant management influence or operational control

**Reporting audience**  
This report intends to address the information needs of our stakeholders interested in Sasol's overall sustainability performance

**Reporting frameworks**  
Our report has been developed in accordance with the GRI Standards and can be referenced to our GRI Index. We have also applied the advanced level reporting criteria of the UN Global Compact, meeting the 21 advanced criteria. We have considered in our disclosures the JSE Sustainability and Climate Disclosure Guidance and have applied the recommendations from the TCFD. Refer to the previous page for the applicable reporting standards and framework for our suite of reports.

**Report integrity**  
The SSEC of the Sasol Limited Board is responsible for ensuring the integrity of Sasol's sustainability reporting. Refer to previous page for our Directors' approval of this report.

### Material matters

Our material matters have the potential to help or hinder the execution of our strategy thereby impacting our ability to create value in the short, medium and long term. They are derived from considering inputs from our stakeholders and our enterprise risk management process. The manner in which we manage our material matters directly influences our ability to become sustainable which is underpinned by the People, Planet and Profit approach. Content that addresses the information requirements of our stakeholders that are linked to our material matters are identified throughout this report by the relevant material matters icon. For more detail on our approach to determining our material matters refer to **IR**.

#### OUR MATERIAL MATTERS



### Committed to delivering sustainable value

Future Sasol embodies our intent to create sustainable value for all our stakeholders. This we do through the delivery of our strategy that takes into account the six capitals, the views of our stakeholders, the risks and opportunities that are presented by our operating environment, together with the changes in our material matters.

Our sustainability focus areas shape how we manage our business and execute our strategy to deliver sustainable growth and accelerated shareholder returns. In this report, we share detail on Sasol's sustainability performance in terms of People and Planet within our four sustainability focus areas and specifically in relation to three of the six capitals.

### HC HUMAN CAPITAL

To grow and steer our business and operate our facilities safely and efficiently, we require high-performing, innovative and diverse people with the right skills and experience. We focus on being an inclusive organisation, building and retaining critical skills and developing our leadership capabilities.

### SC SOCIAL CAPITAL

To create an enabling environment for operations and investment, we integrate the needs of our stakeholders into our business and we deliver on our commitments. We actively engage stakeholders to ensure we progress on strategy and have a multi-stakeholder approach to solve challenges.

### NC NATURAL CAPITAL

We use natural resources as well as renewable energy in our operations and leverage our Fischer-Tropsch (FT) technology to convert hydrocarbon reserves into value-adding product streams.

### Ten Principles of the UN Global Compact

Sasol signed up to the UN Global Compact in 2001 and we have committed to uphold its Ten Principles. We use these principles in developing and growing a sustainable business for the future. Every year, we report to our Group Executive Committee (GEC) and the SSEC on our progress in applying the Ten Principles. We have incorporated this information into this report as indicated by the applicable Ten Principles icon.

**HUMAN RIGHTS**

- Principles 1 and 2

**LABOUR**

- Principles 3, 4, 5 and 6

**ENVIRONMENT**

- Principles 7, 8 and 9

**ANTI-CORRUPTION**

- Principle 10

Several Sasol policies and procedures have been developed and implemented in keeping with our commitment to the Ten Principles of the UN Global Compact. These include but are not limited to Sasol's:

- Code of Conduct
- Human Rights Policy
- Human Rights Framework
- Supplier Code of Conduct
- Security Policy
- Safety, Health and Environment (SHE) Policy
- Anti-Bribery Policy
- Gifts, Entertainment and Hospitality Policy
- Whistle Blowing Policy

**Internal policies and procedures:**

- Supplier Industrial Relations Procedure
- Sasol Chemical's Policy on the production and use of hazardous chemicals
- One Sasol SHE Excellence Approach
- One Sasol Supply Chain Excellence Approach
- Enterprise Risk Management Framework

Publicly available at: [www.sasol.com](http://www.sasol.com)

The UN Ten Principles can be viewed at: [www.unglobalcompact.org/what-is-gc/mission/principles](http://www.unglobalcompact.org/what-is-gc/mission/principles)

# OUR SUSTAINABILITY JOURNEY

years of sustainability reporting

# 32

1990 – 1996

- **First Sasol Environmental report**
- **Responsible Care®** signatory
- **Sasol commenced sponsorship of the Osizweni Science Centre** **SR**



1997 – 2000

- **First global SHE Policy adopted**
- **SHE Centre established**
- **Sustainable Development committed as strategic priority**



2001 – 2002

- **Signatory to UN Global Compact and committed to the UN Ten Principles** **SR**
- **Launched HIV/Aids Programme**
- **Adopted greenhouse gas (GHG) reporting in terms of GHG protocol**

2003 – 2005

- **Safety included as a value** **SR**
- **Adopted GRI and annual sustainability reporting**
- **Signed the Energy Accord** **SR**



2012 – 2014

- **Integrated Reporting aligned with Integrated Reporting Framework and King IV™**
- **Adopted six capitals approach** **IR**
- **Commenced sponsorship of Solar Challenge** **SR**



2010 – 2011

- **Implemented sustainable development materiality process** **IR**
- **Approved R2 billion air emissions ten-year abatement projects** **SR**
- **Terminated coal-to-liquids (CTL) growth options**

2009 – 2010

- **Water disclosure in CDP reporting**
- **Gas turbines and gas engines increased own electricity generation**
- **Commenced sponsorship of women's football** **SR**



2006 – 2008

- **Endorsed UN Global Compact CEO Water Mandate**
- **Participated voluntarily in Carbon Disclosure Project (CDP)**
- **Sasol Foundation (Sasol Inzalo Foundation) established**



2015 – 2017

- **Supported the South African Government to sign the Paris Agreement** **CCR**
- **Joined EP100** **SR**
- **Voluntarily participated in the South African carbon budget process**



2018 – 2019

- **Incorporated TCFD and released our 1st Climate Change Report** **CCR**
- **Set four sustainability focus areas, linked to prioritised SDGs and organisational risk aspects** **SR**
- **Delivered fit-for-purpose wellbeing solutions for employees** **SR**



2020 – 2021

- **2030 climate change targets and 2050 Net Zero ambition approved** **CCR**
- **ESG ambition to be included in Dow Jones Sustainability Index (DJSI)** **IR**
- **Sasol ecoFT established** **IR**
- **Signatory of Operation Clean Sweep®** **SR**
- **Established the Centre for Shared value Management (CSVM)** **SR**



2022

- **Commenced Biodiversity Footprint process** **SR**
- **CEO accepted invitation as steering committee member of the ABLC** **SR**
- **Sasolburg Operations Green Drop Certified** **SR**
- **Sasol Chemicals Business recognised for providing innovative products that enable more environmentally-friendly formulations** **IR**
- **Three of our sites in Eurasia achieved International Sustainability and Carbon Certification (ISCC) PLUS certification**



Support to other initiatives:



SUSTAINABILITY AT A GLANCE

Delivering with Purpose  
FUTURE SASOL

OUR ESG AMBITION IS TO IMPROVE OUR SUSTAINABILITY PERFORMANCE



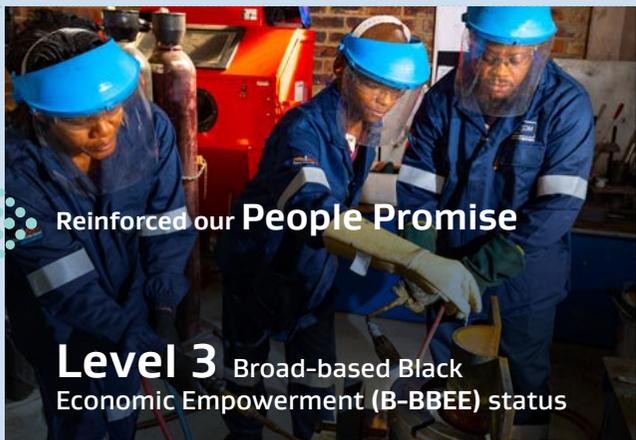
PEOPLE



28 630 employees

Safety recordable case rate  
0,27

Five tragic fatalities



Reinforced our People Promise

Level 3 Broad-based Black Economic Empowerment (B-BBEE) status



R1,2 billion spent on skills development

R743 million invested globally in socio-economic development initiatives

Black-owned business spend R33,6 billion in South Africa

100+ years



COMBINED EXPERIENCE OF SASOL BOARD OF DIRECTORS

- Safety
- Strategy and risk
- Corporate governance and ethics
- Global oil and gas
- Mining
- Operations
- Chemicals
- Retail fuels
- Sales and marketing
- Sustainability
- Human resources
- Finance, mergers and acquisitions

ENVIRONMENTAL STEWARDSHIP PROGRAMMES

Reached 23 000 learners in the community and schools in Sasolburg and Secunda



PLANET

Committed to sustainability, supporting the Paris Agreement and accelerating our transition to Net Zero emissions ambition by 2050.



Total GHG 63,6\* million tons CO<sub>2</sub>e

\* After divestments in 2022



Introduced 296 thousand gigajoules renewable electricity at Sasol Chemicals



Maintained a score of A- for CDP Water disclosure initiative

WATER

Sasolburg Operations received 96% from 86% in 2013, making it the only private sector company to obtain Green Drop certification

R1,2 billion invested in research and development

Set short-term water targets for three largest water using sites in Sasol Energy – Secunda Operations, Sasolburg and Ekandustria Operations and Sasol Mining



Recycled 170 million cubic metres of water and 131 kilotons of waste

## SOCIAL AND ETHICS REPORT OF THE CHAIRPERSON OF THE SSEC



“ Our people are the cornerstone to realising the company’s ambition for a sustainable and thriving future Sasol aligned to its prioritised SDGs. ”

**Muriel Dube**  
Chairperson of the Safety, Social and Ethics Committee (SSEC)



## Dear stakeholders

Over the past year, Sasol has progressed in developing a firmer foundation to pursue its ambition for net zero emissions by 2050, while navigating a volatile global context.

In relation to our zero-harm ambition, more needs to be done as we sadly lost five of our colleagues through work-related fatalities. In response, the Safety, Social and Ethics Committee (the Committee) has intensified efforts to drive focused interventions from management to improve the overall safety performance and steer the company towards Zero Harm. We are implementing strategies to track and monitor leading and lagging safety metrics as signposts for early interventions in prioritised areas where trends are pronounced. We are encouraged by the CEO and executive management’s commitment to urgently turn the situation around.

Sasol’s updated Group SHE Policy retains safety as a priority and broadens its scope to incorporate upholding human rights, responsible environmental management and addressing Sasol’s impact on climate change. Impacts on communities, stakeholders and operational activities are key areas of oversight. The company continues to align itself with the International Labour Organisation’s Protocol for decent work and working conditions.

**Sasol’s commitment to sustainability has remained unwavering driven by its Purpose to ‘innovate for a better world’ and deliver triple-bottom line outcomes underscored by People, Planet and Profit imperatives.**

The company has a legacy of sustainability reporting spanning more than three decades. During this time, ESG reporting has become mainstream with stakeholders requiring greater transparency from companies on their disclosure of value creation and preservation. Sustainability and related ESG disclosures are a crucial reflection of a company’s true performance and relationship with stakeholders.

The mandate of the Safety, Social and Ethics Committee is to oversee the implementation and performance of the company’s sustainability practices. Sasol’s vast business straddles multiple geographies, industries and communities where complex and dynamic interdependencies exist. By placing sustainability at the centre of the company’s strategy, direction is given, and performance is monitored. Sasol strives to remain a force for good and a responsible corporate citizen.

We approved Sasol’s revised Code of Conduct in support of ethical behaviour and as an essential building block for a values-driven organisation and a high-performance culture. This has been demonstrated through active interventions to

embed ethical business practices and active consequence management where required. Sasol has strengthened its governance and policy environment to uphold human rights by deepening their implementation of sound risk and integrated practices across the business.

Through its robust enterprise risk management framework and approach, Sasol is able to better assess its impact on human rights across the value chain, including suppliers. I am encouraged by Sasol’s rapid progress over the past year in implementing its human rights due diligence process. Closer alignment to the UN Global Compact Ten Principles is evident and has been noted by the Committee.

The International Sustainability Standards Board (ISSB) recently published the exposure draft for disclosing sustainability-related financial information. Following this, the JSE published its Sustainability and Climate Disclosure Guidance, which is a welcome development in providing clarity on disclosure of ESG matters for JSE listed companies. We have included key aspects of these guidance documents in this year’s disclosure in anticipation of mandatory reporting. These endeavours are testament to the Sasol’s commitment for greater transparency and enhancing disclosure on ESG matters.

We continue to monitor Sasol’s activities in terms of the South African Broad-Based Black Economic Empowerment (B-BBEE) Act, No 53 of 2003. One such activity in relation to enterprise supplier

development is the recent launch of a Women in Engineering Incubator Programme. We are looking forward to delivering the first cohort of credible, future-fit, female-owned and -led businesses in a technical environment.

Sasol is committed to promoting equal opportunities and fair employment practices globally across all its businesses.

As I reflect on the past year, I am particularly pleased by the progress the company has made with its decarbonisation efforts and its commitment to a just and equitable transition as demonstrated by the operationalisation of the Just Transition Office. We believe this is an important milestone in delivering on Sasol’s diversity and inclusion ambitions as it relates to the Future Sasol strategy and growing shared value in achieving net zero by 2050.

I am confident that we have fulfilled our mandate as required by the Companies Act 71 of 2008 and that there were no instances of material non-compliance with applicable ESG laws and regulations.

I wish to thank Team Sasol, including board colleagues, for their unwavering commitment to the work of the SSEC and in fulfillment of responsive stakeholder engagement.

**Muriel Dube**  
Chairperson of the SSEC  
26 August 2022

## PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT



“ I am delighted to be a founding member of the UN Global Compact African Business Leaders Coalition which serves to amplify Africa’s business voice on the continent’s most pressing issues. ”

**Fleetwood Grobler**  
President and Chief Executive Officer

## Dear stakeholders

The past year was characterised by tumultuous geopolitical and macroeconomic conditions which continuously re-shaped the global economy, impacting countries and societies. Although, these conditions affected our operating context, we remain resolute in our commitment to our Net Zero ambitions and to creating sustainable value for stakeholders in the long term.

Closer to home, I am still deeply saddened by the loss of five colleagues while on duty and wish to again convey our condolences to their loved ones. Pursuing Zero Harm is the top priority for Sasol’s leadership, and we will continue to create safe operating environments for all our employees. We continue to advance our high severity incident programme across the business through targeted interventions and leading indicators, and focusing on humanising safety by showing care for ourselves and others.

The Group SHE Policy has been updated to reflect a holistic approach to the safety and wellbeing of our people, as we seek to embed a culture of care and discipline. The improved policy scope better reflects our commitment to delivering triple-bottomline outcomes of People, Planet and Profit. Furthermore, sustainability is at the centre of our strategy, with our decarbonisation goals, creation of new sustainable value business ventures and delivering

a just transition key to Future Sasol’s success and that of our host countries and communities. We are facing the twin challenges of securing our energy needs, while having to transition to a low-carbon economy.

Sasol’s strategy is underpinned by partnerships, which is further reflected in the addition of SDG 9 as another of our prioritised SDGs, bringing the total to five. Our newly established Just Transition Office will be instrumental in driving the transition collaboratively. For Sasol, growing shared value is an imperative to ensure we strengthen the resilience of our communities through economic participation, contributing to growth and improving quality of life. This includes providing access to quality education, skills development and economic transformation, particularly small and micro-enterprises around our fence line communities.

In light of the importance we place on partnerships, I am delighted to be a founding member of the UN Global Compact African Business Leaders Coalition (ABLC). The ABLC serves to unify and amplify Africa’s business voice on the continent’s most pressing issues that are not only core to us but also core to all our stakeholders. As the only resourced-based founding member, Sasol is well positioned to contribute to enabling Africa’s just transition in a manner that considers the welfare of all people on the continent and unlocks the potential of the green economy in combating climate change.



We are making tangible progress in delivering on our ambitions towards Net Zero by pursuing decarbonisation initiatives as part of our holistic approach to sustainability. Sasol Chemicals is progressing our sustainability ambitions by leveraging our world-class assets and strong customer and supplier relationships. This approach aims to realise our decarbonisation goals by reducing our GHG emissions by 30% by 2030. Three of our sites in Eurasia achieved ISCC-PLUS certification to use mass balanced bio-based and recycled feedstocks at our major facilities which will enhance our low-carbon product portfolio. In addition, we have products that enhance the manufacturing efficiency of solar panels and components to produce lithium-ion batteries for electric vehicles. The business was recognised by several key customers for innovative products and solutions. Further upstream of the business, we have secured multiple renewable power purchase agreements at our Eurasian sites.

In Southern Africa, Sasol Energy is well positioned to lead the energy transition by leveraging our people, assets and technology. Sasol is concluding pioneering power purchase agreements with suppliers for approximately 600MW Renewable Energy (RE) that will supply our operations by 2025 or earlier. Transitioning nearly fifty percent of our electricity needs to renewable sources and the quantum of the RE programme makes it one of the largest deployments of solar and wind RE projects in Southern Africa. RE also provides an ideal platform for a transition to the green hydrogen economy as RE can first be used as a utility electricity source and later to produce green hydrogen. Therefore, we are excited about the progress we are making with our catalytic Green Hydrogen project in Sasolburg where we expect to produce our first volumes of green hydrogen towards end by 2023 using our repurposed 60MW electrolyser. The project is testament to the commitment Sasol made to play a leading role in the creation of a green hydrogen economy in South Africa.

Our Purpose ‘to innovate for a better world’ is coming to life at our Secunda operations where we are busy implementing a key development to re-route bio-sludge from our biological water treatment plants to gasification instead of bio-sludge incinerators, which can be shut down and realise immediate air emissions reduction.

Building on 70 years of success using Fischer Tropsch technology to produce fuel and chemicals from coal and gas, the recently announced Sasol ecoFT business are attracting real market interest in its positioning to use our proven FT technology to produce power-to-X sustainable aviation fuel and chemicals. Four feasibility studies with partners are underway where RE and thus green hydrogen, and sustainable carbon sources would be the feedstock to produce sought-after sustainable products in hard-to-abate sectors – actively innovating for a sustainable world. CARE-O-SENE, an approximately €40 million research project, funded by Sasol and the German Federal Government, was launched in May 2022. This ground-breaking project combines the expertise of a wide range of partners from Germany and South Africa, to develop and commercialise the next generation FT catalysts to achieve industry-leading kerosene/SAF yield.

These are significant milestones in realising our goal to creating sustainable value but much more work must and will be done. The building blocks for Future Sasol are falling into place and we acknowledge the scale of the need to transition and ensure no one is left behind. It is testament to our people and our stakeholders to advance our ESG agenda in pursuing our goals.

**Fleetwood Grobler**  
President and CEO  
26 August 2022

## PRIORITISING SDGs

Our Purpose and our updated strategy led us to prioritising a fifth SDG in 2022, SDG 9. To further enhance our contribution to our five prioritised SDGs, we have identified the relevant sub-goals against which we are developing metrics to measure our performance. Our material matters are informed by our prioritised SDGs and the sub-goal metrics will enable an overall improvement on our sustainability performance, which is aligned with our ESG ambition and aim of being included in the Dow Jones Sustainability Index (DJSI).



| PRIORITISED SDGs  | INFORMING MATERIAL MATTERS   | SDG SUB-GOALS MEASURING   | OUR CONTRIBUTION  |
|---|--|---|---|
| <p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p> <p>Promoting inclusive and sustainable economic growth, productive employment and decent work</p>               | <p><b>Safety of our people</b></p> <p><b>Transforming for resilience</b></p>   | <p><b>8.1</b> Contribution to the economies where we operate</p> <p><b>8.2</b> Levels of economic productivity and innovation</p> <p><b>8.3</b> Job creation and Just Transition</p> <p><b>8.4</b> Resource efficiency</p>  | <ul style="list-style-type: none"> <li>Business customised safety programmes led by the CEO</li> <li>R33,2 billion in wages and benefits</li> <li>Implementation of the human rights due diligence process and supplier questionnaire</li> <li>Hybrid approach to flexible working arrangements</li> <li>Continued implementation of the Ntsika entrepreneur development programme</li> <li>Investment of R75,6 million in bursaries</li> </ul>   |
| <p><b>9 INDUSTRIALISATION AND INFRASTRUCTURE</b></p> <p>Building resilient infrastructure, promoting sustainable industrialisation and fostering innovation</p> | <p><b>Responsibly decarbonising for Future Sasol</b></p> <p><b>Strengthening relationships with stakeholders</b></p> | <p><b>9.4</b> Infrastructure and sustainable industries</p> <p><b>9.5</b> Enhance scientific research and development</p>   | <ul style="list-style-type: none"> <li>Installed security infrastructure in Zamdela and Vaalpark, Sasolburg to improve community safety</li> <li>Invested in community health infrastructure by constructing a clinic in our fenceline community</li> <li>Collaborating with German aircraft manufacturer Deutsche Aircraft for the certification of sustainable 'drop-in' jet fuels</li> <li>Enhancing technological capabilities for producing and using green hydrogen as a feedstock</li> </ul>   |
| <p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> <p>Ensuring sustainable consumption and production patterns</p>   | <p><b>Transforming for resilience</b></p> <p><b>Environmental stewardship</b></p>                                    | <p><b>12.1</b> Implement the 10-year framework of programmes on sustainable consumption and production</p> <p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources</p> <p><b>12.4</b> Environmentally sound management of chemicals and all waste and significantly reduce their release to air, water and soil</p> | <ul style="list-style-type: none"> <li>Developed an electronic energy management system for monitoring, measuring and reporting energy efficiency</li> <li>Joined the Action for Sustainable Derivates</li> <li>Recycled 170 million cubic meters of water and 131 kilotons of waste</li> <li>We support and advocate for sustainability disclosure against best practice standards</li> <li>Implementing artificial intelligence carbon dioxide measurement tool at our Lake Charles Chemical Complex</li> <li>Air quality offsetting programme resulting in the avoidance of emissions of more than 207 tons of PM10, 194 tons of PM2,5<sup>1</sup> and 80 tons of SO<sub>2</sub> in the surrounding community airshed</li> </ul> |
| <p><b>13 CLIMATE ACTION</b></p> <p>Taking action to combat climate change and its impacts</p>   | <p><b>Transforming for resilience</b></p> <p><b>Responsibly decarbonising for Future Sasol</b></p>                   | <p><b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p><b>13.2</b> Integrate climate change measures into national policies, strategies and planning</p>   | <ul style="list-style-type: none"> <li>Progressing our roadmaps to reduce emissions by 30% by 2030 and achieve Net Zero ambition by 2050</li> <li>Sourcing renewable energy for our operations to reduce the current electricity scope 2 emissions</li> <li>Exploring opportunities to use carbon capture and storage technologies for our Lake Charles site in the United States</li> </ul>  |
| <p><b>17 PARTNERSHIPS FOR THE GOALS</b></p> <p>Strengthening the means of implementing and revitalising global partnerships for sustainable development</p>     | <p><b>Responsibly decarbonising for Future Sasol</b></p> <p><b>Strengthening relationships with stakeholders</b></p> | <p><b>17.1</b> Finance – Strengthen 10.05 Domestic resource mobilisation</p> <p><b>17.3</b> Finance – Mobilise additional financial resources for developing countries from multiple sources</p>  | <ul style="list-style-type: none"> <li>Several partnering studies announced for Sasol ecoFT sustainable aviation fuels projects</li> <li>Partnered with WomHub to launch a Women in Engineering Business Incubation Programme, in South Africa</li> <li>Our CEO is a founding member of the ABLC</li> <li>Advancing the sustainability agenda through ongoing engagement and participation with regulators, governments and industry trade associations</li> </ul>  |

1. PM10 refers to particular matter which is 10 micrometers or less in diameter, whereas PM2.5 refers to particular matter 2.5 micrometers or less in diameter.

# PERFORMANCE AT A GLANCE

## Focus areas



MATERIAL MATTERS

## IN THIS SECTION

- Safe and Enduring Operations:**
  - Occupational safety and HSI programme
  - Human capital: Labour management
  - Occupational health
  - Human rights
  - Ethics
  - Process safety
  - Enduring operations
  - Product stewardship
  - Sustainable use of plastics
- Growing Shared Value:**
  - Centre for Shared Value Management
  - Social impact focus areas
  - Community environmental programmes
  - Access to quality education
  - Bridge-to-work: Skills development
  - Economic inclusion
  - Responsible sourcing and procurement
  - Supporting access to quality community service infrastructure and healthcare systems
  - Sasol for Good
  - Creating platforms for advancement and development
- Resilience in a Low-Carbon Future:**
  - Climate change
  - Energy efficiency
- Minimising Our Environmental Footprint:**
  - Environmental incident management
  - Air quality management
  - Water management
  - Waste management
  - Land and biodiversity
  - Environmental compliance

## STAKEHOLDERS



PERFORMANCE

- Employees and organised labour:**
  - Fatalities: **5**
  - Recordable case rate (RCR): **0,27**
  - Employee turnover: **2 867**
  - Major and significant fires, explosions and releases (FERs): **13**
- Suppliers:**
  - Social investment spend: **R743,3 million**
  - Black-owned spend: **R33,6 billion**
  - Black women-owned spend: **R21,6 billion**
- Shareholders and providers of capital:**
  - Energy efficiency: **18,4%** improvement for the Sasol Group and **15,7%** improvement for Sasol South Africa off the 2005 baseline
  - ~7%<sup>1</sup>** GHG reduction from 2017 combined baseline
  - 1. For combined Sasol Energy and Chemicals baseline and largely due to lower production and operational issues.
- Environmental Stewardship:**
  - Total water use decreased by **3,9%**
  - Recycled water increased by **6,4%**
  - Total waste decreased by **4,2%**

SDGs CONTRIBUTED TO



## SAFE AND ENDURING OPERATIONS

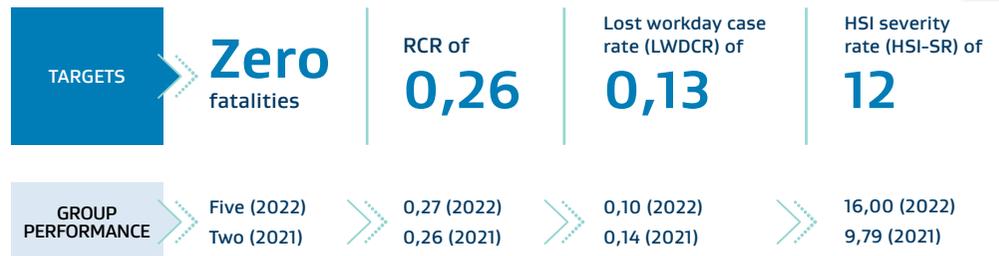
### Occupational safety and HSI programme



The safety of our people and service providers is our Group top priority and is one of our material matters. We aim to make this possible through our approach to humanising safety through committed leadership, engaged people, teamwork and dedicated focus.

#### OUR GROUP APPROACH

- Institutionalising safety as a leadership imperative through a culture of care and discipline.
- Fostering reliable, safe and sustainable operations through a safe and healthy workforce.
- Eliminating fatalities by embedding our HSI elimination programme.
- Perform business customised programmes and share successes and challenges in a quarterly Group SHE meeting lead by the CEO.



#### WHAT WE ARE DOING

##### Sasol Chemicals Business

- Strive for Zero Harm
- Promote physical, emotional and mental wellbeing of our workforce.

The SHE and risk approach has seven key focus areas which are part of our integrated key responses in addressing safety. These focus areas are:

- accountable leadership and engaged people;
- HSI reduction programme;
- risk management;
- SHE and risk technology enablement;
- environment;
- process safety management; and
- product logistics safety.

We have focused on the following elements of humanising safety:

- caring for our people;
- inclusion and consideration of human factors in incident investigations and process safety management;
- revitalisation of behaviour-based safety systems; and
- attention to leadership development and values on all levels.

##### Sasol Energy Business

- Making Zero Harm an operational reality
- Deliberate focus on critical control verification
- Enriching the HSI programme with humanising safety as a leadership imperative

Our leadership teams remain committed to focus on SHE risk management, incident management and SHE assurance by:

- Supporting continued efforts to embed our HSI programme with a specific focus on process safety fundamentals and maturing on critical SHE and operational processes;
- Enhancing our incident management process by improving the quality of root cause analysis and embedding learnings throughout the organisation;
- Driving the behaviour transformation approach to shift safety leadership climate;
- Active leadership involvement in risk identification and management thereof prior to task execution;
- Focusing on the quality and frequency of first level and second level of assurance processes;
- Continued focus on field verification and improvement of the effectiveness of critical controls; and
- Embedding humanising safety as a leadership imperative to augment the HSI programme and Sasol's People Promise.

##### Corporate Centre

Embedding the HSI programme remained a priority, despite most of our Corporate Centre employees working from home as part of risk mitigation. We focused on the following themes:

- Leadership engaging and committing to encourage core safety behaviours;
- Humanising safety through showing care for ourselves, others and our service providers;
- Creating awareness of the risks in our areas of accountability and the processes that are in place to control these risks; and
- Keeping individuals and teams connected, in the moment and supporting each other in a work-from-home environment.

Leadership teams are committed to continuing with our HSI programme by enabling our workforce to make informed decisions and to prevent incidents through effective risk management practices and adherence to life saving rules.

2022 PRIORITIES

SAFE AND ENDURING OPERATIONS (CONTINUED)

Occupational safety performance

PERFORMANCE

Sasol Chemicals Business

2022 commenced on a tragic note with the passing of a service provider at our Sasolburg facilities. We had a total of 17 recordable injuries with an improvement in our RCR and LWDCR. The high severity injury – severity rate increased from 13 in 2021 to 36; mainly because of the fatality in July 2021.

Sasol Energy Business

Regrettably, we tragically lost four colleagues in work-related incidents – three at Mining operations (Bosjesspruit colliery), and one at Secunda Operations (SO). Our RCR has increased in 2022 as compared to 2021. The HSI programme remains a key initiative in preventing fatalities, high severity injuries and process safety incidents. Our SHE Risk Management places focus on first and second levels of assurance on critical controls and is considered the backbone of our HSI programme.

Corporate Centre

Leadership teams are committed to continuing with our HSI programme by enabling our workforce to make informed decisions and to prevent incidents through effective risk management practices and adherence to life saving rules.

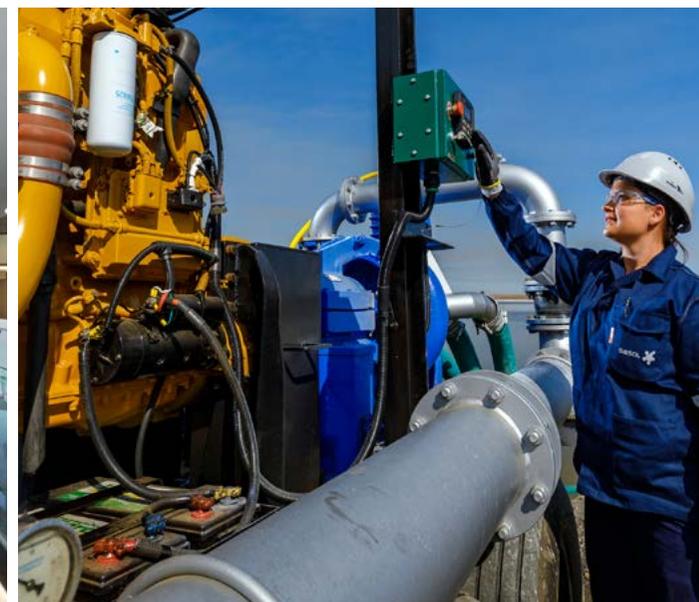
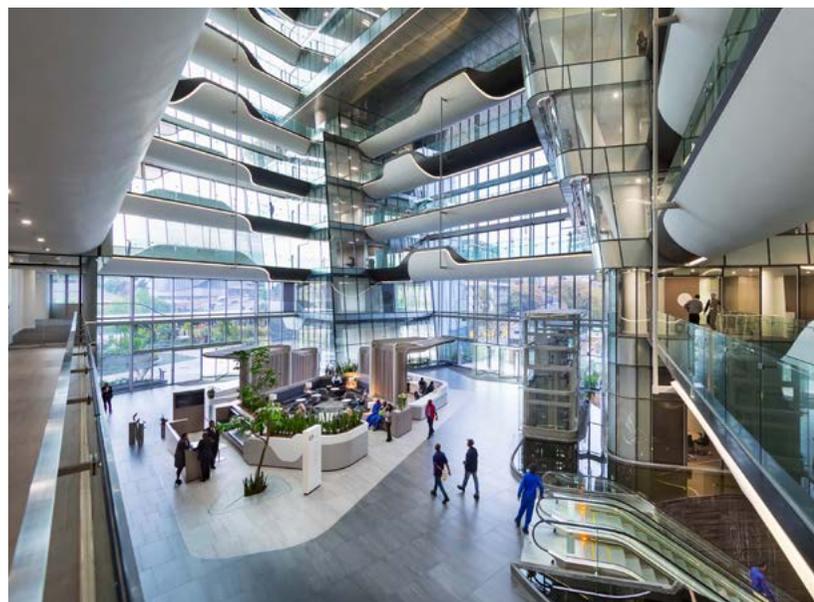
|   | 2022  | 2021  |   |
|---|-------|-------|---|
| Fatalities                                    | 1     | 0     | ▲ |
| RCR   | 0,26  | 0,28  | ▼ |
| LWDCR   | 0,15  | 0,20  | ▼ |
| Total number of first aid cases               | 128   | 133   | ▼ |
| Total number of person hours worked (million) | 13,23 | 14,17 | ▼ |

|   | 2022   | 2021   |   |
|---|--------|--------|---|
| Fatalities                                    | 4      | 2      | ▲ |
| RCR   | 0,27   | 0,26   | ▲ |
| LWDCR   | 0,10   | 0,13   | ▼ |
| Total number of first aid cases               | 325    | 157    | ▲ |
| Total number of person hours worked (million) | 132,52 | 115,25 | ▲ |

|   | 2022  | 2021 |   |
|---|-------|------|---|
| Fatalities                                    | 0     | 0    | – |
| RCR   | 0,00  | 0,00 | – |
| LWDCR   | 0,00  | 0,00 | – |
| Total number of first aid cases               | –     | –    | – |
| Total number of person hours worked (million) | 0,95* | 1,5* | ▼ |

Increase ▲ Decrease ▼ No change –

\* Aligning Corporate Centre exposure hour data with the new Sasol 2.0 organisational structure, where average exposure hours over the period has reduced as a result.



SAFE AND ENDURING OPERATIONS (CONTINUED)

Human Capital: Labour management



Fundamental to creating value is attracting, developing and retaining high-performing people and these are recognised as part of our material matters. We are committed to offering a compelling employee value proposition (EmVP), fostering positive relationships with our employees, developing our leadership capability, promoting a diverse and inclusive culture and developing talent and critical skills.



OUR PROMISE TO EMPLOYEES

Providing a unique employee experience and a compelling EmVP to a diverse workforce in a safe and inclusive workplace.

To ensure that our employees are aligned and committed to Sasol’s Business Strategy, we continued driving our employee promise by delivering:

- A safe and caring workplace centred on employee wellbeing.
- Meaningful work, opportunities for learning and development and robust talent management.
- Diverse workforce, an inclusive corporate culture with inspiring leaders.
- Market-competitive compensation and benefits.

WHAT WE ARE DOING

Delivering on the Sasol People Promise

As we continue innovating for a better world, our Sasol People Promise aims to provide a unique employee experience and a compelling EmVP to a diverse workforce through our Sasol values. Given the impact of the pandemic, natural disasters and other socio-economic factors on our employee wellbeing, we continued to demonstrate care and strengthened our EmVP with specific focus on:



- During the COVID-19 pandemic, we enabled about 95% of our non-operational corporate centre employees to work remotely, supporting their safety and wellbeing.
- The number of employees represented by trade unions in South Africa is 63%.

Southern Africa

- Strengthening our employee wellbeing offering through a highly rated digitally-enabled employee assistance programme (EAP). The EAP is designed to help our employees and their families deal with everyday situations and personal challenges impacting their emotional, financial, physical or legal wellbeing.
- Re-introducing face-to-face financial wellbeing counselling in South Africa which contributed towards a decrease in salary garnishee orders and thus positively impacted our employee wellbeing.
- Reviewing the remuneration and benefits and aligning salaries in line with external benchmarks and internal equity.
- Introducing a highly competitive medical gap cover product for our employees.
- Implementing Return-to-Workplace and Flexi-Workplace protocols, ensuring appropriate policies are in place to meet workplace requirements and accommodating employee needs where feasible. Employees working extensive hours from a remote workplace, were offered assistance in setting up remote offices.
- Continued implementation of the Ntsika entrepreneur development programme to assist South Africa-based employees impacted by the Sasol 2.0 transformation programme to establish start-up businesses.
- Undertaking an extensive COVID-19 vaccination programme to enable our employees to receive vaccines within our occupational health centres. As an alternative, we granted paid time-off to employees who elected to be vaccinated at non-Sasol sites.
- Implementing a Special Care Package to assist employees impacted by the floods in KwaZulu-Natal (KZN), South Africa. This package applied to employees who were breadwinners as well as caregivers to affected KZN-based families, irrespective of the provinces where such employees reside or work. The Special Care Package offering included salary advance, special additional leave and leave encashment.

Americas and Eurasia

- Continuing to focus on and support our workforce’s wellbeing during times of change, transformation and external uncertainty, consistent with our value of “Be Caring”. We engaged and supported through employee barometers on health and workplace atmosphere and by reinforcing and encouraging utilisation of EAPs and Family Services across our regional operating segments.
- Developing and embedding a modern and future-oriented hybrid and flexible working model. This model provided both employees and Sasol a higher degree of flexibility and attractiveness. These options further our environmental sustainability ambitions by enabling reduced commuting traffic and social sustainability by improving work-life balance. To complement these new ways of working and the ways in which our employees consume information, we enhanced our modes digitally to include an “In Focus” executive conversation series which employees could view on demand.
- Fostering inclusion and belonging in the workplace through compelling coaching and mentorship opportunities. Consistent with our approach to adapt to new, hybrid, and virtual ways of work, we offered traditional mentorship opportunities as well as coaching through new, on-demand, digital platforms.
- Strengthening employees’ personal development through educational support, including a scholarship programme for trainees in Germany and educational expense reimbursement in the United States.



In 2022, Sasol was certified a ‘Top Employer’ for the seventh consecutive year in South Africa.

The ranking is awarded to the most outstanding employers who demonstrate people practices such as rewards and benefits, performance management, talent development and recruitment, to mention only a few.

## SAFE AND ENDURING OPERATIONS (CONTINUED)

### Human Capital: Labour management (continued)

#### WHAT WE ARE DOING ACROSS THE GROUP

##### Labour stability and employee productivity

###### We maintained a stable labour environment and strengthened our employee engagement to improve productivity by:

- Increasing emphasis on performance accountability, time management, reviewing identified policies and line management capability building.
- Identifying critical roles for the business, strengthening the internal pipeline of successors and the required retention mechanisms to ensure business continuity.
- Striving for Zero Harm through relentless focus on enriching the HSI programme with humanising safety as a leadership imperative.
- Driving a leader-led employee engagement and communications programme, in the United States, that informed employees through various communication mediums of company activities and progress, increasing awareness of our transformation, connecting employees to our business and the external environment in which we operate, reinforcing new ways of working, building familiarity with new leaders and recognising employees and teams.
- Maintaining positive and constructive relationships with trade unions and works councils across Southern Africa, the United States and Eurasia.

###### We continued fostering a safe and caring workplace centred on employee wellbeing through:

- EAPs which are available to all employees and their immediate family members at no cost. Our employee wellbeing strategic partners continuously mobilise additional resources to help employees manage various challenges owing to pandemics, natural disasters, wars and other humanitarian crises.
- Counselling services which are available telephonically, via email and face-to-face where necessary.
- Empowering employees to take responsibility for their own wellbeing and contributing to a high-performance culture.

###### We maintained constructive relationships and enabled improved working conditions by:

- Recognising and respecting the right to collective bargaining as part of trade union recognition agreements.
- Engaging and ensuring effective partnerships with all recognised trade unions and works councils in all the countries within which we operate.
- Ensuring that key stakeholders retained consultative or negotiating powers on issues of mutual interest in line with applicable labour laws.
- Regularly reviewing and updating our policies and procedures in line with business, legislative requirements and key conventions of the International Labour Organisation.
- Implementing appropriate strategies on multi-sectoral wage negotiations, ensuring labour stability.

##### Capacity building

###### Skills and capability building to enable a high-performing team and improve competitiveness through:

###### LEADERSHIP CAPABILITY BUILDING

- In line with our defined leadership identity, leadership development programs were identified to build and strengthen leadership capabilities.
- Our integrated Culture Transformation and Capability Building Programme continued with Leadership Commitment Journeys centered around Sasol's Purpose, values, customer centricity, owner's mindset, agility and humanising safety.
- Leadership development programmes, initiatives and interventions required to accelerate leadership capability were designed. Primary focus remained on leadership excellence, commercial excellence, managing micro-battles, procurement as well as coaching and mentoring.
- The growth of our Sasol Chemicals Business in China prompted the design and implementation of the Sasol China New Leader Development Programme which equipped leaders to adapt to their new roles, and to provide them with the required leadership mindset, skills and capabilities.
- To further develop a diverse leadership pipeline, we completed the succession identification and development planning for our leadership structure. Development plans have been put in place to ensure healthy leadership pipelines.

###### SKILLS DEVELOPMENT

- In 2022, we continued to build and sustain a pipeline of functional, technical and operational talent pools by investing R1,2 billion in skills development, which included critical skills development, safety training, bursaries, graduate development, learnerships as well as apprenticeships and internship programmes.
- During the 2022 academic year, we funded 602 undergraduate and postgraduate bursaries focusing mainly on engineering, science and technology disciplines.
- Our Skills Academies remained favourably positioned to ensure a pipeline of artisans, critical to Sasol and the future development of South Africa and Mozambique. Trades offered in these academies include fitting, electrical, instrumentation, welding, turning, fabrication and rigging. 853 learners were trained in these programmes during 2022.
- We enhanced our self-directed learning and development ambition by relaunching the miGrowth digital eLearning academy.
- The Sasol bursary programme was repurposed to address the skills needed for Future Sasol. In the 2022 academic year, bursaries were awarded for data scientists, post-graduate chemical engineering and chemistry focusing on green hydrogen and renewable energy. We collaborate with and provide funding to various institutions, enabling research in renewable energy and technology.

###### Maintaining partnerships for critical skills:

- We maintained strategic partnerships to build and strengthen a broader pool of identified critical skills in areas within which we operate.
- In South Africa, we have partnerships with local Technical and Vocational Education and Training colleges, with the support of the Chemical Industries Education and Training Authority.
- In Mozambique, we established a three-year learnership programme at the Central Processing Facility. Through strategic partnerships with selected service providers, we continued to drive focused recruitment of persons with disabilities and the absorption of our qualified learners.
- In the United States, we have partnerships, endowed scholarships and internship programmes with several universities. Additionally, we partner with local schools to provide additional support of science, technology, engineering and mathematics programmes with the goal of increasing our workforce development pipelines.

###### Equip the workforce with capabilities required by:

- Building future skills and capabilities to improve competitiveness remained a key objective towards enabling Future Sasol.
- As part of our broader capability building journey, a prioritisation process to address critical capabilities was put in place with specific focus on those required for new business development in the low-carbon future or green economy.
- We prioritised core capabilities including leadership excellence, commercial excellence, operational excellence and other emerging and foundational capabilities.
- We repurposed our bursaries and graduate development programmes to focus on future skills and capabilities.

SAFE AND ENDURING OPERATIONS (CONTINUED)

Human Capital: Labour management (continued)

WHAT WE ARE DOING ACROSS THE GROUP (CONTINUED)

Organisational culture transformation

Promoting a customer-centric, diverse and inclusive culture:

Promoting diversity, equity and inclusion in the workplace remained part of the top priorities in 2022. Our Purpose, values and our espoused culture commits us to non-discrimination and to foster diversity by ensuring that our workplaces globally are inclusive, fair, open, flexible and supportive. Our integrated Culture Transformation and Capability Building Programme remains a strategic enabler towards Future Sasol with a shift to a more customer-centric, caring and inclusive culture with leadership styles that enable agile ways of working, driving an owners' mindset and creating a sense of belonging. To ensure effective embedding of our desired cultural behaviours, and to strengthen employee engagement while remaining in touch with our organisation, a comprehensive listening strategy was developed including various tools such as Change Risk Assessments, Pulse Engagement and Heartbeat Surveys as well as Town-halls.

We do not tolerate any form of prejudice or unfair discrimination and commit to:

- eliminating all forms of prejudice and discrimination at every level of the organisation including our stakeholders;
- growing an inclusive organisational culture supported by practices that promote human rights and dignity;
- taking an affirmative stance towards diversity, equity and inclusion in all Sasol policies and interventions;
- ensuring that all perceived violations are considered as serious transgressions and dealt with in a manner that is fair, expeditious and free of recrimination; and
- safeguarding our global policies, procedures, systems, and practices to eradicate all forms of discrimination and harassment. As such, our remuneration policy also places emphasis on equal and non-discriminatory reward practices.

To advance targeted diversity, equity and inclusion focus, we launched our Energy Women's Network, comprising Women's Conferences, a Self-empowerment Programme, Mentorship Circles and a Women's Development Forum. These interventions are aimed at removing barriers and headwinds for women's progression within our business. Our focused efforts to drive disability inclusion gained further momentum in 2022 in South Africa, through a campaign intended to raise internal awareness and encourage employee voluntary declarations and increase the representation of persons with disabilities.

Through our Global Diversity and Inclusion Leadership Network, we share best practices and learnings as we collaboratively work towards a diverse workforce, in an inclusive corporate culture, with inspiring leaders. This is a network of leaders and experts having dialogues and sharing lessons learnt on topics such as diversity, equity, inclusion and belonging from around the world. The members in this network are from South Africa, Mozambique, the United States and Germany.

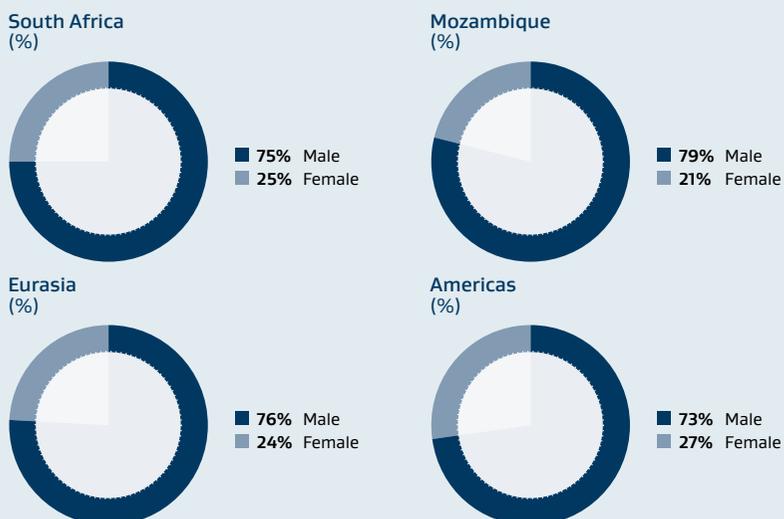
We continued to hold ourselves accountable to our diversity targets, in part, by incorporating our targets into our short-term incentive scorecard, for more detail refer to [IR](#).

In 2022, we also continued our focus on the following:

- Driving Employment Equity and B-BBEE goals in South Africa and continuing our commitment to localisation in Mozambique.
- Our diversity-10-point-plan which provides a set of qualitative measures designed to enable the achievement of our diversity objectives, including the recruitment, development and retention of candidates from under-represented groups as well as measures to enhance gender equity in South Africa.
- In the United States, we leveraged digital recruitment platforms that target and curate diverse candidate resumes, revised job descriptions to be more inclusive of diverse experiences and leveraged our new Flexible Work Arrangement Policy to attract diverse candidates.

PERFORMANCE

Global gender representation including management



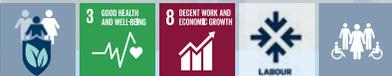
South African gender and race profile as at 30 June 2022

| Occupational level                             | Male (M)      |            |            |              | Female (F)   |            |            |              | Foreign nationals |           | Total         |
|--|---------------|------------|------------|--------------|--------------|------------|------------|--------------|-------------------|-----------|---------------|
|  | A             | C          | I          | W            | A            | C          | I          | W            | M                 | F         |               |
| Top management                                 | 7             | 2          | 3          | 13           | 5            | 0          | 2          | 1            | 0                 | 0         | 33            |
| Senior management                              | 148           | 22         | 100        | 374          | 77           | 14         | 42         | 110          | 7                 | 5         | 899           |
| Middle management                              | 919           | 113        | 234        | 1 005        | 679          | 79         | 191        | 565          | 39                | 12        | 3 836         |
| Junior management                              | 5 261         | 262        | 256        | 2 648        | 1 717        | 182        | 141        | 929          | 19                | 8         | 11 423        |
| Semi-skilled                                   | 6 640         | 128        | 64         | 637          | 1 595        | 45         | 18         | 138          | 114               | 1         | 9 380         |
| Unskilled                                      | 128           | 5          | 2          | 15           | 73           | 3          | 1          | 1            | 2                 | 0         | 230           |
| <b>Total permanent employees</b>               | <b>13 103</b> | <b>532</b> | <b>659</b> | <b>4 692</b> | <b>4 146</b> | <b>323</b> | <b>395</b> | <b>1 744</b> | <b>181</b>        | <b>26</b> | <b>25 801</b> |
| Non-permanent                                  | 101           | 31         | 6          | 24           | 136          | 24         | 4          | 8            | 0                 | 2         | 336           |
| <b>Total including non-permanent employees</b> | <b>13 204</b> | <b>563</b> | <b>665</b> | <b>4 716</b> | <b>4 282</b> | <b>347</b> | <b>399</b> | <b>1 752</b> | <b>181</b>        | <b>28</b> | <b>26 137</b> |

A: African C: Coloured I: Indian W: White \* Assured by Deloitte & Touche/Tholisive – refer to page 75

SAFE AND ENDURING OPERATIONS (CONTINUED)

Occupational health

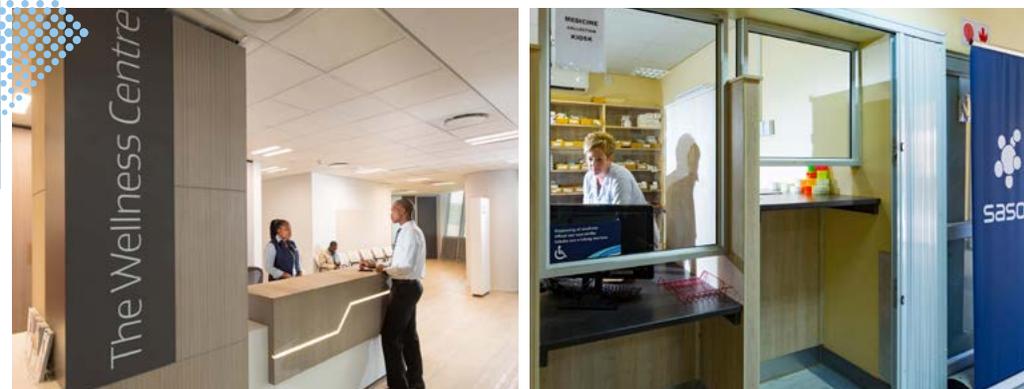


OUR APPROACH

Our occupational health approach, founded on governance framework requirements for occupational health and wellbeing services, delivered by capable healthcare professionals, includes:

- Management of exposure to physical, chemical, biological and ergonomic factors;
- Prevention of occupational diseases and injuries; and
- Promotion of health and work ability, rehabilitation and return-to-work as well as first aid and curative services.

Sasol follows an integrated risk approach to managing occupational health and wellbeing, where leading best practices inform our continuous improvement of occupational health performance towards our goal of Zero Harm.



WHAT WE ARE DOING

Our businesses implement and align their occupational health services according to the Group requirements, consisting of the following functional areas:

|                                     |  |
|-------------------------------------|--|
| OCCUPATIONAL MEDICINE               | Preventing and managing occupational and work-aggravated as well as lifestyle diseases through medical surveillance programmes, primary health care, injury-on-duty management and rehabilitation and return-to-work programmes. |
| OCCUPATIONAL HYGIENE                | Identifying occupational health hazards and advising on the implementation of preventative controls and work practices to eliminate and/or mitigate exposures in the workplace.  |
| INTEGRATION WITH EMPLOYEE WELLBEING | Enabling a holistic approach to health and wellbeing of our employees and the employees of service providers.  |
| MEDICAL EMERGENCY RESPONSE          | Facilitating a standardised approach to responding in medical emergencies.   |
| ENVIRONMENTAL HEALTH                | Communicating and raising awareness on the health impacts of Sasol operations within the surrounding communities.  |
| SERVICE PROVIDER HEALTH DELIVERY    | Following an aligned approach to that of Sasol for the employees of service providers.   |

PERFORMANCE

In 2022, the number of reportable occupational diseases increased. The most commonly reported occupational disease was the result of exposure to workplace noise. The occupational health services have resumed normal activities being mindful of the disruption the COVID-19 pandemic had in the previous reporting period, necessitating a priority and risk-based approach to health services.

In addition, we are aware of the latency factor between risk exposure and the onset of disease. We are confident that the benefit of effective health risk exposure management with continuous improvement on engineering, administrative and personal protective equipment (PPE) controls will reflect in later reporting periods.

We continue to:

- identify and manage the exposure of workers with non-reportable work-related noise-induced loss of hearing;
- closely monitor occupational and biological exposure for potential and known exposure to identified carcinogens and teratogens within the petrochemical environment;
- improve our diagnostic screening capabilities in our medical centres; and
- assess effective measures to eliminate and reduce occupational health risk exposure in the workplace.

|  | 2022  | 2021  |
|--|-------|-------|
| Statutory reported occupational diseases             | 38    | 32    |
| Occupational disease incident rate                   | 0,052 | 0,049 |
| Incidents of work-related noise-induced hearing loss | 23    | 22    |
| Mining occupational diseases                         | 28    | 21    |
| Irreversible lung disease                            | 8     | 10    |

Increase ▲ Decrease ▼ No change –

SAFE AND ENDURING OPERATIONS (CONTINUED)

Human rights



OUR APPROACH

Our approach to business and human rights is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs) and the UN Global Compact and informed by the jurisdictions in which we operate. It is set out in our Code of Conduct, supported by other policies and practices together with our compliance programmes. We encourage our joint ventures, business partners and suppliers to implement similar policies within their business.

Respect for human rights and ensuring the dignity of our stakeholders is critical. We respect and uphold human rights and ensure that they are integrated into our business practices.

- Employee awareness campaigns highlighting Sasol’s commitment to Human Rights.
- Annual publication of our modern slavery statement, combined with awareness communication to our suppliers on human trafficking.
- Supplier due diligence questionnaire demonstrating steps taken to effectively identify and manage business and human rights risks.
- Mergers and Acquisitions (M&A) Due Diligence Guidelines relating to business and human rights developed to inform potential M&A transactions.
- Supplier due diligence questionnaire embedded within supplier screening and due diligence process, as part of ensuring policies and practices on preventing forced labour, child labour, discrimination, harassment, etc is in place.
- Self-assessment questionnaire has been developed and shared with by Sasol Chemicals and Sasol Energy Businesses as part of the risk review process.



WHAT WE ARE DOING

Implementing a three-phased approach to assess the status of our risk management process in dealing with issues of business and human rights within Sasol

At Sasol, the responsibility to advance business and human rights resides with the Executive Director and Executive Vice President: Strategy, Sustainability and Integrated Services.

| Phase 1: Risk assessment   | Phase 2: Risk review   | Phase 3: Risk mitigation   |
|--|--|--|
| <ul style="list-style-type: none"> <li>• Developed the initial Group-wide Sasol business and human rights risk profile.</li> <li>• The initial risk assessment indicated that existing risk profiles did not make explicit reference to human rights infringements.</li> <li>• A phased risk management review approach is being undertaken to put in place a systematic and standardised way to identify, prevent, mitigate and account for adverse impacts on human rights.</li> <li>• Intent of the process is to ensure that there is a remediation process for instances where there is evidence that these rights have been infringed upon.</li> </ul> | <ul style="list-style-type: none"> <li>• Conducted a bottom-up risk review following the implementation of Sasol 2.0 to ensure that risks identified in Phase 1 are still relevant.</li> <li>• Developed a business and human rights self-assessment questionnaire for completion by Sasol Energy and Sasol Chemicals to identify human rights risks and take the necessary steps to address, mitigate, prevent and report on business and human rights infringements.</li> <li>• Identified the following prioritised focus areas within the businesses:                         <ul style="list-style-type: none"> <li>– Respecting diversity;</li> <li>– Offering a safe and healthy working environment and a secure workplace;</li> <li>– Understanding the supply chain;</li> <li>– Respecting the rights of local communities; and</li> <li>– Managing our environmental footprint.</li> </ul> </li> <li>• Received positive feedback from both businesses and identified the risk areas which require mitigation from the results of the self-assessment.</li> </ul> | <ul style="list-style-type: none"> <li>• Enable the organisation to implement a systematic and standardised process to continuously review and update the existing risk profiles, ensuring that business and human rights are integral to our business processes.</li> <li>• Contractually binding our suppliers and prescribing that they meet all applicable legislative requirements.</li> <li>• Include business and human rights clauses in all our contract templates and contracts with third parties as part of the due diligence process.</li> <li>• Stipulate that our suppliers are required to comply with applicable laws and the Sasol Supplier Code of Conduct as part of the contracting and onboarding process.</li> <li>• Contractually obligate our suppliers to act ethically and fairly and uphold fundamental business and human rights including fair labour practices and to be transparent in their business practices in accordance with our Supplier Code of Conduct.</li> <li>• Our contract templates stipulate that any failure by a supplier to comply with the applicable laws and the Sasol Supplier Code of Conduct may constitute a ground for termination of the agreement with the supplier.</li> </ul> |

SAFE AND ENDURING OPERATIONS (CONTINUED)

Human rights (continued)

PERFORMANCE

Following the approval of the Business and Human Rights Framework in 2020, we undertook a review of our group-wide risk profile. A self-assessment questionnaire to this effect was developed and shared with our businesses as part of the review process.



1 The Sasol Enterprise Risk Management Framework and Risk Management Approach are being applied to foster a systematic and standardised way to identify, prevent, mitigate and account for adverse impacts on human rights. This methodology will support how human rights impacts will be addressed and reported.

2 The Risk Management Approach considers relevant risks at Group and business levels which would potentially cover and imply human rights impacts.

3 The three-phased Business and Human Rights programme was presented at the SSEC which noted that due diligence processes are being improved.

4 The gaps identified in the Phase 2 assessment of our risk review process will be addressed to ensure that the current business processes are improved to effectively deal with issues of business and human rights.

5 The Sasol EthicsLine is the primary grievance mechanism for use globally by employees, service providers and fenceline communities to report any potential business and human rights infringements. Any complaints lodged are addressed in accordance with established mechanisms.

6 The Whistle-Blower Policy and Ethics Investigation Policy support the reporting, investigation and management of actual or suspected unethical conduct, including actual or suspected business and human rights violations, through the appropriate mechanisms. All these policies support Sasol's approach to encouraging employees to speak out about ethics without fear of retaliation and to prevent such from continuing and recurring.

7 Through our human rights awareness campaigns, we remind employees about the company's commitment to uphold and respect business and human rights in terms of the Sasol Human Rights Policy.



8 Our top priority is to ensure the safety, health and wellbeing of employees. After the declaration of the COVID-19 pandemic, we enabled about 95% of our non-operational employees to work remotely, to support their safety and wellbeing. Sasol provided both professional and personal support in this time of crisis and disruption. We further supported our employees with enhanced virtual tools and initiatives. Caring for our people in challenging times has come through various actions which include programmes such as independent counselling and advisory services, on-line tools/seminars, flexible working arrangements etc.

9 We continue to assist employees and fenceline communities. As an example, we partnered with an incubatee from the Business Incubation Programme to deliver thousands of litres of hand sanitiser to healthcare facilities and other areas in need in South Africa. We stepped up this initiative during the second wave of the pandemic, with more partners to provide sanitisers in Kinross, Secunda, Zamdela and Sasolburg. Additional deliveries continue to be made to taxi associations, government departments, community partners and schools in Secunda and Sasolburg.

10 We also implement various other social initiatives in education, business development and support and healthcare in Mozambique, Qatar, China, Europe and the United States. All of these underpin our commitment to have a positive influence in the jurisdictions in which we operate.

11 Initiatives are continuing through our Enterprise Supplier Development and Centre for Shared Value Management to provide employees, members of communities and local partners with training and development and to support innovative solutions to tackle societal issues.



SAFE AND ENDURING OPERATIONS (CONTINUED)

Human rights (continued)

**RISK IDENTIFICATION: OWN OPERATIONS**

We have developed and shared a Self-Assessment Questionnaire with Sasol Energy and Sasol Chemicals Businesses to identify potential human rights issues where they may exist within the context of their operating environment. The Self-Assessment Questionnaire served as a checklist to identify potential human rights issues that might arise in connection with our business, operations or supply chain. It assisted our businesses in identifying their key human rights risks.

**RISK IDENTIFICATION: OUR VALUE CHAIN**

As part of our due diligence process, we have developed a due diligence questionnaire to be completed by suppliers to identify their salient human rights risks which are relevant to their work for Sasol; for suppliers to demonstrate the steps they have taken to effectively identify and manage business and human rights risks; and to facilitate engagement between Sasol and its suppliers on business and human rights related issues, so that key risks/challenges can be managed. The due diligence questionnaire will be rolled out in a phased manner and sent to suppliers under the following circumstances:

- during the registration of the supplier as a new Sasol supplier (as part of the onboarding process of new suppliers);
- prior to the renewal of a supplier's contract with Sasol;
- where the supplier meets the criteria for a 'strategic' Sasol supplier; and
- as part of the procurement process eg Request for Information or Request for Quotation or Request for Proposal.

We contractually require our suppliers to comply with applicable laws and the Sasol Supplier Code of Conduct. As part of the due diligence process, we have developed business and human rights clauses to be included in our contract templates and contracts with third parties. The extensive stakeholder engagement processes within Sasol, ensures that we are best placed to receive concerns from our fenceline communities and to assess whether there are any business and human rights implications from such concerns.

**RISK MAPPING: PERIODIC REVIEW**

Our risk review process will entail enabling the organisation to put in place a systematic and standardised process to continuously review and update the existing risk profiles to ensure that business and human rights are integral to our business processes. The gaps identified in the Phase 2 assessment of our review process will be addressed to ensure that the current business processes are adequately improved to effectively deal with issues of business and human rights.

**RISK MITIGATION: PROCESSES IMPLEMENTED**

- Sasol Human Rights Policy
- Sasol Supplier Code of Conduct
- Sasol Code of Conduct
- Supply Chain Policy
- Supplier Industrial Relations Procedure
- Human Resource Policy

**MITIGATION PLANS IN BUSINESSES**

- Sasol Energy Business
- Sasol Chemicals Business

**THE TYPE OF REMEDIATION ACTIONS TAKEN**

- Sasol is rolling out a Due Diligence Questionnaire for Suppliers which will assist in assessing risks related to business and human rights in its supply chain processes and take appropriate steps to mitigate such risks.
- Business and human rights clauses have been developed and are being inserted in our contract templates and contracts with third parties.
- Compliance Risk Management Plans are in place outlining the required controls to ensure compliance with all relevant legislations in the jurisdictions in which we operate. The legal compliance process entails compiling and updating legal or regulatory landscapes in all jurisdictions where we conduct our business, supported by legal compliance risk profiles which are reviewed on a pre-determined basis.
- Our business and operations take the necessary steps to manage associated SHE risks and SHE training which include induction training and mandatory training and SHE awareness campaigns. Required PPE is provided based on risk assessments, minimum requirements and special PPE for certain high-risk tasks.

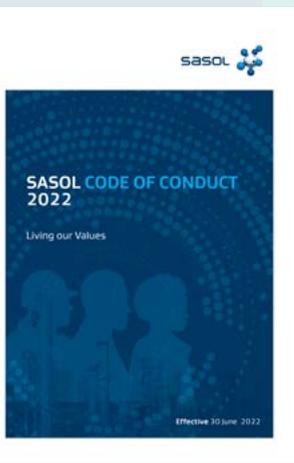


**RISK IDENTIFICATION: NEW BUSINESSES**

Sasol has developed the M&A Due Diligence Guidelines relating to business and human rights in potential M&A transactions. The purpose of these guidelines is to ensure that business and human rights are integrated in Sasol's M&A processes and are included in Sasol's M&A Handbook. This illustrates a strong visibility of what we do and should do as an organisation with regards to business and human rights and ensures that business and human rights are explicitly stated as part of our M&A due diligence processes and are integral when we assess companies or prospective partners. The M&A Due Diligence Questionnaire has also been developed and sent to our potential joint venture partners as part of our due diligence review process.

SAFE AND ENDURING OPERATIONS (CONTINUED)

Ethics



Promoting high ethical standards and combating corruption throughout our sphere of influence is an important part of our drive to deliver social value through our core activities.



OUR APPROACH

The philosophy of our Group Ethics Office is to enable business success on the earned foundation and reputation that Sasol is an ethical company that not only does things right, but does the right things.



- We have amended the Sasol Code of Conduct (Code) to align with the Sasol values, Purpose and strategy.
- Annual anti-bribery training of employees who interact with external parties.



- Counter-party due diligence, screening and anti-bribery risk assessments conducted.
- Management and employees who are identified as being in potentially exposed positions, are required on an annual basis to formally confirm that they know and understand the Code and its associated guidelines.

WHAT WE ARE DOING

Sound ethical values are a cornerstone of our business and our Code underpins the manner in which we manage our business and how we behave.

We are confident in our ethical culture and our employees are encouraged to address allegations of unethical behaviour through our Sasol EthicsLine, a confidential independent system for the reporting of suspected transgressions of our Code, breaches of law or allegations of human rights abuses.

We express zero tolerance for any unethical behaviour including discrimination, victimisation and harassment in all its forms.

Managing ethics calls

- Offering employees and third parties the opportunity to make confidential disclosures to our EthicsLine, Group Ethics Office or trained Sasol Ethics Officers.
- The EthicsLine is toll-free and is available 24 hours a day/seven days a week in South Africa, United States, United Kingdom, China, Singapore, Germany, Mozambique, and Italy.
- Assisting callers on the EthicsLine in the local language of their choice, including English, Afrikaans, IsiZulu, Sesotho, IsiXhosa, Sepedi, Tshivenda, Setswana, SiSwati, IsiNdebele, Xitsonga, Mandarin, Portuguese, Italian and German.
- Conducting ethics investigations strictly in accordance with the Ethics Investigation Policy and Procedure by trained ethics investigators under the instruction of ethics coordinators and oversight by ethics officers.
- Appointing and training 25 new ethics investigators, two new ethics coordinators and two ethics officers.

Whistleblower protection

- Committing to protecting all stakeholders who, in good faith, report unethical conduct and alleged human rights abuses through our Whistle-blower Policy.
- Encouraging all stakeholders who have dealings with Sasol to make reports on unethical conduct without fear of reprisal or any detriment to their occupation.
- Continuously promote the Whistle-blower Policy across the Group using 'ethics and compliance moments' and awareness campaigns aimed at reinforcing our zero tolerance to retaliation and victimisation of whistle-blowers and of those supporting ethics investigations.

Anti-bribery, anti-trust and competition law

- Adopting various anti-bribery and competition law policies which set out the parameters for engagements with external parties enabling compliance with applicable laws.
- Providing annual training to employees, whose roles and positions are at greater risk, on matters relating to anti-bribery and competition (anti-trust) laws.
- As part of the training, assessing employees for the understanding of the training modules.
- Providing employees with standards, guidelines and procedures aimed at ensuring competition law compliance, which are reviewed and updated regularly, in line with legal changes and developments.
- Assisting employees in identifying situations that may require legal advice, encouraging them to seek such advice and report any violations.

Trained more than **6 000**

employees including the Group Executive Committee, on anti-bribery and competition law modules

Compliance confirmation by more than **6 015**

employees, undertaking to comply with anti-bribery and competition law policies

SAFE AND ENDURING OPERATIONS (CONTINUED)

Ethics (continued)



Ethics training and awareness

- Supporting the integration of ethics into all aspects of business and encouraging ethical behaviour in our decision making.
- Providing ethics training and awareness campaigns for employees throughout the year, including a course called 'Exploring Ethics and Economic Crime' jointly presented by the Group Ethics Office and Sasol Assurance Services and targeted training on Sasol's Conflict of Interest Policy.
- Guiding leadership, promoting ethical behaviour thereby increasing ethics visibility within areas of responsibility through 'ethics moments'.
- Providing training to 425 employees in Mozambique, by the Group Ethics Office, Group Forensics and the Ethics Institute.
- 4 095 employees attended the various ethics training initiatives in 2022.
- Requiring annual confirmation from a targeted group of employees as part of the Annual Compliance Confirmation Process. These employees confirm in writing that they are aware of and have abided with the Code, Competition Law Policy, Anti-Bribery Policy, Group Safety and Environmental Policy, Conflicts of Interest Policy and the Gifts, Entertainment and Hospitality Policy.

Managing conflicts of interest

- Amending the Sasol Conflicts of Interest Policy to align with the Sasol 2.0 operating model.
- Ensuring employees avoid any actual, potential or perceived conflicts of interest through the Policy and the Process Guidelines.
- Declaring and mitigating conflicts of interest should they arise on the Sasol Declaration System (SDS), SharePoint Approval Site or manually for employees who do not have access to the online system.
- Assisting employees to understand what conflicts of interest are and how to declare them using computer-based training, which includes an assessment.
- Creating awareness related to conflicts of interest as part of the onboarding training for all new Sasol employees ensuring that actual, perceived or potential conflicts of interest are identified upfront and appropriately managed.
- Providing declaration reports to line management which include details of conflicts of interest declarations in their respective businesses and how these conflicts should be managed and mitigated.
- 6 015 employees confirmed that they had declared all their conflicts of interest as applicable or that they had nothing to declare.

Managing gifts, entertainment and hospitality

- Working to reduce possible fraud or corruption by our employees and trading partners by adhering to the Prevention and Combating of Corrupt Activities Act, 12 of 2004.
- Aligning the Sasol Gifts, Entertainment and Hospitality Policy with international benchmark practices to further manage the risk when engaging with public officials.
- Requiring the pre-approval of all gifts, entertainment or hospitality – with a value exceeding a specified limit, or which are offered or received from public officials, or which may create a conflict of interest for Sasol employees.
- Obtaining written pre-approval for gifts, entertainment or hospitality via the SDS, SharePoint Approval Site or manually for employees who do not have access to the online system.
- Assisting employees to understand the potential risks in accepting or giving gifts, entertainment and hospitality and to seek pre-approval for these through computer-based training, which includes an assessment.
- Returning of gifts that do not meet the Policy's requirements and which may thus not be retained by employees through the Group Ethics Office, or via Ethics Officers.



PERFORMANCE

During 2022, we received 349 calls. The typical nature of ethics calls related to allegations of fraud and misrepresentation and conflicts of interest.

To maintain confidence in the EthicsLine and support Sasol's ethical culture, we ensure that all matters are thoroughly investigated, and appropriate corrective actions are taken on substantiated ethical transgressions as determined by the appropriate Employee Relations Specialists.

One investigation, related to substantiated allegations of fraud and misrepresentation, led to a service termination.

A total of 120 allegations resulted in management action being taken.

LIVING BY OUR VALUES

New employees provided with ethics training

2 137

SASOL GLOBAL ETHICS COMMUNITY

Employees provided with Exploring Ethics and Economic Crimes training

651

Officers 30



Coordinators 19

Gas Sourcing Operations employees provided with customised ethics training

425

Investigators 125

# SAFE AND ENDURING OPERATIONS (CONTINUED)

## Process safety



Process safety is important to ensure that we maintain reliable, safe and sustainable operations.



### OUR APPROACH

Through the application of the Process Safety Management (PSM) system, we address process hazards, process knowledge, process safety risk management, process safety performance and learning through experiences, thereby striving to Zero Harm. Process safety integrity is enabled through adhering to inherent safe design, asset management and operations discipline as guided by international best practice in order to maintain reliable and safe operations.



## WHAT WE ARE DOING

### Sasol Chemicals Business

The SHE and Risk approach has seven key focus areas which are part of our integrated key responses in addressing safety. These focus areas are People: being accountable to leadership and engaged people; the high severity incident reduction programme; risk management; enabling SHE and Risk technology; environmental, process safety management; and product logistics safety.

PSM includes the following:

- Embedding process safety fundamentals;
- Adherence to standards and procedures;
- Assurance of critical controls;
- Strong focus on return to service process to eliminate fires, explosions and releases (FERs); and
- Continuous focus on leading and lagging indicators to improve performance.

### Sasol Energy Business

We are continuing to implement and monitor the 5th HSI focus area (loss of primary containment) in all Sasol sites to ensure continuous improvement.

To enable continuous improvement, our PSM priorities include:

- Revisiting the process safety risk studies to ensure effective and sustainable closure of actions;
- Conducting incident recall to ensure that the learnings have been effectively implemented in all Sasol sites;
- Performing process safety field observations;
- Strengthening controls related to operational activities or tasks by improving our permit-to-work system;
- Revising the management of change process to avoid incidents due to personnel changes;
- Reviewing the critical control performance criteria to strengthen the first level of assurance;
- Implementing the PSM audit programme to provide improved assurance on the integrity of the process safety controls;
- Continuing to perform thorough analyses of the incident root causes and precursors; and implementing measures to prevent the recurrence of incidents; and
- Continuing to monitor process safety leading and lagging indicators to identify and address weaknesses in the controls.

## PERFORMANCE

|                  | 2022 | 2021 |   |
|------------------|------|------|---|
| Significant FERs | 6    | 6    | — |
| FER-SR           | 8,1  | 10,8 | ▼ |

Improvements are noted in our PSM with a decreasing FER-SR

|                  | 2022 | 2021 |   |
|------------------|------|------|---|
| Significant FERs | 7    | 14   | ▼ |
| FER-SR           | 2,9  | 3,8  | ▼ |

The FER-SR improved

Increase ▲ Decrease ▼ No change —

## SAFE AND ENDURING OPERATIONS (CONTINUED)

### Enduring operations



#### OUR APPROACH

Operations Excellence is the systematic and structured approach to continuously improving and sustaining business performance towards world-class operations, thus enabling competitive business advantage and long-term sustainable growth.

A maturity based approach guided by the framework defined by the Sasol Operations Management System has been adopted. Core and enabling business practices are driven through Centres of Excellence (CoE) supported by Communities of Practice (CoP).

#### WHAT WE ARE DOING

Underpinning our approach, with the focus on building a strong cash basis to support Future Sasol, is the Sasol Energy Operations transformation strategy for 2025. We have formulated bold ambitions focused on People, Planet and Profit to ensure this transformation becomes a reality by:

- A change in the operating model;
- Challenging cash fixed cost, capex and gross margin targets; and
- The Just Transition and move towards environmental sustainability, including the carbon dioxide (CO<sub>2</sub>) reduction targets.

Achieving this transformation while ensuring safe and stable operations will require focused and dedicated leadership. Sasol 2.0 for Energy Operations is a complex and ambitious transformation.

In our Chemicals Business improving Operations Excellence continues to be a key driver for safe, reliable and efficient operations. In support of our 2.0 ambition we are seeing good progress across all regions with key benefits generated from:

- Rolling-out digital tools that visualise process information and enable quick corrective action; and
- Capital projects targeting prolonged turnaround cycles and more streamlined maintenance work.

#### We have focused executive committees driving the Develop Agenda and the Deliver Agenda

The Develop Agenda team reviews the transformation ambition, progress on targets and strategic priorities and problem solve through micro-battle teams or assist others who require support with:

- Clear understanding of the ambition and the roadmap to get there;
- New mindsets and ways of working to enable change and innovation;
- New management systems to enable all the complex work ahead;
- Effective sponsorship structure to cascade elements of change; and

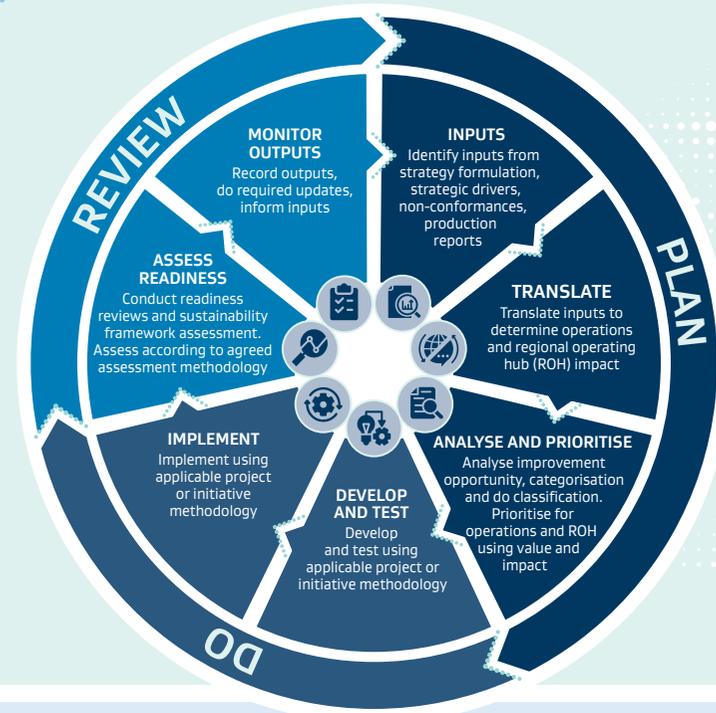
- Structured performance management to mitigate risk and track results.

The Deliver Agenda team, driving the running of the day-to-day business, monitors key metrics, highlighting problem areas, identifying root causes, and taking corrective action. Discussions are based on standardised key performance indicator dashboards and on continuous improvement initiatives that are already well advanced and/or well defined.

For further detail on our strategic direction refer to [IR](#) and implementing the Future Sasol strategy in the [CCR](#).

#### CONTINUOUS IMPROVEMENT HIGH LEVEL PROCESS

In support of the Sasol 2.0 transformation programme, our operations must continue to generate cash while reducing cost. This continuous improvement approach and mindset will drive the business forward, by improving productivity and reliability, enhancing customer value and improving safety all round. The ultimate aim is to achieve world-class operations through an ingrained Operations Excellence culture.



To coordinate such a complex transformation, we have put in place an integrated management system. The key elements of the management system include:

- Execution structure that includes a Transformation Office to coordinate and manage the programme;
- Dedicated 'develop hub' resources to help manage the delivery within the operating platforms using the micro-battle methodology to focus on a specific set of topics and formulate a proposal for optimisation; and scaling teams to implement focused initiative delivery; and
- Governance structure to manage risk and report on results through an integrated dashboard.

## SAFE AND ENDURING OPERATIONS (CONTINUED)

## Product Stewardship



## OUR APPROACH

- In order to meet the needs of customers today and into the future, we build trust in the Sasol brand by demonstrating our commitment to product stewardship along the value chain, which also limits our product risk and liability.
- We have a team of global technical experts with a sound understanding of the hazards, risks and regulatory requirements driving continuous improvements to prevent product-related incidents and limit health and environmental exposure.
- Product stewardship involves conscientious engagement of partners and stakeholders along the value chain. Through our collaborative approach we promote the safe and responsible storage, use, conversion and end-of-life management of our products.

## WHAT WE ARE DOING

## DESIGNING SAFE PRODUCTS

Sustainable products make a net positive contribution to society in their particular applications and intended uses while minimising harm to human health and the environment. To establish which products are sustainable requires a holistic assessment of their impacts and benefits along the product life cycle. A product classified as hazardous, when responsibly managed, can be of significant value to society. Sasol supports the responsible management of all materials and chemicals across the life cycle, regardless of their hazard classification. This approach means that a sound understanding of product chemistry, hazard profiles and potential exposure to people and the environment is required to establish whether a product is suitable and safe for use in its applications.

Our ongoing portfolio review process is fundamental to ensuring that Sasol offers the market a safe and competitive product portfolio for today and the future. Regulatory scanning, screening of peer-reviewed scientific research on chemical safety, and product development work occur on a continuous basis to ensure that any anticipated changes in legal

requirements that impact our products are known and addressed in advance of formal regulatory changes being adopted. As a result of this, while Sasol has six products listed on the European Union's Registration, Evaluation, Authorisation and Restriction of Chemicals regulation (REACH) substances of very high concern candidate list, we have no products on the REACH Authorisation list, since we had made chemical substitutions in advance of these developments.

We also do not have any materials present in our value chain relating to multilateral environmental agreements on chemicals under the Montreal Protocol or the Stockholm Convention. One product may require Prior Informed Consent under the domesticated Rotterdam Convention once promulgated and the international shipment of some low-volume spent catalyst material, classified as hazardous waste, is managed under the Basel Convention with all required permits in place, and is necessary to enable catalyst regeneration including precious metal recovery. One Sasol product is certified under the voluntary International Cyanide Management Code.

We work diligently to continuously improve the SHE impacts of our products, as well as manage security throughout the product life cycle, in partnership with suppliers, customers and other stakeholders.



- ISO 14001 certification maintained for all production sites in Eurasia.
- Every chemical we produce (experimental and commercial) undergoes hazard and risk assessment.
- GHS Compliant Product Safety Data Sheets are provided for all products.

## SASOL POSITION ON USE OF METHANOL IN NON-INDUSTRIAL APPLICATIONS

During a recent Sasol Chemicals portfolio review of the SHE aspects including associated measures to improve the safety of its products, a potential concern was identified with the use of methanol in non-industrial applications due to a higher potential for improper use and disregard of methanol's hazards. Given the lack of legislative instruments pertaining to methanol's use in such applications, we decided to be proactive and discourage the use of methanol in non-industrial applications through the development of a formal Sasol Chemicals position. The decision included active engagement with methanol customers (and the signing of a declaration to confirm that methanol purchased from Sasol Chemicals will not be used in non-industrial applications) and further knowledge-sharing sessions with the broader industry through the Chemicals Allied Industry Association (CAIA).

## OPTIMISATION OF ANTI-STATIC ADDITIVES IN IMPACT COPOLYMER (ICP) GRADE

Sasol polypropylene ICP grades contain an anti-static additive that has a historical Category 2 Reprotoxic Toxicity classification according to Regulation (EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008. The European Chemicals Agency, based on new scientific evidence, agreed on an official harmonised classification resulting in this anti-static additive classification changing to a Category 1b reprotoxin. To address this change, Sasol performed the necessary technical work on the product formulation to optimise the additive target level to a reduced value resulting in Sasol ICP grades retaining the "inherently non toxic and non hazardous" classification without compromising the technical performance of the final product. While the current formulation is compliant, Sasol is proactively pursuing substitution opportunities to further enhance the inherent safety of the Sasol ICP grades.

## RISK MANAGEMENT

As part of establishing a baseline for Product Stewardship performance, we continue to report and investigate all Product Stewardship incidents. The process of clearly defining and identifying critical controls from risk bowties including the implementation thereof through performance criteria was further refined during the year. This in turn provided the opportunity to improve the overall risk process, thereby enhancing prevention or mitigation of similar and related potential future incidents. During 2022, two product stewardship incidents were experienced which were classified under the key undesirable event: Loss of Product Data Integrity and or Availability. Although both incidents were classified as minor they were investigated, root cause analysis undertaken, various actions identified and implemented to address control failures. A key part of the incident investigation process was also the sharing of learnings with the broader affected Sasol community.

## THREE SASOL PLANTS BECAME ISCC PLUS CERTIFIED

International Sustainability and Carbon Certification (ISCC) PLUS supports the circular economy and bioeconomy by offering a certification that promotes environmentally, socially and economically sustainable production. Our German sites in Brunsbüttel and Marl and our plant in Augusta, Italy have been ISCC PLUS certified to use bio-based and circular feedstocks on a mass balance basis to replace fossil-based feedstocks. This marks a step in Sasol's global strategy to close the loop and expand our capabilities for circularity using advanced recycling and bio-based feedstock.

SAFE AND ENDURING OPERATIONS (CONTINUED)

Product life cycle stages

1. BUY STAGE

System controls that were introduced in 2021 into our South African procurement process, continue to limit the risk of any inadvertent non-compliant purchases of controlled chemicals without the necessary authorisation and permits in place. This Sasol product registration process also assists with ensuring supplier compliance with recently promulgated Regulation for Hazardous Chemicals Agents (RHCA) in South Africa, which is aimed at domesticating the Global Harmonized System (GHS) for product labelling. Sasol has also issued communications to our suppliers to ensure supplier awareness and compliance with RHCA.

6. END-OF-LIFE STAGE

Recognising the environmental harm posed by plastic waste, we support the South African (SA) promulgated Extended Producer Responsibility (EPR) legislation that enables the effective collection and beneficial recycling or re-use of plastic materials. In 2022, we executed on the developed plans to ensure our timeous compliance with the promulgated South African Section 18 EPR scheme notice. We continue to work closely with the broader industry value chain stakeholders to embed EPR and achieve the required positive intended outcomes of this scheme.

Further the SA department has been developing a lubricant sector EPR notice. Sasol since 1994 has been actively involved in the voluntary South African EPR Lubricant scheme through our participation as a founding member in the Recycling Oil Saves Lives (ROSE) Foundation and hence this placed Sasol in a good position to actively guide the proposed legislative framework in this regard.

The methodology and revised Tier 2 (country specific) carbon emission factor for Sasol's methane rich gas produced from Secunda Operation was approved by DFFE in July 2021, with the condition that it is reviewed every 3 years. The benefit thereof, is a more representative emission factor providing more accurate scope 3 emissions reporting.

5. USAGE STAGE

Customer assessments and training to ensure the responsible and effective use of our products is an important contributor to Sasol's Responsible Care® commitment.

Aligned to this, Sasol Chemicals Life Cycle management provides support to clients through formalised technical assessments and site evaluations, thus providing due diligence in terms of audits, storage requirements, product hazard characteristics and usage of our chemicals. The cyanide training strategy was optimised to create inhouse capability and competency within our Mining customers so that they can embed safe management of cyanide deeper within their organisation. To enable this, Mining customers were provided with comprehensive safety training together with the required supporting training material.

Each month, we handle about 1 000 queries of a technical or product stewardship nature from our customers. We have a formal system through which we deal with these, using controls to ensure that we provide accurate information. Increasingly, customers request information regarding the environmental footprint of the products they buy from Sasol. We have completed life cycle inventory work for some of our chemicals products and have started expanding the analysis to include products produced at our Secunda and Sasolburg sites. So far, we have performed a cradle-to-gate life cycle inventory analysis on almost 100 intermediate and final products. Where available and requested, we share the results with customers.

We continued to prioritise the compliant, safe and responsible manufacturing of products through implementation of the procedure which supports compliance with chemical control legislation. Further updates and development of appropriate training material on chemical control legislation and the safe handling of hazardous chemicals continued to be rolled out to targeted employees along the value chain. During 2022, Sasol Energy Business commenced with a number of initiatives as part of its continuous drive to improve product quality and sustainability. A Product Fit for Purpose Protocol and a Product risk and opportunity management tool, was reviewed and updated with an increased focus on a product stewardship and product environmental sustainability. A preliminary Life Cycle Assessment Roadmap was developed, which once approved is expected to be implemented over a number of years to cover the full Energy Business product portfolio.

The Southern African Vinyls Association (SAVA) issued a certificate of compliance to Sasol Chemicals for successfully meeting the requirements of SAVA's Product Stewardship Commitment which is aimed at addressing SHE issues from the manufacture and storage of PVC products, hence Sasol is authorised to display the SAVA Green Tick on its PVC products.

2. MAKE STAGE

3. SELL STAGE

We implement all applicable regulatory requirements, including being proactive to developing legislation, to secure and maintain our licence to manufacture and sell products in the numerous markets we serve. In 2022, work continued to revise and update REACH registrations for chemicals we produce or import into Europe following dossier and substance evaluations by the European Chemicals Agency (ECHA) and the European Union (EU) Member States. This process will continue in the coming years, since all substance dossiers will undergo evaluation.

Sasol remains committed to the signed declaration of intent to support ECHA's and the Joint Action Plan of the European Chemical Industry Council (CEPIC) to proactively and systematically review and improve, if needed, the data previously submitted in REACH registration dossiers.

New chemical notifications were also filed in the United States, Canada, China, South Korea and Taiwan, among others. In Korea the first full registrations have been filed under the K-REACH scheme. In Turkey, all relevant substances have been pre-registered under Turkey REACH and in 2022 the full registrations will be initiated, where deemed necessary to support Sasol direct customers in Turkey.

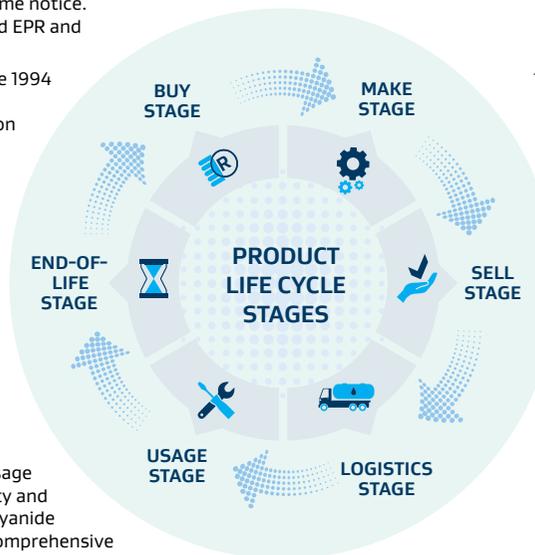
Sasol has filed "downstream user import notifications" (DUINs) for all products that were shipped to UK customers in 2019 and 2020 to support the existing business. For new products/new businesses and customers in the UK we have started to file full registrations in 2022.

The EU REACH regulation will be revised in the coming year hence Sasol has started initial preparations to fulfil future requirements.

4. LOGISTICS STAGE

Our Transport Indicator of Performance (TloP) is a group-wide measure of the incident severity rate as a function of product transport distance travelled. TloP is split into two components: the TloP reflecting on avoidable incidents, where the transporter driver could reasonably have done something more to prevent an incident, and the TloP reflecting on the unavoidable component where all incident preventative controls were adhered to and nothing further could reasonably have been done to avoid the incident. Though there is an increase in the TloP there is generally good consistent logistics performance.

We continue to implement learnings from incident investigations and improve operational discipline to improve product transport safety performance. In 2022 an exercise was initiated to reinforce onsite product transportation controls through the development of the transporter minimum requirements which are mandatory to all Sasol's product transport service providers.



PERFORMANCE

|  | 2022 | 2021 | 2020 | 2019 |   |
|--|------|------|------|------|---|
| Total severity of incidents                      | 66   | 50   | 167  | 260  | ▲ |
| TloP   | 0,86 | 0,59 | 1,84 | 2,84 | ▲ |
| Number of third party and transporter fatalities | 0    | 0    | 1    | 19   | — |

Increase ▲ Decrease ▼ No change —

## SAFE AND ENDURING OPERATIONS (CONTINUED)

## Sasol and Imperial Logistics road transport emergency simulation exercise

## ROAD TRANSPORT SIMULATION

Sasol is committed to distributing its products without threat to its employees, the public, or the environment. In addition, Sasol seeks to comply with all local, provincial and national regulatory requirements concerning the handling, storage and transportation of its products. Emergency Preparedness and Incident Management are key elements to this strategy, of which the off-site Hazardous Material (Hazmat) exercises provide emergency responders with an invaluable opportunity to gain practical experience of potentially dangerous situations that they might encounter.

Apart from emergency preparedness plans, technical competencies and relevant partnerships, the correct equipment is also required to effectively respond to Hazmat incidents. Sasol has 14 fully equipped Hazmat trailers strategically located throughout South Africa to mitigate and address potential disaster situations should they arise. These Hazmat Trailers also require periodic evaluation to ensure their effectiveness and correct functioning.

In April 2022, Sasol and Imperial Logistics (together with various stakeholders), conducted a simulation/mock emergency exercise in South Africa. The purpose of the exercise was to test the level of preparedness for all emergency responders that need to be involved when there is a product transport emergency incident. This in turn also helps to ensure that the responders are safe, effective, competent and confident during their response to any incident involving hazardous material. Hazmat exercises are performed under strict controlled conditions, in conjunction with the emergency service teams that would normally respond to emergency incidents hence this required extensive planning and preparation with all relevant stakeholders. Furthermore, assessments were done by experienced evaluators to identify further improvement areas. Based on past experience and current country realities, a possible situation involving hazardous material was simulated.

The simulated incident involved the attempted hijacking of two tankers carrying sodium cyanide and fuel resulting in the spillage of these dangerous goods, ensuing injuries and fatalities. During the simulation the applicable emergency services were activated, they stabilised the scene and the 'injured' were air-lifted by air-ambulance to hospital. The containment and treatment of any spilled product was also undertaken. The planning and execution of the exercise was a success which resulted in the achievement of all set aims and objectives.

The activities of the participating services were thoroughly evaluated by several subject matter specialists. While the findings and recommendations are still under review, the following preliminary opportunities were identified:

- Proper and timeous coordination of activities to prevent incident escalation
- Need for effective communication and alignment between respective applicable services
- Training on understanding dangerous goods documentation and products
- Equipment upgrades to deal with hazardous products
- Effective use of limited resources deployed during incident management

The exercise provided an invaluable learning experience to all participating stakeholders and the necessary corrective actions will be put in place to ensure an even more effective response in any such real scenario.



## SAFE AND ENDURING OPERATIONS (CONTINUED)

## Product stewardship initiatives



## Responsible Care® Awards

Responsible Care® is a voluntary commitment by the global chemical industry to drive continuous improvement and achieve excellence in environmental, health, safety and security performance. As a Responsible Care® signatory, we commit to safe chemicals management throughout a product's life cycle while ensuring the chemistry contributes to society and benefits the environment. Sasol recommitted to Responsible Care® by signing the Responsible Care® Global Charter in 27 October 2021. During the 2021 CAIA Responsible Care Awards, Sasol South Africa Ltd was recognised as a runner up in the category 'Initiative of the Year' for two projects:

#### PRODUCTION OF ISOPROPANOL FOR HAND SANITISERS

Ethanol, an excise-controlled product, can only be supplied to formulators of hand sanitisers who are registered with the South African Revenue Service (SARS) hence limiting sanitiser production to select registered formulators in South Africa. This posed a challenge during the pandemic. Sasol recognised this constraint and the potential impact on South Africa and immediately set out to formulate and manufacture denatured blends containing isopropanol, which met SARS requirements for distribution to make available alcohols of the right quality in the fight against the spread of COVID-19. The priority actions taken by Sasol South Africa served to balance the local alcohol supply and demand scenario, serving to stabilise prices of hand sanitisers as well as to assure the local market of the availability of the correct blends of ethanol with isopropanol that could be used in hand sanitiser formulations.

#### SUPPORTING LOCAL MUNICIPALITIES WITH WATER MANAGEMENT FOR THE BENEFIT OF FENCELINE COMMUNITIES

As a signatory to the UN Global Compact CEO's Water Mandate Sasol uses its Water Stewardship framework to respond to water risks. One of the workstreams of the Mandate, is for member organisations to focus on Water, Sanitation and Hygiene (WASH) in communities. The focus of the Sasol Community Affairs team in the Secunda area is supporting host municipalities, Govan Mbeki Municipality and Dipaleseng Municipality, in South Africa, drive WASH initiatives. The team committed to assist these municipalities to resolve sewer challenges which have been impacting fenceline communities. Various activities were undertaken including pump station repairs and upgrades, project management and entrepreneur business development. The implementation of these projects has resulted in reduced sewer spillages, therefore improving the health and safety of communities.

## Sasol supports alternative approaches to animal testing

Sasol has recently joined Animal-Free Safety Assessment Collaboration and the European Partnership for Alternative Approaches to Animal Testing. Sasol has joined both associations to support the important ongoing activities with the overall goal to reduce the number of animal tests that are currently being requested by regulatory bodies all over the world and to increase the acceptance of alternative non-animal approaches.

#### Review and prioritisation of product stewardship key performance metrics

Performance metrics are key to understanding a company's health through trend analysis to solve problem areas or unlock opportunities. Sasol Energy Business Environmental Sustainability and Product Stewardship identified the opportunity to be proactive and assess the current set of performance metrics against the constantly evolving landscape. This comprehensive exercise was executed in two parts consisting of global benchmarking followed by a detailed analysis. A holistic, prioritised list of performance metrics was developed, including newly identified metrics, for further development and implementation to strengthen Sasol's performance.

#### Sasol joined Action for Sustainable Development (ASD) Initiative

ASD is an initiative that brings together companies in the cosmetics, home and personal care, and oleochemicals industries to collectively tackle supply chain issues around palm oil and palm kernel oil derivatives. Sasol joined ASD in 2021 and will participate in working groups to collectively develop and implement solutions. Through this collaboration initiative, we expect to better understand our oleochemical supply chain and continue to gain transparency in this complex palm derivatives sector.

#### Operation Clean Sweep® (OCS)

Sasol, an OCS signatory, considers this voluntary international stewardship programme an important instrument to promote and implement good practices towards achieving zero polymer pellet, flake, and powder loss. During 2022 we focused on embedding OCS fundamentals across our polymer production facilities, including but not limited to the following activities:

- education and awareness training through the development and roll-out of an OCS e-learning module;
- new employees onboarding including OCS pledge signing;
- awareness raising through the application of OCS posters at polymer facilities including regular OCS discussions at production meetings;
- annual site assessments to track progress and to identify opportunities;
- promote and embed use of tracking tools, procedures and incident management;
- onboarding service providers at the Sasolburg polymer production facility including becoming an OCS signatory; and
- mechanical upgrade to a Secunda polymer bagging discharge chute to reduce pellet spillages ie primary containment.



SAFE AND ENDURING OPERATIONS (CONTINUED)

Sustainable use of plastics



Plastic waste in the environment and oceans is unacceptable. We are addressing this challenge by embracing the principles of the circular economy and the waste hierarchy.



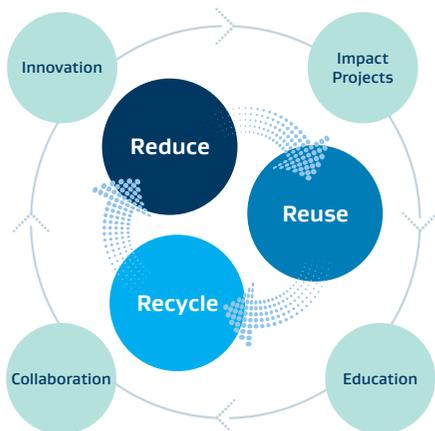
OUR APPROACH

- We acknowledge that plastic waste in the environment is a concern and is unacceptable.
- In response, we are executing on our Plastics Sustainability approach with four key focus areas: Impact Projects, Innovation, Education and Collaboration.
- We want to have a meaningful impact in South Africa on plastic waste leakage into the environment through value chain collaboration on projects and initiatives that promote and develop circularity.



WHAT WE ARE DOING

In South Africa, given Sasol's prominence, we work with government, relevant industry participants and associations to maximise the impact of our contribution. Guided by the focus areas of our Plastics Sustainability Strategy, here we provide an update on some of the plastic sustainability initiatives currently underway.



| Packa-Ching  | Inkwazi Isu   | Chemical recycling in South Africa   |
|--|---|--|
| <p>At Sasol, we want to ensure a meaningful and visible impact towards plastics sustainability in South Africa. One of the ways we are doing this is through the Packa-Ching initiative where Sasol supports entrepreneurs with the collection of used recyclable packaging material from the public in low income and informal areas, using mobile recycling units. Since the first Packa-Ching unit, we've collected more than 6 300 tons of recyclable waste and our communities have earned more than R5 million.</p> <p>We partner with Polycy on this initiative. The objectives and goals of Packa-Ching are aligned with one of Sasol's focus areas and that is to reduce and mitigate the environmental impact of plastic and to implement solutions to reduce plastic and other consumer waste from our environment.</p> | <p>The Inkwazi Isu Project in Durban, KZN has been approved for grant funding from both Sasol (two sites) and the Alliance to End Plastic Waste (AEPW) (ten sites) for the upgrade of 12 municipal refuse garden sites into recycling buyback centres. The project aims to divert approximately 30 kilotons per annum (ktpa) of plastic waste from landfill while creating 120 direct jobs. The Inkwazi Isu project forms part of AEPW's flagship programme for Sub-Saharan Africa that will aid in upgrading the collection and sorting infrastructure in this coastal region. The project's primary objectives are:</p> <ul style="list-style-type: none"> <li>• To bridge the infrastructure and logistics gap by providing efficient sorting and buyback facilities within community's reach.</li> <li>• To actively reduce the amount of waste that ends up in landfills by sorting and reclaiming up to 90% of recyclable waste.</li> <li>• To provide a hub for responsible waste management.</li> </ul> | <p>To provide an advanced solution to reducing plastic waste, we are evaluating the viability of a chemical recycling facility in South Africa. This facility would complement both Sasol's current efforts to encourage mechanical recycling, and the South African Government's Localisation Policy, which is integral to the country's economic recovery plan.</p> <p>Chemical recycling is a term used to describe technologies that allow the recycling of those plastics that are difficult to recycle mechanically. By turning plastic waste back into base chemicals and chemical feedstocks, chemical recycling processes have the potential to dramatically improve recycling rates and divert plastic waste from landfill or incineration.</p> <p>A facility like this will create value through the valorisation of hard-to-recycle plastic waste and aligns with our objective of providing circular and sustainable solutions for our customers.</p> |

# GROWING SHARED VALUE

## Sasol in Society



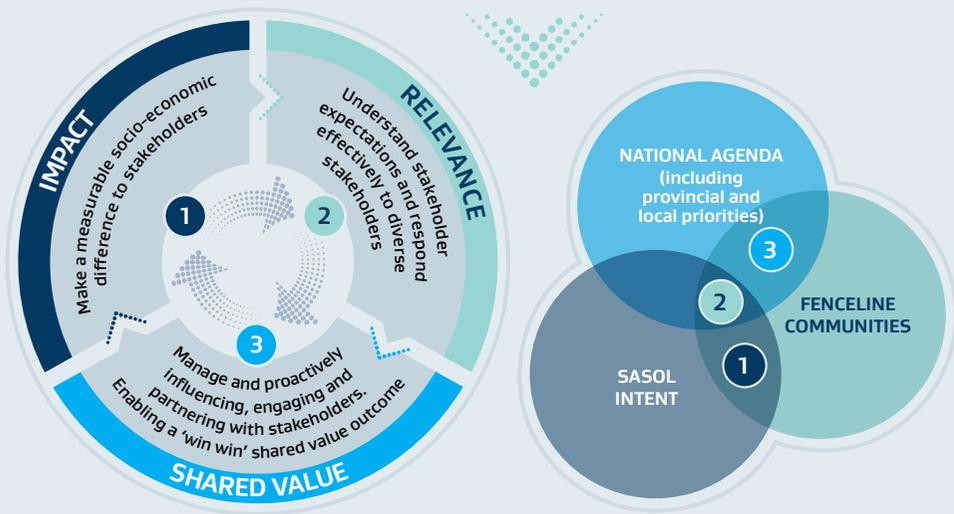
### OUR APPROACH – OUR PROMISE TO SOCIETY

- Contribute to thriving host communities
- Partner for socio-economic value
- Just and responsible transition
- Placing our key stakeholders and partners at the centre of the implementation process

### Catalyst for positive change is our execution intent

Our investment results in enhanced economic participation, contributing to growth and improved quality of life within our operating geographies and fenceline communities.

Our social investment (SI) approach is brought to life through a multi-pronged, multi-year methodology to respond to the priorities of our fenceline communities. This is to ensure that we deliver impactful and relevant programmes which create shared value among various stakeholders. This is done by intersecting the Sasol Intent with our fenceline community priorities and national, provincial and local priorities in our operating geographies and fenceline communities.



At Sasol, we work to create a positive and measurable socio-economic impact, responding to key societal challenges in our operational geographies and fenceline communities.



### WHAT WE ARE DOING

- Enhancing the quality of education outcomes for our learners from early childhood development to entrepreneurship and employment.
- Increasing the pool and quality of relevant skills to bridge the education gap for our fenceline community beneficiaries in order to increase employability and portable skills for the youth.
- Enabling economic inclusion opportunities for small businesses to contribute to the economic growth in our operating geographies through our economic transformation and local content programmes.
- Enhancing the quality of life of our communities through better access to quality health systems and community service infrastructure.
- Building resilient community infrastructure to improve the health, sanitation, electricity and roads for our fenceline communities through our community development programmes.
- Increasing environmental awareness through environmental stewardship programmes which contribute to building a sustainable community.
- Creating sustainable connections of Sasol through our employees to and non-profit organisations who do good in our communities through our Sasol for Good programme including voluntary payroll donations, once-off donations and disaster relief contributions.

| SI spend by region | 2022 Rm | 2021 Rm |
|--------------------|---------|---------|
| South Africa       | 526,0   | 440,1   |
| Mozambique         | 201,9   | 75,9    |
| North America      | 15,2    | 9,7     |
| Qatar              | 0,2     | 0,5     |

| B-BBEE (R'-billion)     | 2022    | 2021    |
|-------------------------|---------|---------|
| Black-owned spend       | 33,6    | 23,8    |
| Black-owned women spend | 21,6    | 15,8    |
| B-BBEE status           | Level 3 | Level 4 |

| SI spend by focus area              | 2022 Rm | 2021 Rm |
|-------------------------------------|---------|---------|
| Quality education                   | 186,4   | 156,7   |
| Bridge-to-work: skills development  | 242,8   | 175,7   |
| Enterprise and supplier development | 65,7    | 18,1    |
| Community health and infrastructure | 184,2   | 144     |
| Environment and biodiversity        | 38,6    | 13,2    |
| Sasol for Good                      | 25,6    | 18,5    |

**R743,3 million**  
Total SI spend (R526,2 million in 2021)

# GROWING SHARED VALUE

## Centre for Shared Value Management (CSVM)



We see ourselves as a force for good and our shared value partnership approach is core to contributing to SDG 17 and to the role we play in our communities.

### WHAT WE ARE DOING

The CSVM coordinates various shared value programmes including our Just Transition impact initiatives relating to the increased use of gas, renewables and carbon offsets, together with those relating to green hydrogen as we transition to a lower-carbon world.

The existing Sasol social impact investments and plans and programmes will be reviewed, adjusted and re-aligned, and managed to maximise economies of scale and create greater impact than the individual programmes.

The Ntsika entrepreneur development programme was launched in 2021 to support those South Africa-based employees impacted by Sasol 2.0.

With the changing energy landscape in South Africa, Ntsika is reflective of Sasol's commitment to achieving a just transition that enables inclusive growth and job creation with the intention that no one is left behind.

Fostering a Just Transition requires long-term, ambitious interventions with collaboration at multiple levels. In this regard, the CSVM has established a partnership with The Impact Catalyst as it is a transparent, efficient and effective platform that will enable collaboration on Just Transition initiatives particularly in Mpumalanga. The vision and purpose of the Impact Catalyst is to establish inclusive, collaborative, cross-sectoral platforms, initiatives and partnerships to achieve systemic socio-economic impact through public private partnerships. The initiatives are designed to leverage collaboration for collective impact, be cross sectoral and selected for impact beyond the scale of individual participants.

Sasol continues to work with business associations such as the Energy Council, BUSA and NBI to coordinate efforts and devise workable implementation plans for the Just Transition in addition to leveraging funding for Just Transition programmes.

### OUR APPROACH

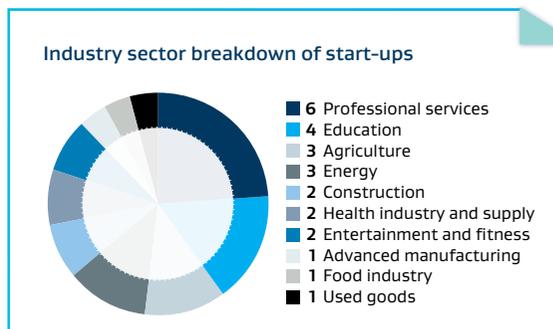
Shared value is an enabler of our Purpose and strategy and brings to life "Innovating for a Better World". In this context, the CSVM was established as an execution vehicle to realise our shared value aspirations.

The purpose of the CSVM is to facilitate the creation of socio-economic value for the Sasol ecosystem by leveraging partnering opportunities and collaborating with stakeholders while creating business value for Sasol. We seek to attract and galvanise partners to leverage funding and execute sustainable socio-economic value programmes for our fenceline communities.

### Ntsika Programme overview

| PHASES   | Phase 1: Opportunity & awareness  | Phase 2: Opportunity ideation  | Phase 3: Opportunity exploration   | Phase 4: Opportunity refinement   | Phase 5: Business model optimisation   | Phase 6a: Business establishment   | Phase 6b: Business support  |
|----------|---|--|--|---|--|--|---|
| CONTENT  | <ul style="list-style-type: none"> <li>Fundamentals</li> <li>Growth mindsets</li> <li>Core skills/competencies</li> <li>Guest speakers</li> <li>Supporting structures</li> <li>Self-assessment diagnostic</li> </ul>                      | <ul style="list-style-type: none"> <li>Opportunity discovery</li> <li>Opportunity validation – market research</li> <li>Business plan initiation</li> </ul>                                  | <ul style="list-style-type: none"> <li>Model development</li> <li>Funding strategies</li> <li>Sales and marketing</li> <li>Team development</li> <li>Marketing opportunities</li> </ul>                          | <ul style="list-style-type: none"> <li>Lean business model development</li> <li>Video pitch development</li> <li>Learnwise interaction</li> </ul>   | <ul style="list-style-type: none"> <li>MVP Individual report</li> <li>Business model optimisation</li> <li>Business case support</li> </ul>  | <ul style="list-style-type: none"> <li>Marketing and sales</li> <li>Commoditisation</li> <li>Organisation design and servicing</li> <li>Financial plans</li> <li>Angel investor readiness</li> </ul> | <ul style="list-style-type: none"> <li>Post business registration support</li> <li>Coaching</li> <li>Financial guidance</li> </ul>  |
| OUTCOMES | <ul style="list-style-type: none"> <li>Improved awareness</li> <li>Entrepreneurship archetype</li> <li>Exposure to financial support institutions</li> <li>Voluntary Phase 2 participation</li> <li>Access to digital learning</li> </ul> | <ul style="list-style-type: none"> <li>Confirm problem statement</li> <li>Solution refinement with design thinking</li> <li>Validated customer solution including market research</li> </ul> | <ul style="list-style-type: none"> <li>Financial model</li> <li>Confirmed segment and market niche</li> <li>Identified early adopters</li> <li>High level value proposition</li> <li>Basic lean model</li> </ul> | <ul style="list-style-type: none"> <li>Detailed lean canvas</li> <li>Brand strategy development</li> <li>Sales pitch</li> <li>Minimum viable product (MVP)</li> <li>Video pitch submission</li> </ul> | <ul style="list-style-type: none"> <li>Review of milestones</li> <li>Focus on core areas of improvement</li> <li>Optimised MVP and business case</li> <li>Panel preparation</li> </ul> | <ul style="list-style-type: none"> <li>Sales and commodity plans</li> <li>Business registration</li> <li>Financial modelling</li> <li>Funding support system</li> <li>System development</li> </ul>  | <ul style="list-style-type: none"> <li>Revised business strategy and lead generation rebuild</li> <li>Improved sales and marketing plans</li> <li>Sustained entrepreneurial mindset shifts</li> </ul> |

This programme has since been concluded in 2022 with the rollout of the remaining four phases of the programme resulting in 25 business start-ups being created which in turn has led to the creation of 60 jobs (permanent and temporary). These start-ups span 12 different industry sectors, with professional services featuring strongest, followed by the education and agriculture sectors.



**25**  
business start-ups created

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leading to creation of

**60 jobs**

GROWING SHARED VALUE (CONTINUED)

Sasol in Society (continued)

SOCIAL IMPACT (SI) FOCUS AREAS

OUR SI APPROACH

We align our efforts to deliver impactful interventions that enable Sasol to remain relevant and competitive in our operating markets.

We have a national integrated approach with regional execution and a focus on fenceline communities.

We work to align our investment with the specific needs of the countries and regions in which we operate including the local priorities.

OUR PHILOSOPHY

A catalyst for positive SI and change in society

OUR GOAL

Positive and measurable socio-economic impact that leads to meaningful change

|  | Outcomes  | Levers  |
|--|---|---|
| COMMUNITY ENVIRONMENT PROJECTS                                   | Thriving communities because of improvement in the quality of life due to reduction in health and environmental risks.  | <ul style="list-style-type: none"> <li>Community awareness and education</li> <li>Community waste management education</li> </ul>   |
| ENHANCE ACCESS TO QUALITY EDUCATION THROUGH THE SASOL FOUNDATION | Access to quality education that contributes to sustainable economic participation in a changing world.   | <ul style="list-style-type: none"> <li>Early childhood education</li> <li>STEM in schools education</li> <li>Technical education</li> <li>Tertiary education</li> <li>Psycho-social support</li> </ul>  |
| BRIDGE-TO-WORK SKILLS PROGRAMMES                                 | Access to training, which reduces critical skills gaps and prepares communities for the future of work including the establishment of sustainable businesses that are growing and thriving. | <ul style="list-style-type: none"> <li>Access to work and portable skills</li> <li>TVET-to-work transition programme which includes skills development and business starter packs</li> <li>Training of unemployed aligned to economic activity</li> <li>Small business development</li> <li>Small business support</li> </ul> |
| COMMUNITY SERVICE INFRASTRUCTURE                                 | Communities' quality of life is improved through better access to a quality health system and community services infrastructure.  | <ul style="list-style-type: none"> <li>Quality community healthcare</li> <li>Resilient local service infrastructure</li> </ul>  |
| SASOL FOR GOOD   | Mobilise employees as a force for good actively involved in our host communities.   | <ul style="list-style-type: none"> <li>Skilled volunteering, employee giving</li> <li>NGO capacity building</li> <li>Community support and philanthropy</li> <li>Community development</li> </ul>   |

SDGs



GROWING SHARED VALUE (CONTINUED)

Community environmental programmes



Our community environmental programme is aimed at improving the quality of life, facilitating better access to community services and improving health outcomes linked to environmental risks.



OUR APPROACH

Our programmes assist learners, educators and the community at large to understand the connection between environment and economic opportunities and our dependency on the environment. The programmes cover waste management, water conservation, air quality, biodiversity and sustainable food systems.



WHAT WE ARE DOING

Environmental awareness in South Africa

- In Sasolburg, we started a domestic waste management initiative. More than 180 skips have been deployed across the communities of Amelia, Iraq and Harry Gwala in the past 18 months. Forty-two chaperones were recruited to manage these skips. The skips have assisted the community and nearby schools to improve waste management in the Metsimaholo municipal area.
- As part of environmental awareness, over 23 000 learners in various schools have benefited from our environmental education programmes in Sasolburg and Secunda.
- In Secunda, the Sasol Envirowaste programme is an integrated programme that covers various elements of waste management. These include street cleanup, collections, sorting and recycling. The programme is aimed at ridding the community of illegal dumps through land rehabilitation and waste management to generate more entrepreneurs in the environmental space and grow the green economy. In the past year, the programme continued to rehabilitate dumping hotspots, transforming it into food gardens. More than 12 000 households have benefited from the programme, with over five kilotons of general waste diverted from leaking into the environment annually. The initiative has also created up to 80 direct jobs and 200 indirect jobs and employment opportunities for the community at eMbalenhle and Lebohang. Three local waste management start-ups have been adopted by the programme and are being mentored to become sustainable contributors to environmental protection efforts in the community.

Environment and biodiversity

Through our education programmes, we are creating community awareness of the impact of human activities on the environment. By implementing waste management programmes in our fenceline communities, we are supporting our shared value management programmes.

Sasol's various waste management projects such as Envirowaste and Packa-Ching are gaining momentum and our fenceline communities are reaping the rewards of participating in these projects.

Community projects related to water and sanitation

Sasol continues to contribute to improve water and sanitation infrastructure in communities where it has operations in order to improve the quality of lives of communities who do not have access to drinkable water and proper sanitation facilities.

- In the Eastern Cape, construction of a pedestrian bridge in Izikhuba Village, will assist the community, particularly during heavy rains. This will enhance safety for communities as well as learners who cross the bridge to go to schools.
- In Sasolburg and Secunda, we continue to support our local municipalities with infrastructure which will contribute towards better water and sanitation services.

Our Mining operations implemented the following projects in 2022:

- Upgraded and maintained 35 water systems to enable the community to have access to clean and drinkable water.
- Built a water pipeline from eMbalenhle to Charl Cilliers to provide the Charl Cilliers community with better access to water.
- Rehabilitated bridges in Phola Township near Ogies in Mpumalanga.

12 000 households in Secunda were reached on education and awareness

Approximately 23 000 learners benefited from environment programmes in Sasolburg and Secunda

Approximately 10 000 Spekboom trees were planted in Sasolburg and Secunda

8 water systems and 74 boreholes were maintained and upgraded in Mozambique

GROWING SHARED VALUE (CONTINUED)

Community environmental programmes (continued)

PERFORMANCE

South Africa

- In Sasolburg and Secunda, over 230 people have benefited from jobs emanating from the environmental programmes.
- In Secunda, the Envirowaste programme has created employment, removed illegal dumps and implemented a food garden programme in open communal spaces and individual communal homes. Up to 12 000 households have received education, training and support in terms of environmental awareness and food security which has resulted in a number of households establishing food gardens in their homes.
- In Secunda, we continue to capacitate environmental NGOs in the Govan Mbeki Municipality area to do their work effectively and support them in the implementation of local programmes.

Mozambique

- The Inhassoro water system is a project conceived to supply potable water for communities in and around Inhassoro, reaching more than 15 000 households initially and more than 30 000 households on the project horizon. This project is a response to government’s plan to increase access to clean water for the District of Inhassoro. The project was built in two years and was handed over to the Mozambique Head of State. More than 500 households have been connected to the system and are enjoying clean water consumption. In his speech at the handover, the president praised Sasol for contributing to the community, in addition to its tax obligations to the country. The Inhassoro community vowed to make the best use of the system.
- To date, international development agency SNV has maintained and upgraded eight water systems and 74 boreholes on behalf of Sasol; 10 new boreholes have been built and 12 new systems are under currently under construction.

North America

- The Sam Houston Jones State Park in Lake Charles, lost 90% of its trees because of Hurricane Laura in 2020. Sasol funded the purchasing of native trees to aid in replanting efforts for the park.
- As part of the city of Lake Charles’ ReTreeLC program, Sasol funded new master plans for both Tuten and Riverside parks. The plans prioritise green infrastructure, which uses plants, soils and natural processes to manage stormwater.

ENVIROWASTE MANAGEMENT PROGRAMME IN THE COMMUNITIES WHERE WE OPERATE

For the past few years Sasol has implemented several initiatives targeted at minimising the impact of our operations on the environment. We partner with relevant government departments, communities and civil society groups to ensure sustainable environmental protection. To promote environmental protection, we focus on implementing air quality and waste management programmes in our fenceline communities.

Our community waste management programme has a multifaceted approach to address health, sanitation, socio-economic and overall wellbeing of individuals in the community. The Envirowaste project is a flagship integrated waste management programme piloted and implemented in the Sasol fenceline community of eMbalenhle, Evander, Kinross and Leandra. It is a collaboration between Sasol, Govan Mbeki Municipality and community stakeholders aiming to holistically address the waste leakage problem in the region. The programme is aimed at ridding the community of illegal dumps through land rehabilitation and waste management to generate more entrepreneurs in the environmental space and grow the green economy. It seeks to take on a further step to include proven technology to add value to otherwise ‘valueless’ waste which would end up on landfills.

Through this programme, Sasol has adopted a community-centric waste management approach that incorporates waste collection, sorting and recycling. Not only was the programme designed for waste management, but to also combat socio-economic issues within our community by providing skills development opportunities, providing food security through the establishment of community vegetable gardens and enterprise development of local businesses within the waste management sector.

In the first phase, the programme rehabilitated most of the previously identified dumping hotspots into food gardens as considerable education and awareness was done in the community. More than 12 000 households, 20 schools and 10 orphanages benefited from the food garden programme. Over 600 tons of waste is recycled through the buyback centre.

The initiative has also created up to 80 direct jobs and 200 indirect jobs and employment opportunities for the community at eMbalenhle and Lebohang. Three local waste management start-ups have been adopted by the programme and are being mentored to become sustainable contributors to environmental protection efforts in the community.

Another feature of our waste management programme is the eMbalenhle Swop Shop, which is a community development project started by the Secunda Sasol Junior Engineers in 2013. The Swop Shop is aimed at empowering youth to help themselves improve their situation through:

- Providing environmental education to local children by providing them with a practical understanding of the value of waste; and
- Instilling understanding of recycling and caring for the environment.

For further detail on our plastic waste management initiatives refer to page 27.



CASE STUDIES

GROWING SHARED VALUE (CONTINUED)

Access to quality education



OUR APPROACH

We are driving excellence in Science, Technology, Engineering and Mathematics (STEM) education by taking a bottom-up approach. We do so by developing systemic interventions to improve STEM teaching and learning outcomes to prepare learners for the future world of work. Our interventions are therefore focused on teachers, learners, learning resources, career guidance and infrastructure improvement programmes.

WHAT WE ARE DOING

Our interventions focus on improving education outcomes in STEM, which contributes to global competitiveness, innovation and social development. Our interventions start from early childhood development (which prepares learners with a strong foundation for learning) until employment and/or entrepreneurship (which ensures the students are work-ready and able to contribute meaningfully to society). Our key programmes and interventions include:

- » **Early childhood education**  
To contribute to developing a strong foundation for learning to ensure school readiness and holistic development of children.
- » **Supporting the Department of Education to improve STEM in schools**  
Supporting learning institutions to improve outcomes from educational initiatives.
- » **Technical education development**  
To support the development of technical and vocational skills to address the shortage of critical skills in South Africa.

We raise awareness about technical vocational education in schools and TVET colleges and its contribution to the economy. We build capacity in these institutions and develop engineering-related skills in the sector.

- » **Tertiary education**  
To increase access to tertiary education and enhance research and development to benefit our country and fenceline communities.

We invest in tertiary education to help individuals build the skills that will enable them to participate in the economy, contribute to social development and allow them to be responsible self-reliant citizens. We also support institutions with research and capacity building to advance innovation and improve South Africa's global competitiveness in scientific research.
- » **Provide our beneficiaries with access to psychosocial support**  
To mitigate psychological and social challenges that hinder academic success of the learners we support.

Quality education is an enabler and has a potentially equalising effect in achieving sustainable livelihoods, and it is the most powerful vehicle for upward socio-economic mobility for every individual.

Early childhood education and development

SOUTH AFRICA

- We supported over 180 early childhood development (ECD) centres in the communities in which we operate, seeking to improve the quality of programmes for school readiness.
- We trained and provided on-site support to over 223 practitioners;
- 94 practitioners were given onsite support through the Osizweni Secunda and Ekandustria toy library visits.
- 44 ECD managers were trained on ECD management to upskill their management capacity.
- 85 practitioners are receiving an accredited course, the national qualification framework level 4 and 5 which will ensure that the practitioners are adequately qualified and confident to facilitate in a classroom.
- Through the establishment of food gardens and provision of breakfast, approximately 4 552 children at the centres that we support have access to at least one nutritious meal a day.
- All centres in Secunda and Ekandustria can subscribe and access our toy library. More than 1 800 children benefit from these facilities.
- We supplied both indoor and outdoor learning resources for children to ensure that they are sufficiently stimulated and that all faculties are appropriately developed.

EARLY CHILDHOOD EDUCATION DEVELOPMENT

Every child deserves the best start in life. Our support for early childhood development and education seeks to maximise the window of opportunity offered by early moments of a child's life to shape the brain. Over 9 000 children benefit from interventions implemented in over 180 ECD centres in the communities closest to our operations in four provinces.

Our partnership with the Rotary Club in Sasolburg offers training and onsite support focusing on cognitive development and nutrition. In this intervention Sasol provides the centres with learning resources that are used to stimulate the brain and improve executive function. Dr Angela Van Pletzen trains the practitioners on the use of the resources. Practitioners are encouraged to use play when teaching because children learn best through play. Practitioners are also assisted to plan activities that build skills that allow children to think, communicate, solve problems, express emotion and form healthy relationships. These skills ensure that children are well prepared for school and thrive. However, children will not thrive if their health is compromised. Our intervention also includes food gardens to ensure that children have nutritious meals daily at the centres. Children participate in the establishment and maintenance of the gardens. Overall, our ECD centres are assisted to create positive learning experiences and recognise all children as individuals whose capabilities can be nurtured to help them reach their full potential.



CASE STUDIES

## GROWING SHARED VALUE (CONTINUED)

### Access to quality education (continued)



#### WHAT WE ARE DOING (CONTINUED)

#### STEM in schools

##### SOUTH AFRICA

In 2021/2022 schooling continued to suffer the effects of the pandemic with scaled-down in-school activities. To support schools, the Foundation's interventions in STEM focused on helping schools with the curriculum recovery programmes implemented mainly through the resource centres Osizweni and Boitjhorisong and other education implementing partners nationally.

##### Teacher support

- We contributed to the development of the teacher orientation manual and supported the training of the 200 subject advisors in the national task team of the Department of Basic Education.
- To improve technical skills for coding and robotics curriculum, 30 teachers in our TechSeNet programme were trained in boilermaking, fitting and turning, electrical work and welding.
- In Sasolburg, we supported 71 teachers through the Boitjhorisong Resource Centre and the Jumpstart Programme to enhance Mathematics teaching skills in primary schools.

##### Promotion of the Fourth Industrial Revolution (4IR) in schools

- We support supporting the introduction of the 4IR skills in basic education by contributing to development of the coding and robotics curriculum which will be implemented in all public schools in South Africa. In the 2021 academic year it was piloted in 200 primary schools in Grade R to Grade 3 and Grade 7.

##### Learner support

- The Sasol learner support projects offer extra tuition to more than 6 936 learners in Metsimaholo Local Municipality in the afternoons, on weekends and via holiday camps and classroom interventions.
- Our mobile laboratories continue to reach the most remote schools and provide learners with access to science experiments that they would otherwise not have access to because of a lack of resources at their schools.
- In support of the Department of Mineral Resources and Energy's Sasol hosted over 300 learners from 38 schools across the Sekhukhune District Municipality in Glen Cowie, Limpopo. The students benefited from the Sasol mobile laboratories education and received career guidance booklets.

##### Technical education in schools

- Over the years, the Sasol Foundation has played a pivotal role in embedding technical subjects, building teacher capacity and providing the resources required for technical education to succeed in the South African schooling system. The Sasol Foundation supports five technical high schools across the country and has contributed to the increase in performance and the number of learners enrolled for technical subjects in these schools. Over 6 000 learners are benefiting from this intervention and 40 teachers receive support and training.

- We forged a partnership with Kagiso Trust to transform seven ordinary schools to technical schools of excellence. The partner schools will be from three provinces KwaZulu-Natal, Limpopo and Mpumalanga. This year, the project benefits over 1 000 learners and 35 teachers of technical subjects.
- We refurbished four technical workshops and provided state-of-the-art equipment and tools to Zinikeleni Secondary School in partnership with Adopt A School Foundation. The school attained a 100% pass rate in technical subjects and introduced a fourth specialisation at the beginning of 2022.
- We supported School Skills Competition which involved 3 274 learners. Learners competed in Automotive, Construction, Electronics, Plumbing, Power Systems, Welding and Woodwork. The competition prepares a pipeline of learners who will represent South Africa in the World Skills Championship when they come of age (19-23 years old).
- 13 teachers completed theoretical component for trade test readiness, pending meeting the work integrated learning requirement.
- 600 Grade 8 and 9 learners received online extra tuition in mathematics and science during the COVID-19 lockdown.

##### NORTH AMERICA

#### STEM-focused learning

- Sasol has made significant investments in sponsoring girls' STEM education and providing resources and scholarships to women interested in technical and science education. Sasol plans to work with education and community groups to target female students for programmes to foster an interest in STEM fields and promote mentorship between female employees and young women and girls.
- In 2022, Sasol supported two events designed specifically to engage middle school females and educate them on career opportunities in STEM fields. Sasol partnered with Junior Achievement in organising an "All Girls Engineering Day" where 120 eighth grade female students met with Sasol female engineers to understand more about careers in engineering. Sasol also provided volunteers and speakers to host fifth grade female students at Combre-Fondel Elementary for an all-girls STEM showcase.
- In 2021, Combre-Fondel announced the opening of the Combre-Fondel Northside STEM Academy. The Academy serves students entering grades kindergarten through fifth and provides them with transformative learning experiences.
- Through Sasol's financial support of the Project Lead the Way (PLTW) curriculum that is used in the STEM Academy, Combre-Fondel had 120 students successfully test into the Academy and complete all requirements for the PLTW curriculum. Additionally, Combre-Fondel's robotics team successfully competed in its first national championship in May 2022.

**200 teachers and subject advisors from 9 provinces** trained on 4th Industrial Revolution

**200 Primary Schools** in Grade R, 3 and 7 supported with **coding and robotics**

**3 274 learners** trained to compete for **World Skills Championship**

**120 learners successfully** completed robotics test to compete in national championships in **North America**

GROWING SHARED VALUE (CONTINUED)

Access to quality education (continued)

WHAT WE ARE DOING (CONTINUED)

Access to tertiary education

SOUTH AFRICA

- Our bursary programmes offer a comprehensive package that includes academic and psychosocial support to enable students to deal with academic demands and other issues that may impact their performance.
- To ensure that students start their careers on a strong footing, we offer work readiness courses. As part of the programme to build skills and enhance the livelihoods of youth in our fenceline communities, we provide bursary support to eligible students to enable them to access tertiary education.
- A total of 218 students completed their studies at the end of the 2021 academic year and more than 600 active bursary holders continued with their studies. This includes both undergraduate and postgraduate studies.

Technical and Vocational Education and Training (TVET) bursary programme

- Sasol is supporting Eskom to build a pool of skilled graduates in STEM, from some Eskom power stations in Mpumalanga and Free State provinces, as part of doing business together.

- 32 students are recipients of the Sasol Technical and Vocational Education and Training (TVET) bursary programme, selected in the 2021/2022 period. A cohort will be selected each year for the next five years.
- The students come from Nkangala, Gert Sibande and Flavius Mareka TVET colleges, studying electrical and chemical engineering. They will be further upskilled with renewable energy courses such as solar and green hydrogen to help address the country's critical skills shortage and contribute to solving the country's energy challenges.

Research support

- Sasol collaborates with universities to provide funding support for postgraduate scholarships and to strengthen their research and innovation capacity.
- In 2021/2022, we disbursed research grants worth R11 million to five universities.
- There were 68 peer-reviewed publication outputs produced through postgraduate research. These outputs will generate a revenue of approximately R8 million for universities, through subsidy from the Department of Higher Education and Training.

MOZAMBIQUE

- Our interventions to contribute to building a pool of oil and gas graduates in the country continue. Our initial target was to release 37 oil and gas graduates in the country by the end of 2022.
- The last 12 students at the University of Pretoria and UTP Petronas – Malaysia have now completed their studies. With the last graduating student, Sasol reached a total of 37 students to complete their higher education in oil and gas between 2014 and 2022. In December 2021, Sasol with the Ministry of Mineral Resources and Energy (MIREME) welcomed the last group of graduates, signalling the end of the programme. Sasol is discussing with MIREME a new phase of the bursary programme.

NORTH AMERICA

- Sasol announced its partnership with Southern University and A&M College, a historically black university located in Baton Rouge, LA, in 2021. The partnership includes a US\$1 million endowment that will provide Southern students with the resources needed to enter the workforce in high-demand, high-growth fields. Louisiana's business climate continues to rank at the top of the national list and this partnership works to maintain that competitive advantage.

POSTGRADUATE SCIENCE FELLOWSHIP PROGRAMME – TERTIARY

South Africa produced 54 PhD graduates per million in 2017. Although this number reflects an increase from 2010, the graduation rate of PhD graduates in South Africa remains low compared to international standards. The National Development Plan has set a target to produce 100 doctoral graduates per million per year by 2030.

An important part of this plan is to support Historically Disadvantaged Institutions (HDIs) to further social justice and equality.

We support various HDIs through our Postgraduate Science Fellowship programme where our primary aim is to increase the number of black researchers majoring in Chemistry and Environmental Chemistry. To further build research capacity at these institutions and improve postgraduate research training, Sasol donates critical research equipment.

General market research shows that throughput rates from undergraduates to postgraduates are, to a large degree, affected by financial constraints. Another discouraging factor is the perceived "over-qualification" of a doctoral degree, risking unemployment associated to expensive study. However, with our postgraduate programme these challenges are addressed and a positive experience has been established. This became especially clear when we saw a 90% transition of our bursars from Honours to MSc, which was a 50% increase from our set target of 40%. Six of our recent doctoral students are now academics in a full-time capacity teaching and supporting upcoming postgraduate students. One of the challenges that the South African university sector is facing,

is the under-representation of the black African researchers and academics, in particular, those who are South African born. The most noteworthy impact of our programme is the development of a new generation of black academics and researchers who are local, thus contributing in transforming the demographics of our universities.

One of our students from the University of Limpopo was part of a team that won an SMME award for its doctoral research on treating acid mine-water.

Sasol has a long history of funding research at South African universities through contract research and student bursaries. Over the past 16 years, it has also contributed more than R300 million through its R&T University Collaboration Programme, which provides research grants to academics for projects in the key disciplines of Chemistry and Chemical Engineering.

Dr Thembakazi Mali, Senior Vice President: Research and Technology at Sasol said: "The R&T University Collaboration Programme provides Sasol with a unique opportunity to not only support local academia but also leverage external research efforts to find solutions to the complex technical

challenges that must be addressed as part of our climate change response efforts."

Of interest to Sasol is research in hydrogen production, renewable energy, energy storage and carbon dioxide conversion to chemical and fuels – all key areas critical to enabling Sasol's environmental and business sustainability goals. With our ambition to be Net Zero by 2050, this renewed focus will broaden the scholarship's value, creating access to new opportunities for a sustainable future.

We awarded 22 new scholarships to postgraduates in 2022. As part of our unique top-up, we provide research mentorship support through our in-house subject matter experts. We also provide students with short-term access to well-equipped institutions for additional research training and sample analysis.

We are proud to report that our bursars produced 69 publications with 40 students having completed their MSc and PhD studies in 2021.

This scholarship programme is just one of our initiatives that supports Sasol's Purpose.



69 of our doctoral students are now full-time academics supporting the pool of oncoming graduates



CASE STUDIES

GROWING SHARED VALUE (CONTINUED)

Bridge-to-work: Skills development



Skills development plays a pivotal role in creating sustainable livelihoods and driving both the formal and informal economies globally.



OUR APPROACH

Our approach to skills development considers the nature, location and scale of our activities in order to ensure that real and lasting value is created. There is a focused effort to improve the standard of training that will lead to enhanced economic opportunities in our fenceline communities. We have targeted interventions that provide youth with core skills such as technical, vocational and work readiness training to enable them to be self-sustainable and become positive contributors to local and national economies.

WHAT WE ARE DOING

Enabling youth employment

Prioritising development interventions that are linked to local community value chain services.

TVET-to-work skills

Commercialising technical skills to enable sustainable income earning.

Small business development

Capacitating entrepreneurs through business development that enables them to set up sustainable enterprises.

Business skills training

Training of the unemployed aligned to economic activity.

Provision of business starter pack/trade tools

Provision of critical work tools and equipment to enable sustainable income-generating activities.



INVESTING IN SKILLS DEVELOPMENT IN SASOLBURG

The short supply of qualified, experienced artisans in South Africa has created a huge demand for these skills. In order for South Africa to achieve and deliver the aspirational growth rate of 5% per annum by 2030 (as per the National Development Plan (NDP)), the promotion of artisan skills is essential. To this end, Sasol in Sasolburg partnered with government and other stakeholders to embark on a number of skills development initiatives in Metsimaholo to increase the skills pool and assist in increasing the chances of our youth becoming employable.

The Sasol Artisan Training Programme is done in partnership with registered artisan training entities, ie Sedibeng Artisan Skills Training Centre, MCD Training Centre, Steinmuller, Aurex Constructors (previously SNC-Lavalin) and Aveng Grinaker-LTA.

Our decision to be a key role player in the programme was also informed by a needs analysis done in the Metsimaholo Local Municipality which indicated the need for the following skills:

- Electrical;
- Boilermaking;
- Fitting and turning;
- Mechanical fitting;
- Motor mechanics;
- Rigging;

- Plumbing;
- Welding; and
- Instrumentation.

One of the notable achievements is the partnership with Aurex Constructors and Afrox, the recently-constructed welding school at Boitjhorisong Resource Centre offers a modular approach, with participants afforded the opportunity to expand their welding skills. The centre was also retrofitted to enable it to offer the level 2 Argon (TIG) welding training module. Of the first cohort of 12 who completed the structural welding module, three were accepted by Afrox for its advanced welding programme and four continued with the TIG module at the centre. Since 2020, 54 learners were trained in Structural and Argon (TIG) welding.

The programme provides opportunities for the youth to pursue their goals and at the same time helps to increase the much-needed pool of skilled labour in the region.

This initiative has been successful due to a collaboration with local partners and participating local businesses such as ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo Local Municipality, Department of Health and Sasol.

GROWING SHARED VALUE (CONTINUED)

Bridge-to-work: Skills development (continued)

PERFORMANCE

South Africa

Youth development programme

- In partnership with Golden Triangle Chamber of Commerce (GTCOC) and Avis in Sasolburg, the 'New Beginnings' project assists graduates and school leavers in preparing to access the job market. Educate Africa has donated a full University of South Africa scholarship (Business Studies) to the project. A local young entrepreneur was given opportunities through this initiative.
- In Mpumalanga, Sasol established 11 Youth Development Centres at Nkomazi Municipality (Ehlanzeni District Municipality) and Emalahleni Municipality (Nkangala District Municipality).
- Partnered with other stakeholders at the first Mpumalanga Pop Up Market, a platform to improve SMME and Cooperatives growth through the development of competitive local products and services as well giving them access to local and international markets. Fifty SMMEs received an opportunity to showcase and sell their products.

Iphepe - Sasol Farmer Development Programme

- In collaboration with our partners, Sasol has funded the training of 99 young local emerging and subsistence farmers from Gert Sibande Municipality, in order for them to gain technical, financial and business skills. On completion of their training, these emerging farmers will be mentored and assisted to set up their farming enterprises.
- Young emerging farmers from the Gert Sibande District Municipality completed training on the following topics: Farm Business Management, Vegetable Production, Animal Production and Poultry Production. This programme is in partnership with the Department of Agriculture, Rural Development, Land and Environmental Affairs and African Farmers of South Africa – Mpumalanga.

BtW Artisan Skills Programme

- Sasolburg Operations has supported local youth to qualify as artisans in various disciplines and allow them to work as mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians and instrumentation technicians. Ninety four artisan candidates have been placed for work integrated learning at local businesses and government institutions. Participating local businesses are ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo Local Municipality, Department of Health and Sasol.
- Over 210 youth have been placed in artisan skills programmes since 2013. There are currently 72 students in the pipeline.
- In partnership with GTCOC, Sasol developed an internship programme to provide youth from various disciplines an opportunity to complete an internship. 10 candidates were placed with local businesses in Sasolburg.
- Opportunities for graduates from Gert Sibande TVET College are being developed. Some learners worked as data administrators at the Sasol COVID-19 testing and vaccination stations. Others are working as data administrators at the Sasol vaccination station.

Mozambique

INHASSORO TRAINING CENTRE:

- Sasol had committed to train 420 trainees through the temporary training facility while building the permanent centre. Even with challenges from COVID-19, we have trained 461 trainees.

North America

- The Louisiana Small Business Development Center at McNeese is supported by Sasol to assist entrepreneurs by providing comprehensive, high-quality assistance to existing and potential small businesses. The funds that Sasol provides are used to support the training efforts, material support and opportunities to engage business development presenters.

THE SKILLING OF EMERGING FARMERS – GERT SIBANDE DISTRICT IN MPUMALANGA

Small-scale farming is a vital tool to fight rural poverty and develop rural economies. Agriculture is considered, by the NDP, to have the highest potential for job creation. As a result of climate change, global trends are pointing towards localised farming. However, emerging farmers are faced with many barriers that affect their growth and transition to commercial farming. Challenges include access to training in water (and other) efficient farming techniques, land, infrastructure, finance and markets. The potential to reduce poverty and food shortages through small-scale farming is vast, but only with the right support.

Our partnerships with the Mpumalanga Department of Agriculture, Rural Development, Land and Environmental Affairs, African Farmers Association of South Africa (AFASA) as well as Buhle Farmers Academy continues to make an impact.

We began supporting farmers in 2016 during the drought and provided water tankers, boreholes and more in the Free State and Mpumalanga provinces. During 2018, in partnership with AFASA, we established skills training accredited by Agri SETA in the production of vegetables, livestock and poultry and farm business management.

In collaboration with Small Enterprise Development Agency (SEDA) Mpumalanga, we extended our support with our mentorship programme. Skills gaps were identified and addressed through various modules eg in bookkeeping and assistance in obtaining access to markets. In 2021, 99 farmers completed their certification successfully in various farming disciplines.

The success of two of our beneficiaries is worth highlighting. Both completed training in vegetable production and farm business management. One in the Pixley ka Seme Municipality (Amersfoort) successfully planted eight hectares of dry beans and one hectare of vegetables after completing training in 2021. Another, from the Govan Mbeki Municipality (Bethal), whose family was a land beneficiary from government's Land Restitution Programme, is in the final stages of signing up two supermarkets for the supply of fresh produce.

We celebrate these outcomes and continue to empower small-scale farmers to stimulate rural economies, bringing transformation to their communities, furthering diversity, equality and inclusivity in the agricultural sector.



FEATURE STORY

99 young local emerging and subsistence farmers from Gert Sibande, Mpumalanga supported with various skills

210 youth placed in artisan skills programmes in Sasolburg, Free State with most of them getting employment and others starting their businesses

461 youth trained in various artisan skills in Mozambique

Small Business Development Centre at McNeese is supported to develop entrepreneurs in North America

GROWING SHARED VALUE (CONTINUED)

Economic inclusion



OUR APPROACH

We strive to deliver maximum shared value for our organisation and our stakeholders that is built on robust, mutually beneficial relationships. This is enhanced by ensuring that we understand, translate and proactively deliver on commitments, on time and at the required quality and price. As part and parcel we continue to drive localisation and economic transformation, centered around our fenceline communities, in particular with exempted micro enterprises and qualifying small enterprises.



We aim to achieve a diverse, transformed, sustainable and high-performing supplier base by accelerating the development of small and transformed businesses. We will do this through simplified processes, impactful development support and funding for the betterment of communities beyond the boundaries of Sasol.

WHAT WE ARE DOING

South Africa

With the launch of the Sasol transformation agenda in 2018, we sought to reshape our Enterprise and Supplier Development (ESD) approach. The revised approach was designed to address the socio-economic challenges faced by small and medium enterprises (SMEs) as well as firms owned by Historically Disadvantaged Persons (HDPs) in the communities in which we operate. It also sought to reinforce our commitment to localisation and the economic inclusion of SMEs into our business. To accomplish this, our redefined approach to economic transformation has been put in place to ensure not only legislative compliance, but true economic empowerment through our ESD programmes.

We acknowledge that SMEs have been finding it difficult to access procurement opportunities and participate meaningfully in our supply chain. We introduced and continue to make enhancements to our digital SME access platform, Linkage, to mitigate this challenge and ensure that SMEs have enhanced visibility of available procurement and development opportunities. The platform also makes it simpler and faster for SMEs to be onboarded and integrated into our value chain and supports our goal to foster a transparent and inclusive relationship with the SMEs we work with. We have hosted Supplier Days across our fenceline regions to create greater visibility of our supply chain processes.

2022 was a difficult year for businesses of all sizes, with SMEs bearing the brunt of the burden. Rising costs, lockdown restrictions and looting created near impossible conditions for small businesses to thrive.

We continued to expand our support to reach more SMEs through our 'Built to Last' webinar series; a digital business survival toolkit delivered in four webinar chapters that represent the journey SMEs must take to overcome business disruptions. To proactively support and develop South African women-owned SMEs in engineering and technology, we launched the Sasol Women in Engineering Business Incubation Programme. It allows us to effectively contribute to the development of a pool of credible, future-fit, female-owned and led businesses in STEM not only in support of Future Sasol ambitions, but also to ensure equitable access for women in future STEM opportunities.

We gave specific focus to increasing spend on Exempted Micro Enterprises (EMEs), while driving preferential procurement. We exceeded the Department of Trade, Industry and Competition's (DTIC) B-BBEE compliance targets for preferential procurement spend with empowering suppliers, spending with 51% black-owned businesses as well as with 30% black women-owned businesses.

Supplier spend reached

51%  
black-owned  
businesses

30%  
black women-  
owned businesses

120 learners Launched  
the Women in Engineering  
Business Incubation Programme

to foster equitable access for women  
in future STEM opportunities.



## GROWING SHARED VALUE (CONTINUED)

### Economic inclusion (continued)

#### WHAT WE ARE DOING (CONTINUED)

##### Mozambique

In the almost two decades in which we have operated in Mozambique, we have driven socio-economic development through our investments and operations. We are committed to further developing and using local Mozambican suppliers and labour and have partnered with the Government of Mozambique to establish a comprehensive local content strategy to support the transformation of the economy. Our commitment extends well beyond compliance with Mozambican policy and legal requirements. We have established a Small, Medium, Micro Enterprises (SMME) development fund in partnership with BCI, a Mozambican financial institution, to provide low-cost loan funding to qualifying SMMEs. We also set up an ESD programme to provide non-financial, technical support and training based on a needs analysis that enhances the capacity of the SMMEs to become operationally independent and sustainable.

To create a positive economic and social impact in surrounding communities, we followed a consultative approach, engaging communities and getting their input for a five-year development programme which will include the use mainly of local suppliers and the local workforce.

##### WATER AND SANITATION (SNV PARTNERSHIP)

- SNV completed the maintenance and upgrade of eight water systems and 74 boreholes on behalf of Sasol; 10 new boreholes have been built and 12 new systems are currently under construction.

##### ACCESS TO ECONOMIC DEVELOPMENT, ACCESS TO ELECTRICITY

- Economic development is the priority number two of the local development agreements. Sasol entered into a partnership with GIZ (German Development NGO) to implement an economic development project which includes access to electricity, skills training, entrepreneurship and income generation.
- Entrepreneurship: our sub-contractor finalised the community assessment of potential businesses. Selection criteria were developed and shared with the communities and the selection of beneficiaries is underway. A total of 500 beneficiaries will be selected.
- The access to electricity component has the potential to transform communities because electricity is not only used for lighting but it brings many business opportunities for communities. Sasol in Secunda completed an electrical substation to service Embalenhle Extension 17.

##### STANDALONE PROJECTS – GOVURO URBAN PLANNING

- The Govuro urban plan progressed to its second phase: five communities will benefit from this during 2023. As part of the LDA, Sasol completed the first phase of the urban planning project, which aims to provide the five communities of Pande in the Govuro district with a detailed, consensually produced land usage instrument, which can be a reference for organised land occupation. This will serve as a business attraction and planning tool by government. It will assist investors with data pertaining to land availability, spatial planning, resource identification and help communities to have critical data required for their needs. This is a critical plan for the development of the area.

##### SMALL IRRIGATION SYSTEMS

- Three new irrigation systems are benefiting about 90 families in Inhassoro district, where they are used in the cultivation of vegetables amid erratic rainfall. Another five irrigation systems will be constructed soon and will benefit around 150 families.



GROWING SHARED VALUE (CONTINUED)

Economic inclusion (continued)

FOCUS AREAS

|  | South Africa  | Mozambique  |
|--|---|---|
| <p><b>SMME MARKET ACCESS</b><br/>To create market access opportunities through participation in industry events and improving visibility.</p>   | <p>With the lifting of the lockdown restrictions, we increased support for SME participation in various roadshows and exhibitions in an effort to provide much-needed market access opportunities for our SMEs. We sponsored and supported SME participation in the following events: Annual Smart Procurement World Indaba virtual expo (September 2021); African Petrochemicals Show in Sasolburg and Secunda (October 2021); SEDA SMME Pop-up Markets in Secunda (November 2021) and Sasolburg (March 2022); and Big 5 Construct Southern Africa 2022 (June 2022).</p> <p>Other expo participation included the Northern Cape's Mining and Technical Exhibitions (MTE) events in Hotazel and Kathu in September 2021 where the Energy Sales and Marketing team co-hosted the Sasol stand with Sasol's Enterprise and Supplier Development (ESD) team at both expos. The ESD team used the platform to proactively capture and assess the capabilities of small businesses and introduce Sasol's business aspirations in the region and the potential opportunities that may arise as a result of Sasol extending its footprint to the Northern Cape.</p> <p>We hosted Supplier Days across our fenceline regions with the primary objective of sharing the prescribed governance and processes for accessing Sasol opportunities with SMEs. The events also served to address queries about using the Linkage platform to register businesses, accessing franchising opportunities and providing insights to help simplify the Sasol Procurement, Funding and Applications and Accreditation processes.</p>      | <p>We launched the five-year local content plan in Maxixe, Inhambane to make SMMEs aware of the business opportunities Sasol offers in Mozambique as well as our capacity-building programmes. During roadshows in Govuru, Inhassoro and Vilanculos, we presented business opportunities, our economic development fund and our workforce development plan. This provided SMMEs with an opportunity to showcase their company profiles, skills and competencies to Sasol.</p>   |
| <p><b>SUPPLY CHAIN CAPABILITY BUILDING</b><br/>To offer business and technical support aligned with procurement needs and, promote Economic Inclusion, and Equity for women in business.</p>  | <p>We kicked off the Women in Engineering Incubation programme in partnership with female-focused STEM business accelerator, WomHub. This two-year-long in-person and virtual programme seeks to provide leadership development and intensive entrepreneurial support for the growth of women-owned SMEs in the engineering and technology industries.</p> <p>Various initiatives have been introduced in the Ekandustria region to provide SME development, including support to five SMEs identified to operate a newly established laundry facility.</p> <p>Five SMEs in the textile and recycling industries have been provided with used Sasol PPE overalls that were due to be discarded. They use these to create new products as part of the Sasol PPE Upcycling Pilot programme. The SMEs, selected from Secunda, Sasolburg, Soweto and Ekandustria, have up-cycled the used overalls into products such as bucket hats, lunch bags, pencil cases, chair backs and tool bags. As part of the programme, technical support, mentorship and coaching were provided to the SMEs through a clothing manufacturing consultancy. The SMEs are also receiving marketing assistance to enable effective product marketing, as well as assistance in creating an online presence through digital and social media enablement and the implementation of e-commerce sites. This assistance enables the SMEs to lower market access costs, increase their reach and better respond to customer and market demands, facilitating their independence and reducing reliance on Sasol opportunities to sustain growth.</p> | <p>Due to COVID-19 restrictions, we have an online capacity building programme. The first cycle of the online training has been successfully implemented. The sessions took place from July 2021 to April 2022 and nine modules were delivered to around 90 companies across the country. Some 156 company representatives were trained. Overall positive feedback has been provided on the quality of training and applicability of the content.</p> <p>The Classroom Training and Mentoring Programme restarted in April 2022. Twenty companies from Inhambane are attending the first cycle: almost 70% of the registered SMMEs are from Vilankulo; most are in civil construction; and 40% have shares that belong to women.</p>  |
| <p><b>SMME FUNDING</b><br/>To broaden the funding options for beneficiaries at different development levels.</p>    | <p>The Siyakha loan book R639,5 million remains under significant pressure due to lack lustre economic conditions impacting SMEs, with some of the funded SMEs still struggling to meet repayment obligations on their loans. Sasol continues to provide post-investment support and to explore relief measures.</p> <p>To address the funding challenges experienced by SMEs, we are working on an initiative to expand on the funding solutions offered by Siyakha Trust. This is in the discovery phase and will be launched in the new financial year.</p> <p>Grant funding continues to be disbursed as a key support mechanism for assisting SMEs with the purchase of equipment, raw materials, systems and accreditation.</p>   | <p>The SMME Fund aims to provide qualified local Mozambican-owned companies with a viable business plan and access to affordable funding to deliver on their contractual commitments and grow their business. BCI is the implementing partner responsible for the risk and credit assessment and managing the line since mid-February 2021.</p> <p>The Fund is progressing well. To date, more than US\$550 000 has been disbursed to 18 companies from Inhambane (eight from Vilankulo, two from Inhassoro, three from Inhambane City, three from Maxixe, one from Govuro and one from Zavala). In 2022, the value of the fund was increased to US\$750 000. From a sector point of view, out of the total amount disbursed, 36% went to businesses within the Goods and Services sector, 30% to the Construction sector and 22% to Tourism and Restaurant sector.</p> |

**Funding solutions for sustainable funding solutions.**

The Siyakha Fund grants commercial loans on highly favourable terms to Sasol suppliers to help them service their contracts and grow their businesses.

**Fund offering**

**Working capital**

**Asset financing**

**Debt consolidation**

GROWING SHARED VALUE (CONTINUED)

Economic transformation (continued)

FOCUS AREAS (CONTINUED)

|  | South Africa  | Mozambique   |
|--|---|--|
| <p><b>BUSINESS SERVICE SUPPORT</b><br/>To offer business support programmes that enhance value for SMEs.</p>  | <p>After a successful launch to the series in 2021, we hosted the balance of the four chapters in the 'Built to Last' webinar series. This series included presentations from expert contributors from different sectors to engage with SMEs and provide tools and insights to guide small business leaders on the road to recovery.</p> <p>We rolled out several SME support services, including legal assistance; compliance services to assist SMEs with CIPC requirements; tax registrations; industry-specific compliances and business licensing; Safety, Health, Environment Risk and Quality; and financial management services to help SMEs with accounting services and funding requirements.</p>   | <p>Working from our office in Inhassoro, we offer vocational training through internships and bursary programmes. To support new entrepreneurs, we also provide them with kits with basic start-up tools. After the launch of the ESD programme in April 2022, we rolled out our mentoring sessions in areas including business management, finance, marketing, human resources and SHE.</p> |
| <p><b>BUSINESS INFRASTRUCTURE</b><br/>To provide hardware and software access to small businesses.</p>        | <p>The Secunda Small Business Centre and Sasolburg Business Incubator (SBI) offer hot-desking solutions, meeting rooms, printing/scanner facilities, internet access and other support to qualifying SMEs, within the surrounding regions. Access to specialised software such as Auto-CAD and Pallet Design is available across both sites, with specialised equipment for 3D printing also made available at the SBI.</p> <p>To further our efforts in providing access to infrastructure, we have partnered with Nashua as a programme implementation partner to develop and implement a responsive approach that supports identified small businesses based in Ekandustria to provide internet café services to SMEs in the area. In turn these SMEs will be making internet and business support services available to the community and other SMEs in the region.</p> | <div style="border: 1px solid #0070C0; padding: 10px;"> <p><b>Built to Last Webinar Series</b></p> <p><b>957 SMEs</b><br/>participated in the webinar series this year.</p> </div>   |

PERFORMANCE

| South Africa  | Mozambique   |
|---|--|
| <ul style="list-style-type: none"> <li>Our expenditure with black-owned suppliers amounted to R33,6 billion.</li> <li>The loan book for enterprise and supplier development funding closed at R639,5 million.</li> <li>On average, the Small Business Centre in Secunda is used 56 times a week by SMEs for hot-desking facilities.</li> <li>Reached 76% of our contracted South Africa-based suppliers with Level 1 and Level 2 B-BBEE ratings.</li> <li>64% of our active South African based suppliers are 51% or more black-owned businesses. Furthermore 44% of our supplier base are 30% or more black-women owned businesses.</li> </ul> | <ul style="list-style-type: none"> <li>Sasol Petroleum Mozambique Limitada (SPM) is the operator of the Production Sharing Agreement (PSA), which is a licence holding in the Province of Inhambane, Mozambique. SPM has been actively executing the Field Development Plan (FDP) which describes SPM's intent to optimally develop the light oil and gas resources contained in the Inhassoro, Temane and Pande fields. To enable the objectives contained in the revised FDP, SPM requires the drilling of new PSA development wells and the construction of a new light oil, gas and LPG processing facility and associated surface facilities infrastructure in Temane, Inhambane.</li> <li>The Petroleum Production Agreement (PPA) area is where natural gas from the Pande and Temane fields is currently produced and processed in a central processing facility before being transported via an 865-kilometre pipeline to gas markets in Mozambique and South Africa.</li> <li>We exceeded the local content targets for PPA operations spend by US\$11,2 million (actual of US\$29,4 million versus a target of US\$18,2 million).</li> <li>110 Mozambique-owned companies participated in our ESD programme and more than US\$550 000 loans were granted under our SMME fund in a ~12-month period.</li> <li>PSA contract awards progressed well. Total awards to date are US\$113 million (inclusive of foreign spend), of which 80% is awarded to Mozambique companies (registered and owned).</li> <li>Spend with local companies for the MERIC drilling campaign increased compared with spending during the previous campaign.</li> <li>Most of our workforce in PPA operations are Mozambicans. 100% of our senior managers and 98% of our highly skilled professionals are Mozambicans.</li> </ul> |



**South Africa**  
R33,6 billion spend with 51% black-owned suppliers

R639,5 million Siyakha Loan Book

R25,69 million SME development spend

**Mozambique**  
80% of PSA contracts awarded to Mozambique companies

US\$29,4 million local content spend

322 Mozambican employees in operations

GROWING SHARED VALUE (CONTINUED)

Economic transformation (continued)

Women in Engineering Business Incubation Programme

We have partnered with **WomHub** to launch a Women in Engineering Business Incubation Programme.

The programme has been designed to actively support and develop South African women-owned small, medium and micro-enterprises in engineering and technology. Fifteen qualifying South African women entrepreneurs are participating in the two-year-long virtual and physical incubation programme which kicked off in March 2022 and will run until end-February 2024.

Through this partnership with WomHub, we seek to deliver the first cohort of credible, future-fit, women-owned and led businesses in STEM sectors.

With a global shortage of women entering careers in STEM, enabling the success of women-owned businesses in this space will contribute to addressing the access gaps and empower under-represented groups who are disproportionately excluded from opportunities in this sector.



FEATURE STORIES

NEW PERSPECTIVE FOR PPE: SASOL'S SME PPE UPCYCLING PROJECT

The pilot project aims to demonstrate innovative ways in which used Sasol PPE that is no longer fit-for-use in the plant area can be upcycled to create high-quality, long-lasting products to maintain value and create jobs.

As part of the pilot project, five SMEs from the textile and recycling industries were provided PPE overalls that were due to be discarded, to create new products. The SMEs selected from Secunda, Sasolburg, Soweto and Ekandustria upcycled the used overalls into various products including bucket hats, lunch bags, pencil cases, chair bags and tool bags.

The programme offering includes technical support, mentorship and coaching to the SMEs provided through a clothing manufacturing consultancy, as well as brand and marketing platforms and support to enable increased exposure to their products and build independent digital media management capabilities.



FEATURE STORIES

Building sustainable small businesses: How 'Built to Last' saved the day

We successfully hosted the remaining three chapters of the four-part 'Built to Last' SME webinar series launched in 2021. The goal of the series was to empower small business leaders to learn, connect and be inspired to take charge of the growth of their businesses.



FEATURE STORIES

The series provides meaningful insights that can be applied by SMEs to unlock sustainable growth, navigate through disruption and identify opportunities to optimise for advancement.

The events gave the hundreds of SMEs in attendance exposure to industry experts from various sectors, who offered practical insights to guide small businesses. The webinar series was centred around the following themes, in four chapters:

- **Chapter 1: Power to Survive** was held in May 2021 and addressed topics aimed at empowering SMEs with survival tools and steps to take to ensure business continuity following devastating business disruptions such as the impact of the COVID-19 pandemic, civil unrest, or unfavourable economic conditions.
- **Chapter 2: Opportunity to Improve** focused on unlocking internal opportunities for improvement and accessing funding to drive growth.
- **Chapter 3: Upgrading and Optimising** covered: mental health for small business leaders and maintaining mental wellness in small workplaces; tools for strengthening internal business infrastructure by exploring the people and compliance matters impacting the successful running of a small business; enabling technologies SMEs should be adopting to increase efficiency and minimise risk; and customer-centricity to help SMEs adapt to ever-changing customer needs.
- **Chapter 4: Forecasting and Thriving** featured topics to prepare SMEs to be forward-looking with a strong focus on future trends and the transition to a low-carbon economy.

The entire series has been packaged into an online platform. Through this, SMEs can access the tools and videos from the series, along with any ancillary tools that have been developed in the past year.

GROWING SHARED VALUE (CONTINUED)

Economic transformation (continued)

SUPPORT FOR LOCAL ECO-FRIENDLY BRICK MANUFACTURER

We are providing development support to a 100% black women-owned company that manufactures eco-friendly bricks from recycled plastic waste and sand. The SME was provided with development funding to get the bricks certified and to implement the required systems. This has resulted in the expansion of the company's daily production capacity from 8 000 units to more than 60 000.



The SME has since secured distribution contracts with Builders Warehouse and Build it. The SME has made significant strides since joining the Sasol Enterprise Development Programme. During this period, development funding has been extended to facilitate the following interventions:

- Completed South African Bureau of Standards (SABS) non-combustibility testing: The bricks have been fire rating tested by the SABS and tested by various South African National Accreditation System (SANAS) accredited laboratories for compressive strength and density. Durability testing is still underway.
- Purchase of a payroll system which has led to improved internal payroll processes and accurate salary statements.
- The implementation of QMS and SHE systems which not only help with ensuring that operations are safety compliant but also assist with future ISO certification and application for SABS certification.
- Sponsored participation at the Big 5 Construction expo, further facilitating market access and helping the SME to raise product awareness and engage and educate on the usage of the bricks. The SME built a network of potential future clients interested in large volumes of the bricks.



Support provided to Plastic Brick SME:

- Access to business support
- Capital development
- Market Access and Development
- Business Management
- Funding
- Product Quality Testing and Certification with SANAS and the SABS
- Safety Training and SHE Systems Support



FEATURE STORIES

DEVELOPMENTS ON SME DIGITAL PLATFORM

We continue to develop and improve our SME digital platform to make it simpler for Sasol to find credible SMEs from whom to procure and to support ESD practitioners with a pool of SMEs to develop towards procurement readiness.

Recent enhancements to the platform to provide more impactful benefit to SME:

- **Opportunity Advertising**  
SMEs will be able to view Sasol procurement and development opportunities as and when they become available. This is an important step in driving SME inclusion to the Sasol Supply Chain.
- **Auto-Grading**  
SMEs will be able to be automatically graded, significantly speeding up the assessment of their procurement readiness.
- **Loan Facilitation**  
SMEs will be able to apply for funding support from a single platform without the need to store documents in different environments.
- **SHE and technical accreditation pre-audit qualifier**  
SMEs will be provided with a view of their compliance against SHE and technical accreditation requirements, reducing the number of SMEs that are disqualified for opportunities due to failure



FEATURE STORIES

GROWING SHARED VALUE (CONTINUED)

Responsible sourcing and procurement



Ensuring that we undertake responsible sourcing and procurement is part of our commitments to uphold the Ten Principles.



OUR APPROACH

We follow a zero tolerance approach to responsible sourcing and procurement. We hold our suppliers to the same standard that we hold ourselves.



- Supplier due diligence questionnaire demonstrating steps taken to effectively identify and manage business and human rights risk



- Suppliers to contractually commit with the Sasol Supplier Code of Conduct which prohibits any form of bribery and corruption
- Supplier de-selection forum is used to assess the suitability of counterparties that are accused of potential unethical behaviour

WHAT WE ARE DOING

We proactively assess human rights, both at our operations and suppliers. We address employee non-compliance appropriately in line with our disciplinary codes.

We encourage all our suppliers and stakeholders to 'speak up' against any suspicious unethical and economic crime activities to ensure that both Sasol and our suppliers adhere to the provisions and principles of ethical sourcing and procurement.

**3 214** out of targeted **5 346** suppliers, **60%** completed

| Procurement of banned and restricted substances  | Conflict minerals  | Palm oil and renewable feedstocks  | Zero tolerance for unethical behaviour, bribery and corruption  |
|--|--|--|---|
| <p>We screen all orders for inbound chemicals and materials to ensure that we do not procure illegal or banned substances; and where substances are restricted or controlled, permits are in place and are managed by our Product Stewardship function, to ensure adherence to all related requirements.</p> | <p>Sasol makes an annual submission as part of our SEC filing in terms of the Dodd-Frank Wall Street Reform and Consumer Protection Act, on our use of any of the four minerals that have been linked to conflict in African countries (known as conflict minerals).</p> | <p>We produce a limited quantity of products using sustainably sourced palm, euca and coconut oil from certified suppliers. We are a member of the Round Table on Sustainable Palm Oil and have a Palm Oil Policy in place, specifying requirements for the traceability of renewable resources.</p> | <p>Due to the COVID-19 pandemic and the associated restrictions, Sasol was forced to rethink its supplier training approach. All suppliers are still required to operate within the ethical and legal parameters stipulated in the Sasol Supplier Code of Conduct as well as the anti-bribery and corruption requirements.</p> <p>To this end, we have shared these minimum requirements in two separate training modules on the Sasol Supplier Management Ethics website, in order to continue the fight against economic crime: <a href="https://www.sasol.com/suppliers/ethics">https://www.sasol.com/suppliers/ethics</a>.</p> <p>We decided that all suppliers will be requested through the Contact Centre to partner with us in entrenching these minimum requirements in their respective organisations. This further fulfilled the need of many suppliers who have requested that this information is shared with their own organisations. By tracking our communications with suppliers during the year, we noted that 3 214 (60%) of our suppliers have participated in this initiative.</p> <p>Regular communications to suppliers on ethics, anti-bribery and corruption are not the only communications sent out to suppliers. We continuously create awareness with our suppliers on the importance of compliance with these legal requirements. During the year, we also circulated modern slavery and human trafficking awareness communications to our suppliers.</p> |

GROWING SHARED VALUE (CONTINUED)

Supporting access to quality community service infrastructure and healthcare systems



We know that we are in a symbiotic relationship with our employees and our fenceline communities and hence our community development programmes are premised on the needs of those closest to us. We understand that investing in the infrastructure surrounding our operations and in the health of our communities is good business.

PERFORMANCE (continued)



OUR APPROACH

We invest in programmes that support and improve systems that sustain our communities. We recognise that it is not the primary role of Sasol to provide municipal services, but as a partner in the many regions in which we operate (particularly in South Africa and Mozambique) we understand that we have a role to play in supporting local government efforts to create an enabling environment in which both communities and businesses can thrive. This is the reason we invest in:

- Infrastructure development;
- Health and wellness programmes for healthier communities who will be productive and in turn contribute positively to society; and
- Disability programmes.

WHAT WE ARE DOING

Quality community healthcare

At a time when our health system is under severe pressure, we continue to invest in community health infrastructure. We have constructed and upgraded a number of hospitals and clinics in our fenceline communities. Sasol has also supported hospitals by providing equipment and PPE and continues to support the youth to address substance abuse and addiction.

PERFORMANCE

Eurasia

RESPONSE TO THE HUMANITARIAN CRISIS RESULTING FROM THE RUSSIA/UKRAINE CONFLICT

- The Russia/Ukraine conflict displaced citizens and to assist those communities in need Sasol donated €200 000 to the Red Cross.
- Sasol employees donated over €38 000 from Eurasia, US\$10 000 from North America and R100 000 in South Africa to support the needy communities.
- Sasol matched all the employee donations with 100% in Eurasia and North America and 50% in South Africa.

South Africa

COMMUNITY HEALTH INFRASTRUCTURE

- Through Sasol Mining, we completed the construction of a clinic, based on the ideal clinic model of the Department of Health. Completion of the Parys Clinic by Sasol Mining benefit communities in Ngwathe Municipality as does the donation of fire engines to the municipality.

COMMUNITY SERVICE INFRASTRUCTURE

- Construction of Boiketlong Hall as a multipurpose sports centre as well as the establishment of a community resource centre at the hall.
- Upgrade of existing community car washes: seven in Zamdela; two in Deneysville; and one in Oranjeville.
- Construction of a senior citizen resource centre in Zamdela.
- Upgrade of electrical ring substation no.1 in Extension 6 Embalenhle to assist in addressing electricity shortages.
- Renovation of Buhle Farmer’s Academy in Delmas to assist emerging farmers with more conducive accommodation.

RESPONSE TO THE HUMANITARIAN CRISIS RESULTING FROM THE FLOODS IN KZN – CYCLONE ISSA

- Sasol allocated an amount of R7,5 million to support communities affected by the floods. The support includes immediate humanitarian and infrastructure rehabilitation such as food, clothing, hygiene products, mattresses, blankets, mobile clinics and other required infrastructure. We distributed around 2 000 food and hygiene parcels, blankets and mattresses to families in Mandeni, KwaDukuza, uMlazi, Tongaat, Pinetown, Verulam, Pietermaritzburg and Phoenix. In addition, employees of the Sasol Retail Convenience Centres namely; Sasol Sunpark, Sasol Hans Dettman, Sasol Mageza Service, Sasol Booth Road West, Sasol Avoca and Sasol Stanger were also recipients of the Sasol care packs.
- This was done through Charities Aid Foundation South Africa, the provincial government, various municipalities, the Sasol retail network and Imperial Logistics.

Mozambique

SMALL-SCALE PROJECTS

- As part of the LDA, Sasol has completed three small buildings for three communities in Govuro, these buildings are used for grinding maize to support the community to process maize into flour.

CYCLONE ELOISE RECONSTRUCTION PROJECT

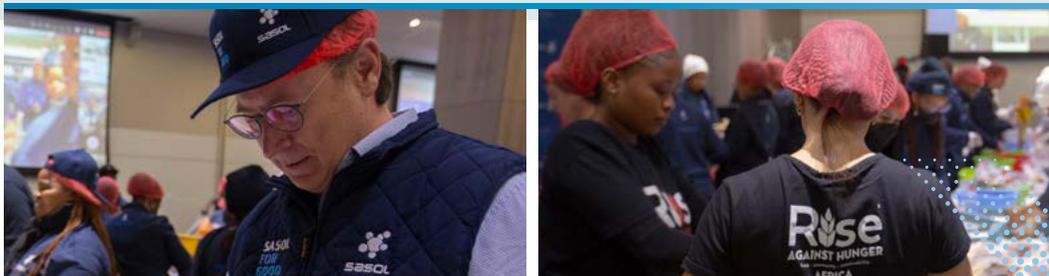
- Cognisant of the challenges caused by the passage of Cyclones Eloise and Idai, Sasol developed post-cyclone reconstruction and improvement plans in partnership with JAM and the Red Cross.
- In December 2021, Sasol handed over five projects to the district governments of Govuro and Inhassoro. The work included repairs to and the replacement of damaged roofs; the replacement of damaged hospital equipment at the Chimunda health centre; a mortuary facility in Govuro health centre; and construction of a water supply system for the Matasse community. At Inhassoro, it included the rehabilitation of three classrooms at Mananisse primary school and the supply of new ward equipment at the Nhapele health centre.

CYCLONE IDAI RECONSTRUCTION PROJECT

- As part of reconstruction efforts after Cyclone Idai, Sasol supported the construction of eight classrooms for the 12 de Outubro Primary School in Beira. The work was done through the Red Cross and construction started in 2020 and was completed in August 2021. Along with the infrastructure, Sasol furnished the school with 200 school desks. The classrooms will benefit more than 1 200 students.

GROWING SHARED VALUE (CONTINUED)

Sasol for Good – employee volunteering to uplift others



OUR APPROACH

Sasol for Good, the company's employee volunteerism programme, structures and formalises employees' inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation. We support our employees by granting 40 hours per annum paid leave to spend on volunteering initiatives and also complement their financial contributions to and fundraising initiatives for organisations of their choice via payroll deductions, matching gifts and volunteer grants.

Collective action is intrinsically rooted in Sasol's core values and through the mobilisation of our employees globally, we are able to complement our corporate-led social investment activities with what is valuable to our employees.

WHAT WE ARE DOING

KZN DISASTER RELIEF

- To help rebuild businesses and communities devastated by unrest in Gauteng and KZN, we collected donations of non-perishable items from employees at sites in KZN and Secunda.

RESPONSE TO THE HUMANITARIAN CRISIS RESULTING FROM THE RUSSIA/UKRAINE CONFLICT

- In support of those adversely affected by the Russia/Ukraine conflict, Sasol employees donated funds. Contributions from employees in Eurasia, North America and Mozambique, which Sasol matched 100%, were donated to the Red Cross and contributions from South African employees, with a Sasol match of 50%, were donated to Gift of the Givers.

RESPONSE TO THE HUMANITARIAN CRISIS RESULTING FROM THE FLOODS IN KZN – CYCLONE ISSA

- Sasol employees also contributed in supporting communities severely affected by the floods in KZN in April 2022. Sasol matched employee contributions with 50% of the amount donated. A Sasol retail partner also made a donation to Sasol for Good. The funds donated were used to supply relief packs to vulnerable communities.
- Contributions were received from employees and Sasol customers through donations of non-perishable items at our retail convenience centres and were disbursed to affected communities.

SASOL FOR GOOD COVID-19 SUPPORT

- Distributed over 40 700 litres of hand sanitisers to various stakeholders, especially schools and ECD centres. Over two million litres have been donated since 2020.
- During the lockdown period, 32 Gert Sibande TVET college learners were given an opportunity to provide administrative support at testing and vaccination centres at our Secunda operations.
- We continued to support the Department of Health with vaccination drives. This included providing resources and venues to the Mpumalanga Department of Health for community vaccination.

VOUNTEER PROGRAMMES IN NORTH AMERICA

- In 2021 – 22, over 120 Sasol employees participated in five volunteer events, completing 600 hours of service. Our employees in the United States can apply for volunteers' grants when they complete an act of service. Sasol matches employee volunteer efforts with a US\$100 grant per act of service up to a maximum of seven service grants per year.
- Sasol Chemicals America executed Community Week in May 2022, a week dedicated to supporting our local communities. More than 600 employees around the United States participated and engaged in Sasol's corporate social investment initiatives, making this event one of the largest executed by Sasol Chemicals America. Over US\$60 000 was directed in charitable contributions and 400 learning resources distributed to schools.

40 700 litres of sanitisers to various stakeholders

Donations to the Red Cross in support of those affected by the Russia/Ukraine conflict crisis

400 learning resources distributed to schools

US\$60 000 raised through our Community Week effort

GROWING SHARED VALUE (CONTINUED)

Creating platforms for advancement and development

WOMEN'S FOOTBALL

Sasol has been the pre-eminent brand behind women's football for the past 13 years.

The Sasol women's football sponsorship is more than just the sport, it's about accessing opportunities that will holistically develop our female footballers, on- and off the field eg pursuing academic excellence beyond football, shaping our players to be a catalyst for positive change in their communities.

Sasol created a sustainable women's football partnership with the South African Football Association. This model helped produce world-class women footballers who are playing for prominent professional clubs abroad. Sasol's enabling role also contributed to Banyana Banyana being crowned as the African Champions at the 2022 Women African Cup of Nations. Banyana Banyana also qualified for the 9th FIFA Women's World Cup to be held in 2023 in Australia/New Zealand.

Our commitment to ensure the sustainability of women's football talent from grassroots level to the national team and beyond, started in 2009, when we established the Sasol Provincial Women's League. Known as the Sasol League, it presents young girls with an opportunity to play in a structured and organised programme, which runs between April and October every year in each of the nine provinces.



Sasol Solar Challenge: A bi-annual initiative promoting STEM education through solar-powered vehicles

Sasol has been involved since 2012 with the South African Solar Challenge, now known as the Sasol Solar Challenge.

Taking place over eight days, local and international participants drive custom-built solar-powered vehicles in an endurance race covering more than 2 500 kilometres. Participating teams design, manage, build and drive solar-powered vehicles. This gives students a hands-on opportunity to learn about science, innovation, teamwork, logistics and business. The participants also gain so much through the practical application of theory. The alumni of the Sasol Solar Challenge are leaders in fields as diverse as renewable energy, e-mobility and Formula 1 team strategy.

The challenge is a showcase of alternate energy for transport and the ability of the sun to power a new generation of vehicles, while applying the latest solar technologies and innovative engineering. The solar challenge delivers a highly competitive showcase where 'brain sport' and fierce competition are the order of the day. Joining the eight-day journey across the country is a crew of over 400 engineers, technicians, scientists and experts across multiple fields, as well as volunteers from South Africa and overseas.

For Sasol, this sponsorship demonstrates our commitment to renewable energy and STEM education. Targeting schools along the route, it inspires young people to take an interest in and pursue tertiary studies and/or careers in STEM-related fields. It also highlights Sasol's commitment to future generations by giving the brightest minds of today a chance to show what a better tomorrow could look like.

Sasol and Wheelchair Basketball South Africa

Sasol entered into a partnership with Wheelchair Basketball South Africa (WBSA) 15 years ago.

This strong relationship demonstrates our commitment to building an inclusive culture and supporting people who are differently abled. Our wheelchair basketball sponsorship seeks to raise the profile of differently-abled athletes, also aiming to ensure that these athletes participate and excel on the global stage. The WBSA Women's team and the South African under-23 Men's team have collectively participated in five World Championships.

The men's team qualified for the 2000, 2004, 2008 and 2012 Paralympic Games. During Sasol's sponsorship, 148 players have played overseas. Four international referees, three international commissioners and two international classifiers became certified under the Sasol technical excellence programme.

Our wheelchair basketball sponsorship demonstrates our role in action and living our Purpose of innovating for a better world.



FEATURE STORIES

GROWING SHARED VALUE (CONTINUED)

Creating platforms for advancement and development (continued)

SASOL NEW SIGNATURES

The Sasol New Signatures art competition was established by the Association of Arts Pretoria in 1990 to provide a career-building platform for emerging artists.

The competition, one of the longest running of its kind, has always been closely aligned with various university art conservatories, giving students and staff an opportunity to showcase and benchmark their work. Thus, the Sasol New Signatures competition has and continues to contribute to the growth and development of art academies throughout South Africa. Furthermore, the platform serves as educational resource for scholars and artists not associated with any educational institution. The creative sector plays a significant role in our society, with the competition informing and reflecting much of the current thinking in art making.

Sasol has been the sponsor of the competition for 32 years. We are committed to play our part in supporting the Arts through this prestigious competition because we recognise the role it plays in recording where and who we are as a society, both collectively as a nation and for artists' personally. Our role in the Arts is a shining example of our purpose of innovating for a better world in action, a purpose we will live up to as we continue to play our part in advancing the interests and developmental needs of artists at all levels.



Sasol Bird Book – Fifth Edition

The partnership between Sasol and what was previously Struik Publishers (now Penguin Random House, South Africa and the Struik Nature imprint) goes back to the early 1990s.



Sasol made a decision to align with birds and birding and partnered with Penguin Random House in producing a best-selling field guide to the birds of southern Africa, first published in 1993. The book became known as Sasol Birds of Southern Africa and in birding circles was very quickly contracted to just 'Sasol Birds'. It has run to five successful editions, the most recent having been published in 2021 with an accompanying mobile application with interactive pictures and sounds.

[www.sasolbirds.co.za](http://www.sasolbirds.co.za)



SOUTH AFRICA NATIONAL PARKS (SANPARKS) HONORARY RANGERS

Sasol actively supports the conservation of our natural heritage, which in turn fosters education, employment and tourism in the communities surrounding our national parks.

The 2022 event raised approximately R700 000 and these funds are used for various conservation projects as requested by the National Parks. Funding to support communities surrounding the parks were provided by SANParks during the COVID-19 Pandemic.



FEATURE STORIES

# RESILIENCE IN A LOW-CARBON FUTURE

## Climate change



We have set a bold ambition to achieve Net Zero by 2050 to sustainably decarbonise. We have tripled our 2030 emission-reduction target for our Sasol Energy and Chemicals Businesses.



### OUR APPROACH

Sasol is a significant emitter of greenhouse gases (GHG) and as a result we have set GHG targets and have developed emission-reduction roadmaps for 2030 and 2050 to progressively decarbonise our operations. Our approach is focused on:

- sustainable feedstocks like green hydrogen, renewables and sustainable carbon at scale, since Sasol's FT technology is agnostic to the type of feedstock;
- accelerating our transformation changes through partnerships, technology and innovation aligned to our Purpose;
- advancing our transparency and disclosure as we transform using the TCFD guidelines; and
- advocating for enabling climate change policy to advance Future Sasol that supports the intent of the Paris Agreement, taking into account our national circumstances.



### WHAT WE ARE DOING

We are applying a three-pillar emission-reduction framework. We will Reduce our emissions, Transform our business and Shift our portfolio. Key mitigation actions include progressing the large-scale deployment of renewables, use gas as a transition feedstock from coal and to green hydrogen as our long-term sustainable feedstock.

In executing against a 30% GHG reduction by 2030 for both Sasol Energy and Chemicals we are:

- Increasing our renewable energy procurement drive from 600 to 1 200 MW by 2030 for Sasol Energy.
- Aiming for 100% purchased renewable electricity for Sasol Chemicals by 2026.
- Entered into strategic partnerships to catalyse our green hydrogen aspiration.
- Setting up Sasol ecoFT to drive Power to Liquids applications for the green hydrogen economy using our FT technology to produce sustainable fuels and chemicals.
- Continuing to take steps to understand and respond to current and projected future weather and climate risk for our business and surrounding communities.
- Advocating for recognition for a phased transition of our operations in European Union policy which is currently limiting market access for low-carbon products from developing countries.
- Creating an ecosystem of partners to contribute to the reduction prohibitive costs of green hydrogen.

In addition, we have set a 20% scope 3 category 11: use of energy products emissions reduction target by 2030, off a 2019 baseline for the Energy Business.

- As part of the scope 3 programme focusing on all 15 categories of emissions, we are developing a scope 3 Category 11 emission-reduction roadmap to support our target. We are also working collaboratively with customers and suppliers to reduce scope 3 emissions across our value chains.

### PERFORMANCE

- The sum of GHG emissions from methane, nitrous oxides and carbon dioxide (Scope 1) are expressed as carbon dioxide equivalents (CO<sub>2</sub>e) emitted and reported as direct scope 1 CO<sub>2</sub>e. Our 2022 direct scope 1 CO<sub>2</sub>e GHG emissions decreased which is attributed to reduced production rates.
- We acknowledge the need to reduce our scope 3 emissions particularly focused on category 11 – use of energy product. These emission reductions are directly tied to delivery of a Future Sasol that produces sustainable fuels and chemicals over time these products will, displace our fossil fuel products.

| GHG emissions CO <sub>2</sub> e (kilotons)                               | 2022   | 2021   |
|--|--------|--------|
| Direct scope 1   | 57 204 | 60 388 |
| Indirect scope 2   | 6 367  | 5 495  |
| Indirect scope 3   | 37 557 | 38 816 |
| GHG intensity (CO <sub>2</sub> e/ton of product meant for external sale) | 3,84   | 3,63   |

- The lower emissions profile relative to 2021 is largely attributable to reduced production rates and operational challenges.
- Limited assurance on four of the scope 3 categories.

For further detail on our climate change response refer to our [CCR](#).

RESILIENCE IN A LOWER-CARBON FUTURE (CONTINUED)

Energy efficiency



Energy efficiency (EnEf) is also referred to as the ‘first fuel’. It is therefore incumbent on us to be as energy efficient as possible, thereby reducing operating costs and containing and reducing our environmental footprint.



OUR APPROACH

Sasol utilises EnEf management principles as an integral part of our daily operations. We report monthly on EnEf performance for all Operating Platforms/Regional Platforms (OPs/RPs) with the aim of reducing our carbon-intensive footprint, promoting EnEf as a key business driver, and reducing GHG emissions.

WHAT WE ARE DOING

We have developed an electronic Energy Management System (EnMS) which monitors, measures and reports monthly EnEf performance of all OPs/RPs against targets. This is an addition to the coordination of EnEf improvement roadmaps annually to forecast medium and long-term performances in line with our commitment of achieving a 30% EnEf improvement by 2030. To further enhance this, Sasol is actively implementing improvement initiatives within the Sasol 2.0 programme.

We currently leverage EnEf performance for the Department of Energy (DoE) 12L tax rebates which contribute substantially towards Sasol’s bottom line.

Sasol has set a challenging target to exceed the National Energy Efficiency Strategy for 2030, which sets a cumulative objective from 2005 to 2030 of 30% improvement.

We have been a proponent of EnEf improvement from as early as 2005 and in 2018 committed to the international Energy Productivity 100 (EP100) initiative. Our EnEf roadmap includes a substantial number of different initiatives covering operational improvements and capital-based solutions.

For specific measurement indicators identified for EP100 and EnEf reporting, we report the energy consumed per ton of net production with an overall target of EnEf 30% improvement by 2030.

PERFORMANCE

- Substantial challenges experienced by our OPs/RPs in the first six months of 2022 led to an overall EnEf regression of 4,4% for the Group and 6,4% for Sasol Energy from the previous financial year. After the major shutdowns during 2022, EnEf performance did not progress as planned mainly due to operational instability at our major sites as a result of poor coal quality supply and low natural gas availability. These challenges were further influenced by a series of external power disruptions and operational instability at SO and SEO.
- Re-establishing stable plant operations in combination with full implementation of our energy efficiency improvement roadmap up to 2030, will ensure achievement of the target.

|   | 2022 Actual | 2022 Target |
|---|-------------|-------------|
| EnEf – Sasol Group (improvement from 2005 baseline)                           | 18,4%       | 22%         |
| EnEf – South African based Energy Operations (improvement from 2005 baseline) | 15,7%       | 22%         |
| Group energy productivity (EP100) – improvement from 2010 baseline            | 19,1%       | 18%         |

# MANAGING OUR ENVIRONMENTAL FOOTPRINT

## Environmental incident management



### OUR APPROACH

Since 2015, we have followed a standardised approach to classifying, reporting and investigating environmental incidents. This is reported monthly into the Sustainability Performance Management Module (SuPM) according to a four-tier classification system; namely level 1 (major), level 2 (significant), level 3 (moderate) or level 4 (minor).

Where applicable, incidents are reported to the relevant authorities in accordance with applicable statutory and licensing requirements. Incidents are investigated in accordance with the SHE Incident Management Procedure to identify the root cause which informs the necessary corrective and preventative measures to be adopted to mitigate against their re-occurrence.

An environmental incident is internally deemed as an unwanted event within Sasol’s operational control which has impacted on the environment, specifically water, air, land and/or ecosystems. Hence, it is important to note that most environmental incidents are as a consequence of a process or product-related incident.



### PERFORMANCE: TRENDS

A review was undertaken of the historical occurrence of Environment Incidents. The occurrence of major (level 1) environmental incidents has been infrequent with only one reported in 2017. Significant (level 2) incidents are more prevalent, averaging about eight in a financial year. On average 108 moderate (level 3) incidents are reported per year, or about 20 for every one significant incident reported. The majority of incidents reported are classified as minor (level 1), averaging 1 085 per year. Achieving consistency in classifying minor incidents has proved challenging and this dataset needs to be interpreted with caution.

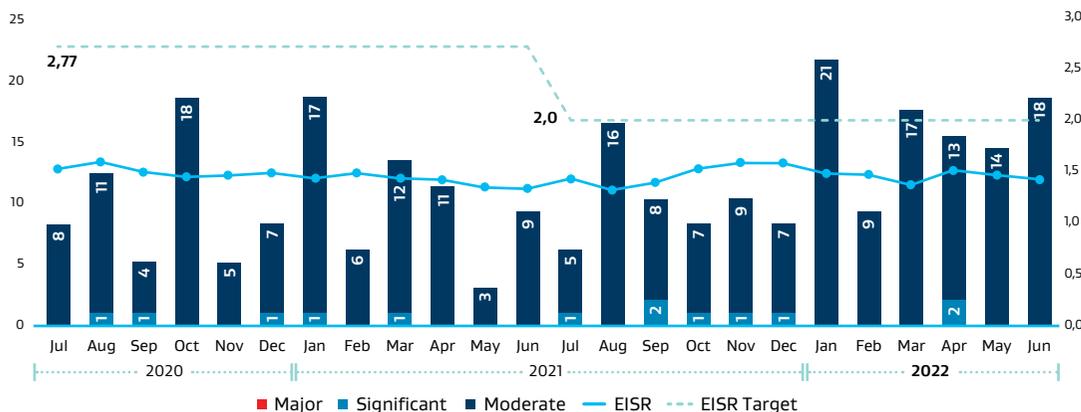
The number of significant environmental incidents reported for the period 2018 to 2021 consistently decreased year on year. For 2022, however, the trend reversed with eight significant environmental incidents internally reported compared to a total of five for 2021. A similar trend is observed for moderate incidents, namely a consistent decrease in moderate incidents reported for the period 2018 to 2020, however, for 2021 and 2022 an increasing trend is observed.

### RECURRING THEMES

- Given the current deteriorating performance, we undertook an analysis of the significant and the more prevalent moderate incidents reported internally. This was to identify recurring themes on which we can focus to prevent environmental incidents.
- The eight significant environmental incidents reported in 2022, all allocated to the Sasol Energy Business, are related to failure of pipelines (two), loss of containment (release) of contaminated water into a watercourse from a storage facility (five) and gaseous release (one). The 323 moderate environmental incidents reported for the period 2020 – 2022 were grouped into themes to identify frequency of occurrence. A similar exercise was done for the 59 significant incidents reported for the period 2017 – 2022.

Broad themes and frequency of occurrence of moderate incidents reported in 2022 and significant incidents reported 2017 – 2022

| Theme                           | 2020 – 2022 |             |
|---------------------------------|-------------|-------------|
|                                 | Moderate    | Significant |
| Loss of containment             | 62%         | 94%         |
| Plant instability               | 18%         | 6%          |
| Process equipment and machinery | 10%         | 0%          |
| Other                           | 9%          | 2%          |



## MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

### Air quality management



We acknowledge the link between our activities and air quality and the need to act responsibly in managing our impacts in the regions in which we operate. We have a holistic air quality management approach, which is informed by internationally accepted practices.



#### OUR APPROACH

Our approach to air quality management and ambient air quality improvement is reflected in our SHE Policy. This includes our ongoing efforts to prevent pollution and air quality degradation through legal compliance and the application of our duty of care. We follow a risk-based approach to mitigate and improve on our atmospheric footprint.

We remain committed to engage and collaborate with our key stakeholders and are transparent about our commitments on our air quality improvement journey. To this end, we participate in policy and regulatory developments as well as in community initiatives. We continuously monitor our performance, report to the authorities thereon and disclose appropriately to our stakeholders.



#### WHAT WE ARE DOING

##### Our air quality landscape

Our Southern African operations are dependent on coal and gas as primary feedstocks, with our Natref facility in Sasolburg reliant on crude oil. Outside Africa, our international operations depend on a diverse feedstock portfolio including coal, gas and crude oil derived feedstock.

Although our coal feedstock technologies in South Africa make up the greatest portion of our contribution to the relevant airsheds, Sasol has committed to reduce its dependence on coal, as a part of its decarbonisation strategy. Over time, this strategy is expected to have a significant positive impact on our atmospheric footprint.

Historically, the contribution to emissions of our Eurasian and Mozambique operations has been minimal compared to that of our coal processes. Our North American operations' contribution to our atmospheric release inventory remain limited compared to our South African operations, even with production ramp-up.

##### Managing air quality compliance

Our intent is to achieve compliance to the prescribed minimum emission standards (MES) by 1 April 2025 as reflected in our respective atmospheric emission licences (AELs) for all point sources, except sulphur dioxide (SO<sub>2</sub>) emissions from the boilers at the steam plants

at Secunda Operations (SO). This commitment stands alongside Sasol's long-term ambition to transform its operations to lower carbon options, meet its GHG reduction target towards Net Zero by 2050 and to reduce its overall environmental footprint.

Against this backdrop, SO identified a feasible compliance approach, exploiting synergies through an integrated GHG and boiler SO<sub>2</sub> reduction roadmap, referred to as the integrated reduction roadmap. This integrated air quality and GHG reduction roadmap involves the turning down of boilers not only to reduce SO<sub>2</sub> emissions (with benefits anticipated to be realised from 2025 onwards), but to also have a favourable impact on the reduction of GHGs and other pollutants emitted from the boilers. It supports the Sasol long-term ambition to transform our operations to lower-carbon options and to reduce our overall environmental footprint. This approach would see the overall mass of SO<sub>2</sub> (and other pollutants) emitted, per day and per final product, reduced. In this manner, SO aims to achieve a 30% total load reduction in SO<sub>2</sub> emissions by 2030, which is significantly more than what would otherwise be achieved under the applicable concentration limits in the MES. To enable the implementation, multiple projects are required, including construction of additional gas conversion capacity, a fine coal solution, renewable energy and EnEf projects. As consistently communicated previously, the implementation of this integrated roadmap will extend beyond 1 April 2025.

The implementation depends on SO being regulated on a load-based emission limit (the mass and the rate of the pollutant emissions) instead of the concentration limit (the mass of pollutant per cubic metre of air emitted) as provided for in the MES. Clause 12A of the MES provides for an existing plant, such as the SO's Steam Plant, to apply to the National Air Quality Officer for an emission load limit to be granted in certain instances, including SO's current circumstances. SO appointed Air Resource Management (Pty) Ltd (ARM), an independent environmental consultancy, to undertake the associated public participation process and assist in preparing the application. SO submitted its application which included a comprehensive public participation report to the National Air Quality Officer on 29 June, in accordance with the provisions of a condonation granted in January 2022 by the Minister of the Department of Fisheries, Forestry and the Environment (DFFE). We await the outcome of the application.

We previously reported that, during 2020, we applied for further postponement for four additional sources at SO following the inclusion of these point sources in the Secunda AEL upon review thereof. SO conducted the baseline emission monitoring for these point sources as required in accordance with its revised AEL.

The baseline monitoring informed the postponement application (with a view to also inform the relevant monitoring and reporting requirements) that is pending for these point sources.

# MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

## Air quality management (continued)

### WHAT WE ARE DOING (CONTINUED)

If a favourable postponement decision is received, the AEL will be updated to reflect the extended compliance time frame for meeting the new plant standard and the limits applying in the interim.

#### Air quality offsetting programme

In Secunda, phase one of the air quality offsetting programme focused on the reduction of particulate matter (PM) and SO<sub>2</sub> pollution in the surrounding (fenceline) communities. In Sasolburg and Natref, the air quality offsetting programme focused on the reduction of PM and SO<sub>2</sub> pollution from non-industrial sources and included the continuation of specific activities implemented since 2015. The activities for these operations were detailed in Sasol's 2021 [SR](#) on page 46 and have thus far resulted in the avoidance of emissions of more than 207 tons of PM10, 194 tons of PM2,5 and 80 tons of SO<sub>2</sub> in the surrounding community/airshed. We remain committed to implement the second phase of our offsetting implementation plan toward 2025 (aligned with the 1 April 2025 extended compliance date) which, among other initiatives, includes an environmental air quality education and awareness programme which was expanded to include campaigns on veld fire management and prevention as well as the sorting and recycling of waste.

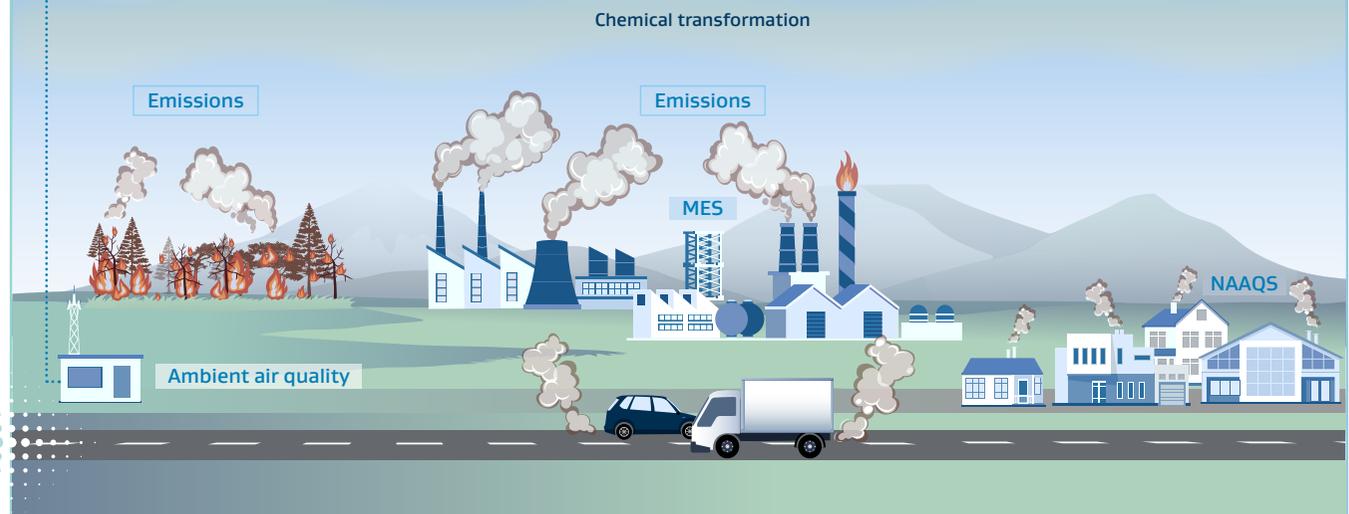
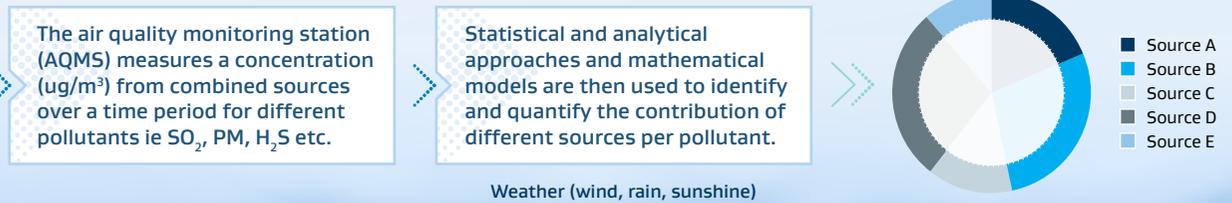
#### Source apportionment

We continue to contribute to achieving the goals set out in the Vaal and Highveld priority area improvement plans and believe that a holistic, integrated approach to air quality management is required to achieve these goals and objectives. A fundamental part to this is the concept of source apportionment which is essentially an understanding and quantification of all sources that contribute to the quality of the air we breathe (specific to an airshed). Source apportionment, supported by accurate emission inventories, is an effective air quality management tool to identify and quantify the sources resulting in effective strategy development to mitigate and reduce these emissions to achieve an overall ambient benefit.

All our activities are regulated through licences issued by the authorities in the different geographies where we operate. These licences require that we report frequently on our emissions to authorities as well as the timeous submission of comprehensive annual air quality compliance reports in South Africa. Refer to page 64 to 65 for more detail on our environmental compliance.

### Source apportionment

The schematic below attempts to explain the significance of source apportionment. It highlights the difference between point source minimum emission standards (MES) and the National Ambient Air Quality Standards (NAAQS). The MES aim to control sources of pollution so that the ambient air quality (essentially the air that we breathe) does not present risks to human health and the environment. The NAAQS, published by DFFE, prescribe tolerable concentrations of pollution in ambient air. Sasol has various ambient air monitoring stations around its facilities to measure the concentration from combined sources over a period of time for different pollutants which include, but are not limited to, SO<sub>2</sub>, NOx and PMs. Industry is not the only contributor to the ambient air quality, there are other contributors such as traffic emissions, veld fires and household air pollution from inefficient cooking practices. To understand and quantify the contribution of the different sources per pollutant, analytical approaches and mathematical models are used. Once the additional contributors, over and above industry's contribution, are understood, it is easier to implement effective reduction mechanisms on ground level, which will have a positive impact on the ambient air. Sasol's offsetting programme, which attempts to address inefficient cooking practices and veld fire management, among various other initiatives, has a positive impact on the ambient air quality. Source apportionment not only considers the various contributors to the ambient air quality, but also considers that different sources have different impacts no matter the quantity that is emitted. This means that tall stacks typically seen in industry and ground level emitters (eg meteorological conditions, atmospheric chemistry) behave differently which result in different ambient impacts.



## MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

### Air quality management (continued)

#### WHAT WE ARE DOING (CONTINUED)

##### Air quality abatement achievement: Progress over the last year

#### PM EMISSION REDUCTION

Boiler/steam plant improvements for PM reduction within Secunda, Sasolburg and Natref Operations include:

- At SO, more than half of the electrostatic precipitators (ESPs) (a total of nine out of 17) have been retrofitted with improved function transformers for PM abatement. Three of these were installed over the last year, with the remainder planned for roll out up to 2025.
- At SEO Steam Station 2 plant, six out of seven ESPs have been upgraded and already indicate a reduction towards the requisite new plant standard of 50 mg/Nm<sup>3</sup>. At the Steam Station 1 plant however, due to the mature status of the plant as well as extremely limited space around the plant, challenges have been experienced post the installation of the PM abatement on the first boiler. Accordingly, the next scheduled boiler's ESP and low NOx burner abatement programme was brought forward for implementation this calendar year with a different technology supplier in an effort to establish whether alternative technology could optimise the ESP performance.
- At our Natref operations, the ESP project was commissioned in April 2022.

#### NOx EMISSION REDUCTION

Boiler/steam plant improvements for NOx reduction within Secunda and Sasolburg operations include:

- At SO a total of three boilers have been installed with low oxides of nitrogen burners confirming that the selected technology will enable the fleet to comply with the MES limit for NOx. Roll-out to the remainder of the fleet is on track to ensure full compliance with the MES limit, prior to April 2025, as specified in the AEL.
- At our Sasolburg operations, low NOx burners were installed on four of the 12 operational boilers, with two more low NOx burner installations scheduled for 2022.

#### TOTAL VOLATILE ORGANIC COMPOUNDS (TVOC) REDUCTION

Sasol's volatile organic pollutant reduction drive started with the development of indicators of performance (IoP) more than a decade ago. This aimed to reduce emissions from five prioritised volatile compounds by more than 80%. The programme has been shown to be highly effective in mitigating these pollutants. The legislative imperative to meet the prescribed MES meant that the programme had to be extended to provide for a more integrated and holistic VOC reduction roadmap. Improvements for TVOC reduction:

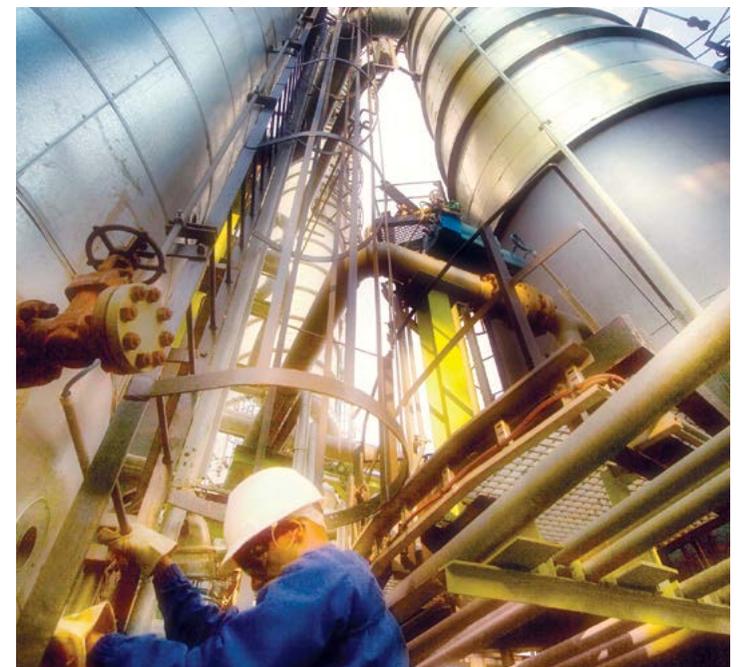
- Secunda – Progress on the TVOC drains project. Commissioning and beneficial operation have been reached on phase one and phase three of the project. This included the installation of all drain lines, instruments, platforms and structures. The remainder of the project, phase two and phase four, is on track with commissioning anticipated towards the end of 2022.
- Sasolburg – All tanks within Sasolburg either have abatement installed currently or are not classified as type 3 tanks and therefore already meet the applicable regulatory requirements.

#### SO<sub>2</sub> EMISSION REDUCTION

To enable the SO<sub>2</sub> load-base reduction through the integrated air quality and GHG roadmap, multiple projects such as renewable energy, EnEf and infrastructure developments are required to supply SO<sub>2</sub> with the electricity and steam that would be lost through reducing boiler operations. As the steam plants boilers utilise fine coal as a feedstock, reduced boiler operations would mean less fine coal burnt resulting in a fine coal excess. Various investigations and initiatives are underway to address this.

#### INCINERATOR REDUCTION

As an incinerator abatement option for SO<sub>2</sub> biosludge and our high organic stream does not align with our ambition to move up the waste hierarchy, various alternatives that reduce our environmental footprint for both atmospheric emissions and waste have been investigated. One promising solution is a biosludge to gasification option. The details around this option have been included as a feature story on page 55.



Significant improvements were realised from 2015 to 2021. These were detailed in Sasol's 2021 [SR](#) on pages 45 to 46.

# MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

## Air quality management (continued)

### WHAT WE ARE DOING (CONTINUED)

#### Air quality offset programme

##### PHASE ONE COMPLETED FOR SECUNDA, SASOLBURG AND NATREF

In Secunda, we remain committed to implementing the second phase of our offsetting implementation plan. This includes an environmental air quality education and awareness programme to be conducted with 7 600 households in the eMbalenhle and Lebohang communities through a door-to-door campaign. More than 27 000 learners from 26 primary schools in Govan Mbeki Municipality and almost 11 000 learners from nine secondary schools will participate in the campaign. The scope has been expanded to include education and awareness campaigns on veld fire management and prevention. Communities will be informed about best practices on separation, sorting and recycling of waste as opposed to burning, with recyclable waste collected and taken to a buy back centre by households.

In Sasolburg, the offset programme focused on the removal of waste in the areas where waste skips have been placed by Sasol. The focus on sustainability remains by ensuring the local municipality is in a position to take over the project post the 2025 implementation period. Challenges with heavy rain and skip servicing have been overcome with weekly servicing of the skips now taking place. This project removed over 3 700 tons of waste which would otherwise have been set alight. In addition to an improvement in ambient air quality, this initiative has contributed to a vast improvement in the aesthetics of the area and the general uplifting of the people living around the skips. In addition to waste removal, Sasolburg has cut 2,6 million m<sup>2</sup> of grass, to reduce the impact of veld fires on the area.

The initial offset programme included Sasol's sponsorship of emergency vehicles to the local government. Since then, Sasolburg Operations have monitored the response of these vehicles and found numerous instances in which they have had a positive impact in responding to fires and even vehicle accidents. For the new financial year, the offset programme will focus on re-instating the vehicle emission testing programme and expanding in-person education and awareness sessions.

#### Air quality abatement achievement: Towards 2025

##### PMs, NOx, SO<sub>2</sub>, VOCs AND INCINERATION

We are on track with our air quality compliance roadmaps to achieve compliance with the new plant standards in 2025:

- Installation of low NOx burners on the remaining coal-fired boilers in Secunda and Sasolburg Operations aimed at reducing boiler NOx emissions.
- Installation of high-frequency controllers on the electrostatic precipitators of the remaining boilers in Secunda and Sasolburg.
- Installation of abatement equipment at the Synfuels catalytic cracker stack within SO.
- Implementing Natref's low pressure sour gas recovery project to address SO<sub>2</sub> emissions at the vacuum pre-flash off-gas furnace.
- Installation of the carbon monoxide boiler upgrade for PM reduction at Natref.
- Natref sulphur recovery unit availability improvement projects are in progress.
- Streamlining of Sasolburg Operations' blending facilities to meet the SO<sub>2</sub> standard.
- Installation of VOC abatement equipment at the crude tar tanks within SO.
- Reduction of hydrocarbon releases from our phenosolvan and depitcher vents.
- Abatement of hydrocarbon release to atmosphere via the coal tar filtration west stack at Secunda.
- Finalising the routing of the biosludge from incineration to gasification.
- Confirming the sustainable alternative method to incineration for the handling of the Sasolburg waste streams.

#### Biosludge to gasification

Biosludge at SO is produced from a biological water treatment process and is currently being incinerated.



To move up the waste hierarchy and simultaneously improve ambient air quality, we have investigated co-feeding our biosludge to our gasification process at SO to move away from incineration and, at the same time, derive syngas from biosludge. During the past year our investigation applied thermal lysis innovatively to reduce the biosludge viscosity and to destroy pathogens, and successfully completed a commercial scale pilot of co-feeding biosludge to the existing gasification plant.

The commercial-scale test run proves the technical feasibility of extending the use of our existing gasifiers. This will enable SO in moving away from operating four biosludge incinerators and reducing point source emissions. The picture alongside indicates the lysis skid deployed for thermal lysing and the lysed sludge tank in front of the gasifier.



FEATURE STORY

#### PERFORMANCE

| Atmospheric emissions kilotons (kt) | 2022 | 2021                |
|-------------------------------------|------|---------------------|
| PM                                  | 8,2  | 8,2 <span>▲</span>  |
| NOx                                 | 119  | 124 <span>▼</span>  |
| SOx                                 | 162  | 181 <span>▼</span>  |
| VOC                                 | 26,3 | 27,8 <span>▼</span> |

Increase ▲ Decrease ▼

- Although additional PM abatement was installed at our boilers in 2022, due to various challenges and inefficiencies experienced during the year, PM emissions remained at 2021 levels. However, these emissions were still substantially lower than 2020 levels attributing to the abatement installations.
- A decrease in NOx emissions due to the installation of an additional low NOx burner.
- Numerous factors, including lower steam production, boiler availability and a reduction in sulphur in our coal has attributed a SO<sub>2</sub> reduction for 2022.
- The VOC emissions decreased due to increased availability of our regenerative thermal oxiders.

# MANAGING OUR ENVIRONMENTAL FOOTPRINT

## Water management



### OUR APPROACH

Water management and the long-term assurance of supply of water to our South African operations is of critical importance. We therefore continuously monitor risks in this regard. While the assurance of water supply of an acceptable quality to all our operations is currently secure, the medium to long-term assurance for some operations (specifically in South Africa) is less so.

### WHAT WE ARE DOING

#### Our CDP Water score

Since 2010, Sasol has been voluntarily reporting to the CDP Water disclosure initiative. Over the years, our score has been better than the African region average, as well as the average for the Oil and Gas Extraction and Production sector. We are now scored in the Chemical sector. As our disclosure is for the previous financial year, it lags our annual reports by a year.

In 2021, we maintained an A- score. This is within the leadership band, recognising that we are taking coordinated action on water-related issues. This score is higher than the Africa regional average of B, and higher than the Chemicals sector average of B. We can improve on this score by focusing on the areas of water policies, targets and goals and in the area of governance. We are considering ways to develop a focused water policy in addition to the Group SHE policy, and setting ambitious water targets as a means to improve our score. Our CDP submission can be viewed at [www.sasol.com](http://www.sasol.com)

#### Voluntary water use efficiency target set for our major water-using entities

|                 | SO<br>Total water use per ton saleable production (ton/ton)  | SEO<br>Total water use per ton saleable production (ton/ton)                        | Mining<br>Potable water use (Megalitres – ML)  | Group<br>% Group potable water reduction   |
|-----------------|--|---|--|--|
| <b>TARGET*</b>  | Track performance against 2020 target of improving against baseline of 2,5%.   | Track performance against 2020 target of maintaining against baseline of water use. | To ensure potable water use does not increase more than 10%.                         | Group potable water reduction target of 5% against the 2016 baseline.                    |
| <b>BASELINE</b> | Baseline set in 2016 of 11,58<br>2020 = 11,93<br>2021 = 11,49<br><b>2022 = 12,28</b>   | Baseline set in 2016 of 9,81<br>2020 = 10,83<br>2021 = 11,19<br><b>2022 = 11,94</b> | Baseline set in 2014 of 2 114<br>2020 = 1 431<br>2021 = 1 588<br><b>2022 = 1 408</b> | Baseline set in 2016 of 15 347ML<br>2020 = 18%<br><b>2021 = 13%</b><br><b>2022 = 12%</b> |
| <b>STATUS</b>   | Current corporate water stewardship practices have advocated for a move away from efficiency targets to setting context-based water targets. |   |  |  |

We rely heavily on water for our processes and consider it a precious resource. We are a signatory to the UN Global Compact CEO Water Mandate and have adopted the Mandate's Water Stewardship Framework in responding to water risks.

### New water targets and commitment for Sasol Energy



As part of Sasol's ESG ambition for inclusion in the DJSI, Sasol Energy requires improvement in several ESG areas including the monitoring and tracking of water consumption as well as the performance against related water-reduction targets.

The Sasol Energy Business approved the methodology to develop short-term (Phase 1) and long-term (Phase 2) water targets. The Phase 1 targets for the three largest water using OMEs of Sasol Energy being, SO, SEO and Mining have been developed and approved. Once the emission-reduction pathways have been confirmed in 2023 the long-term water targets will be developed.

| OME    | Short-term water targets and commitments  |
|--------|---|
| SO     | <ul style="list-style-type: none"> <li>Maintain the condition based (receiving feedwater &lt;300 microsiemens per centimetre (uS/cm) water intensity of 11,3 tons of water per ton of saleable product.</li> <li>Develop a water loss reduction strategy to address unaccounted water losses by 2025.</li> <li>Work towards achieving Green Drop Certification status by 2025.</li> <li>Support multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal including Waterval catchment area.</li> <li>Commit to continue beyond fenceline involvement in communities to address water, sanitation and other priorities.</li> </ul>  |
| SEO    | <ul style="list-style-type: none"> <li>A 7,5% reduction in fresh-tons of water used per ton of saleable product for the Sasolburg sites by end of 2025 as measured against a 2021 baseline.</li> <li>Continue pursuing the existing potable water target for the Sasolburg sites of an average use of 150 000 m<sup>3</sup>/month over a financial year by end of 2025.</li> <li>Actively drive water loss reduction by addressing water leaks which are within operational control.</li> <li>Maintaining SEO's Green Drop Certification for the Sasolburg Bio-works.</li> <li>Providing support to multi-stakeholder catchment assessments to identify opportunities to advance management of the Upper Vaal.</li> <li>Ongoing beyond fenceline involvement in communities where appropriate to address water, sanitation and other environmental priorities.</li> </ul> |
| MINING | <ul style="list-style-type: none"> <li>Ensure potable water use does not increase more than 15% against 2019 baseline of 1 520 ML by 2025.</li> </ul>   |

MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

Water management (continued)

WHAT WE ARE DOING (CONTINUED)

|                                 |   |
|---------------------------------|---|
| <p>RIVER WATER AVAILABILITY</p> | <p><b>Enabling sustainable supply of water from the Integrated Vaal River System (IVRS):</b></p> <ul style="list-style-type: none"> <li>The IVRS continues to experience several pressing challenges placing Sasol’s long-term supply at increased risk. Delays in the implementation of the Lesotho Highlands Water Project Phase 2, slow progress by municipalities in reducing water losses and lack of progress in eradicating unlawful water use are increasing the risk of restrictions being placed on users of the IVRS. In the past year, this risk was reduced thanks to above-average summer rainfall.</li> </ul>  |
| <p>RIVER WATER QUALITY</p>      | <p><b>Enabling an adequate quality of water supplied from the IVRS:</b></p> <ul style="list-style-type: none"> <li>In the past year, we faced challenges with the quality of water supplied to SO. The primary source of this water is Grootdraai Dam and its associated transfer system. Summer rainfalls led to an improvement in the quality of water. However, we expect this to deteriorate in the dry season and are exploring a collaborative approach to resolving these challenges.</li> <li>Sasol is supporting a partnership with the Water Research Commission and Rhodes University to address water quality challenges in the Grootdraai Dam Catchment supplying water to SO. The research will be used to identify and prioritise intervention opportunities to improve water quality in the catchment.</li> </ul> |
| <p>COMMUNITY PROTEST ACTION</p> | <p><b>Preventing disruptions at critical pump stations due to protest action:</b></p> <ul style="list-style-type: none"> <li>Community protest action over the last three years, in the form of demands for jobs from DWS and for improved service delivery from local municipalities, has prevented the optimal operation of the critical pump stations of the DWS. Over the past year, we assisted DWS in resolving protest action outside a critical pump station in the Vaal River system.</li> </ul>   |
| <p>LICENCE APPLICATIONS</p>     | <p><b>Maintaining compliance with water use authorisations:</b></p> <ul style="list-style-type: none"> <li>To meet conditions of our water use licence (WUL) for SO at the end of 2020, we implemented additional lining measures of Nitro dams four and five. We are also working on a detailed engineering plan for the Groot Bossiespruit Wetland Reinstatement. This work is part of SO’s Water Use Licence Application, which has been accepted for processing by the DWS, after it met all relevant requirements. Natref’s amended WUL was received from the DWS with corrections during April 2021. We await the outcome of several licence amendment applications for our Mining Business. See environmental compliance section for more details.</li> </ul>  |

**Progress towards mine closure at Sigma Defunct Colliery, Sasolburg**

Sasol Mining’s Sigma Defunct Colliery operated between 1953 – 2005 and supplied coal to the Sasol Sasolburg Operations.

A Closure Application was submitted in 2009 to the Department of Mineral Resources and Energy (DMRE), Free State Region. Since then, Sasol Mining has embarked on further studies and implemented a full comprehensive monitoring programme to fully identify the risk associated with the mining operations to address all required actions to ensure sustainable closure can be achieved. The more recent assessments undertaken – which included the development of impact prediction models, updated water and salt balances, monitoring and updated risk assessments – have provided more certainty with respect to how mining has had an influence on the overlying and adjacent water resource.

To advance the formal closure of Sigma Defunct, Sasol Mining has engaged with the DMRE (Lead Agent for Closure), The Department of Water and Sanitation (DWS – Lead Agent for Water Aspects) and the Department of Forestry, Fisheries and Environment (DFFE – Commenting Authority). These engagements were undertaken to discuss the management of water aspects post closure to ensure the sustainable closure of Sigma Defunct, by following the Best Practise Guidelines (BPG) – G4 Impact Prediction Process, which is a risk-based process. The relevant authorities, specifically the DWS, which will be the lead authority for this process, have agreed to the application of the BPG – G4 Process. Through this process, independent reviewer/s will be appointed to assess and review all the applicable impact prediction models that have been compiled. The appointed independent reviewer/s will provide DWS with recommendations and guidance with respect to appropriate management options that can be agreed upon, with the aim of obtaining closure of Sigma Defunct.

**FEATURE STORY**

**PERFORMANCE**

| Water use million metres cubed m <sup>3</sup> | 2022         | 2021           |
|---|--------------|----------------|
| River water use                               | 101,8        | 108,6 ▼        |
| Potable water use                             | 13,5         | 13,3 ▲         |
| Other water use                               | 13,1         | 13,9 ▼         |
| <b>Total water use</b>                        | <b>132,7</b> | <b>138,0 ▼</b> |

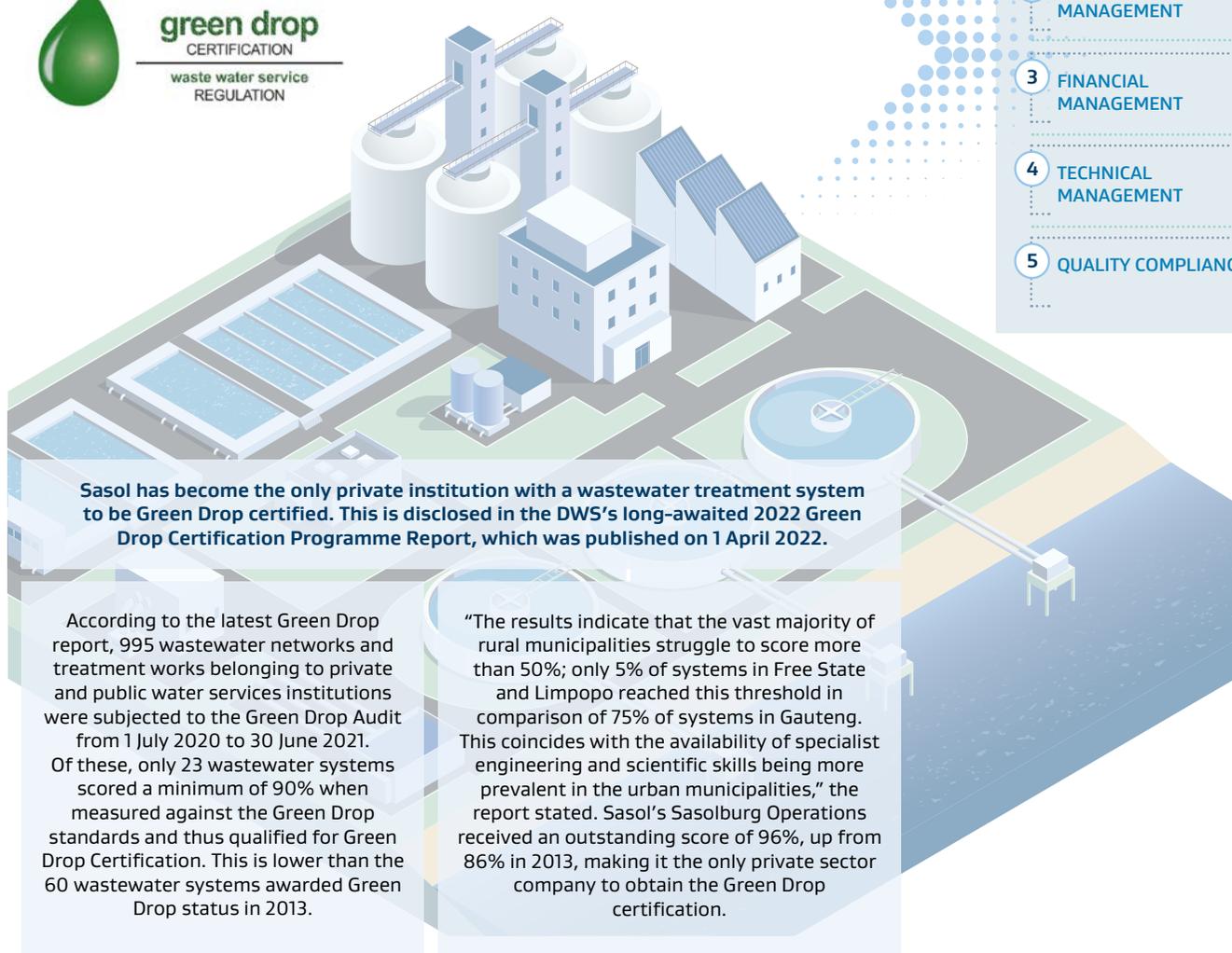
Increase ▲ Decrease ▼

- River water use decreased due to divestment of assets in the United States and the joint venture partner being responsible for reporting on river water use.
- Potable water use increase is attributed mainly to an increase in demand for potable water in Secunda for industrial purposes to offset a deterioration in river water quality.

MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

Water management (continued)

Sasol becomes the only private institution in South Africa to be Green Drop certified



Sasol has become the only private institution with a wastewater treatment system to be Green Drop certified. This is disclosed in the DWS's long-awaited 2022 Green Drop Certification Programme Report, which was published on 1 April 2022.

According to the latest Green Drop report, 995 wastewater networks and treatment works belonging to private and public water services institutions were subjected to the Green Drop Audit from 1 July 2020 to 30 June 2021. Of these, only 23 wastewater systems scored a minimum of 90% when measured against the Green Drop standards and thus qualified for Green Drop Certification. This is lower than the 60 wastewater systems awarded Green Drop status in 2013.

"The results indicate that the vast majority of rural municipalities struggle to score more than 50%; only 5% of systems in Free State and Limpopo reached this threshold in comparison of 75% of systems in Gauteng. This coincides with the availability of specialist engineering and scientific skills being more prevalent in the urban municipalities," the report stated. Sasol's Sasolburg Operations received an outstanding score of 96%, up from 86% in 2013, making it the only private sector company to obtain the Green Drop certification.

Fives Steps to Green Drop certification\*

- 1 CAPACITY MANAGEMENT >>> Process Control, Maintenance, Technical/Engineering, Scientific
- 2 ENVIRONMENTAL MANAGEMENT >>> Wastewater Risk Abatement , Effluent Quality Monitoring, Sludge Management, Laboratory Credibility
- 3 FINANCIAL MANAGEMENT >>> Wastewater Operations Cost Determination, Energy Demand, Operations and Maintenance Budget and Expenditure, Supply Chain Managements of Suppliers and Service Providers
- 4 TECHNICAL MANAGEMENT >>> Waste Water Treatment Works Design Capacity, Process Audit/ Condition Assessment, Sewer Main Inspection, Asset Register, Local Regulation
- 5 QUALITY COMPLIANCE >>> Monitoring Information, Authorisation, Effluent Quality Compliance, Sludge Classification



Sasol's Sasolburg Operations received an outstanding score of

96%

up from 86% in 2013, making it the only private sector company to obtain the Green Drop certification.

SO achieved an impressive 89%, coming in at second place in the Private Sector Best Progress Category and improved from 86% in 2013.

Over the years, Sasol has pressed on with its efforts to responsibly manage its water use particularly in water-scarce areas, and to ensure that the quality of the catchment areas does not deteriorate.

\* Source: Green Drop and Blue Drop certification programmes - [https://www.dws.gov.za/Campaigns/NationalWaterSanitationSummit/documents/Green%20Drop%20and%20Blue%20Drop%20Summit%202022%20presentation%20\(Commission%206\).pdf](https://www.dws.gov.za/Campaigns/NationalWaterSanitationSummit/documents/Green%20Drop%20and%20Blue%20Drop%20Summit%202022%20presentation%20(Commission%206).pdf)

# MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

## Water management (continued)



### WATER PROJECTS

Sasol has implemented the following community projects related to water:

- In Secunda, we supported the Govan Mbeki Local Municipality by investing approximately R180 million in water and sanitation infrastructure projects in recent years. This includes completing two sewer pump-stations in Kinross, which we have handed to the local government.
- In Sasolburg, we continued to support the Metsimaholo Local Municipality through the following projects:
  - Installation of water-saving devices and monitoring systems in schools.
  - Contracting plumbers and water warriors to carry out basic leak repairs at over 28 schools and 10 000 homes in Zamdela.
- Our Mining operations implemented the following projects in 2021:
  - Upgraded the Greylingstad sewer and wastewater treatment works.
  - Built a water pipeline from eMbalenhle to Charl Cilliers to provide the Charl Cilliers community with better access to water.
  - Rehabilitated bridges in Polar Township near Ogies in Mpumalanga.
- River water use decreased from 108,5 million m<sup>3</sup> in 2021 to 101,8 million m<sup>3</sup> in 2022 mainly due to lower SO production as a result of poor coal quality, coal supply constraints and a partial switch to potable water.
- Potable water use has increased from 13,4 million m<sup>3</sup> to 13,5 million m<sup>3</sup> which is attributed mainly to an increase in demand for potable water in Secunda as an alternative to deteriorating river water quality as an alternative to deteriorating river water quality
- Other water use has decreased from 13,9 million<sup>3</sup> to 13,1 million m<sup>3</sup> in 2022 due to a decrease in demand by Eurasia Operations.

### WATER QUALITY

Demand for water by all users from the IVRS, which is the main supplier of water for Sasol, continues to outstrip supply. As a result, Sasol has introduced the following mitigation actions:

- Tracking the performance of the IVRS.
- Maintaining relationships with the operators of water pumping transfer stations to obtain early warning signs of critical water supply challenges.
- Providing technical support and inputs to DWS on critical water supply pump stations.
- Escalating challenges through formal communication to the relevant personnel within DWS.
- Engaging with other stakeholders such as Eskom and Rand Water to identify catchment water challenges which are suitable for collective response.
- Supporting the partnership between the Water Research Commission and Rhodes University to address water quality challenges in the Vaal river catchment.
- Supporting the South African Strategic Water Partners Network, an engagement platform where private, public and civil society partners collaborate to close the water gap facing the country.

## PERFORMANCE



### SO

#### Groot Bosjesspruit wetland re-instatement

This wetland re-instatement project is in support of meeting stricter water quality objectives and consists of direct (in stream structures) and indirect (defined in the wetland management plan) interventions.

The integrated water and waste management plan as well as supporting technical document requirements were submitted to DWS by end-February 2022. The successful conclusion of this water use licence application will only allow for partial implementation of the wetland structures during the dry season of 2022. The project can be expected to be completed by November 2023 depending on the effect rainfall might have on its execution.

#### Water use licence renewal (amendment)

SO continues to collaborate with the DWS in the process to renew and introduce amendments to its water use licence (WUL). Engagements were previously initiated which allowed Sasol the opportunity to demonstrate the preparedness to work through the technical information with the DWS, thereby helping to facilitate the processing of the WUL application. Site visits were conducted during November and December 2021 and another engagement with regards to specific water uses was held on 28 February 2022. DWS was satisfied with the information presented and made recommendations for the river maintenance plan in relation to plant species list, fishways and stormwater impacts. The DWS agreed that it could be included as conditions in the new WUL. The outcome of the licence application is awaited.

The repair of Process water dam 10A was completed and the full capacity re-instated.

A process water treatment plant was successfully constructed to address a portion of surplus process water and is currently in the commissioning phase.

### SEO

- In order to improve the efficiency of waste water treatment at the bioworks in Sasolburg an investigation was conducted into the Metsimaholo Local Municipality sewer system to reduce the hydraulic load. This will also helpfully address the cause of several incidents that were reported to DWS.

### CHEMICAL OXYGEN DEMAND (COD) ON WASTEWATER DISCHARGES

Aligned with information reported on DWS Integrated Regulatory Information System (IRIS) for Green Drop reporting, we decided to report on the SEO Barrage effluent discharge and SO's U53 discharge. The COD discharges for SO and SEO reported on the IRIS system decreased in 2022 from 2021.

|              | 2021          | 2022          | Target     |                          |
|--------------|---------------|---------------|------------|--------------------------|
|              | COD tons/year | COD tons/year | COD (mg/L) | COD (tons/year) for 2022 |
| SO           | 74            | 156           | 75         | 187                      |
| SEO          | 365           | 242           | 75         | 1 065                    |
| <b>Total</b> | <b>440</b>    | <b>389</b>    |            | 1 253                    |

# MANAGING OUR ENVIRONMENTAL FOOTPRINT

## Waste management



### OUR APPROACH

- We continue to explore ways to improve on waste management practices, notably in implementing waste minimisation initiatives and alternative usage solutions.
- Most waste disposal practices have been discontinued and the legacy sites closed. Rehabilitation of closed sites is either planned, underway or completed.

The waste footprint of each business differs depending on its feedstock and process activities. As a result, each has its own tailored roadmap of programmes to implement to meet legal requirements while adhering to waste management hierarchy principles.



### WHAT WE ARE DOING

#### Advancing the application of the waste hierarchy

Minimise waste to landfill and drive waste beneficiation opportunities.

SEO continued with its landfill avoidance drive, with 29% of its hazardous waste recycled in 2022, compared to 36% in 2021.

#### Reducing the operational cost of waste streams

Finding and implementing technically viable and cost effective solutions for some specific waste streams.

SEO worked to find sustainable non-landfill options for six waste streams that presented an opportunity to be re-used. The re-use opportunity is with third-party vendors who can substitute their raw materials with the waste streams. SEO has applied to DFFE to exclude the waste stream use from the definition of waste. Once approved, the waste streams can be diverted to the third-party vendors.

#### Conservation of valuable natural resources

Ensuring third-party waste service providers sustainably accommodate waste streams.

We continued to engage with third-party waste vendors to reduce the risks associated with our waste streams.

**API sludge management:** Collaborative research with a waste management company and SO showed that API sludge could be bioremediated to improve soil quality, in this way the sludge can also substitute top soil which is also a valuable natural resource. In 2022, we bioremediated 16 kt of API sludge, a decrease from 29 kt bioremediated in 2021.

#### Supporting ash beneficiation

Making ash available in line with government expectations to support an ash beneficiation sector.

SEO had a neutral to negative ash footprint as we sold more legacy ash than the volume we generated.

For SO, we evaluated several ash beneficiation opportunities. The most promising are:

- aggregate applications;
- mine rehabilitation;
- artificial building panels; and
- cement kiln feed.

We are seeking additional external input to decide which road construction applications using ash, have the highest likelihood of success.

### PERFORMANCE

| Waste kilotons (kt)            | 2022 | 2021  |
|--------------------------------|------|-------|
| Hazardous waste generation     | 255  | 320 ▼ |
| Non-hazardous waste generation | 223  | 181 ▲ |
| Total recycled waste           | 131  | 124 ▲ |

Increase ▲ Decrease ▼

- For the year under review the volume of hazardous waste generated decreased, the volume of non-hazardous waste generated increased and the volumes of waste recycled increased.
- The decrease in hazardous waste and increase in non-hazardous waste reported can partly be explained by SO reclassifying certain waste streams from hazardous to non-hazardous. The increase in waste recycled is attributed to several OMEs implementing approaches to beneficiate waste through third party service providers.
- The volume of hazardous waste sent for recycling was 60 kt or 24% of the total volume generated of 255 kt.
- For non-hazardous waste a higher rate of recycling was achieved where 72 kt was sent for recycling, or 32% of the total non-hazardous waste generated of 223 kt.

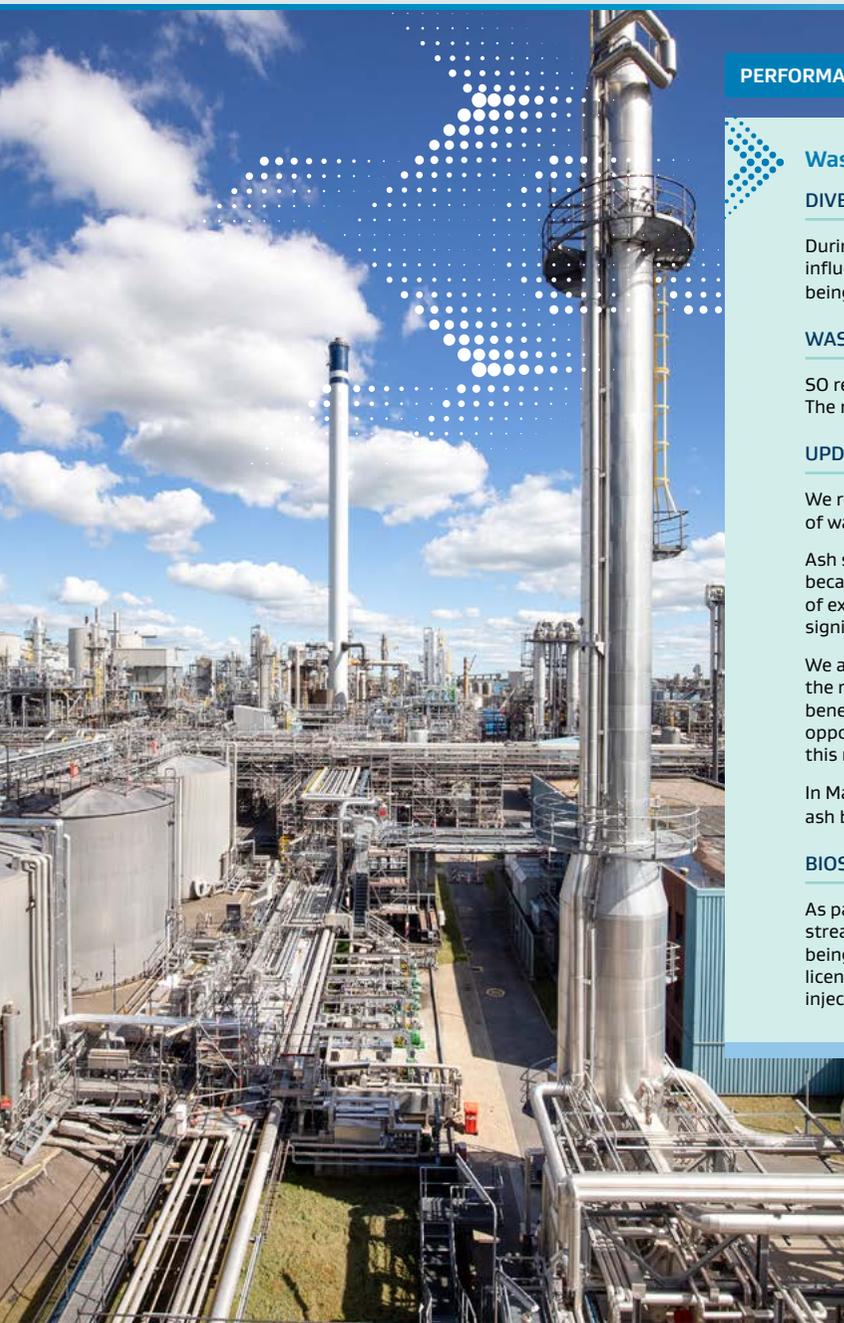
Sasol's approach to waste management continues to evolve in response to changing legislation and evolving industry practises. A key focus is continuing to find alternatives to landfill for our waste streams. By collaborating with waste management service providers, we have established a number of opportunities, some of which we have already implemented.

#### SO

- Established a dedicated ash sales steering committee, which intends to engage with various government departments and is developing a marketing plan to increase sales.
- Improved the handling of API sludge, by contracting service providers to bioremediate the material. Before 2021, API sludge was disposed to landfill internally and – at times – externally in line with regulations. The beneficiated material can be used in various beneficial applications, thereby moving the material up the waste hierarchy.

## MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

### Waste management (continued)



#### PERFORMANCE (CONTINUED)

### Waste (Secunda Operations)

#### DIVERSION CHALLENGES AND TRENDS

During the routine 2022 API dam clean-out, 15% of the sludge was diverted from landfill. Sasol's ambition of diverting the API sludge was influenced by the above-average rainfall. During mid-April, the clean-out of a second dam commenced, whereby diversion from landfill is being exercised. The clean-out is ongoing.

#### WASTE MANAGEMENT LICENCES

SO received the reviewed integrated waste management licence for the medium-term vanadium (MTV) and fine ash dam 6 (FAD6) facilities. The review was in line with the licence conditions.

#### UPDATE ON ASH BENEFICIATION

We reported previously that SO had applied and received approval from the DFFE for the exclusion of various ash uses from the definition of waste.

Ash sales continue, albeit at lower volumes than those reported for 2021. In 2022, we sold 197 000 tons of ash, down on the previous year because of changes in operational requirements from internal clients. We finalised 26 new ash sales contracts, bringing to 101 the number of external customers. However, not all sales contracts ultimately result in ash offtake, with the cost of road transport increases a significant reason for this.

We are involved in various initiatives to increase offtake including the possibility of developing an ash rail loading facility to make use of the rail infrastructure that is already on site. In October 2021, we published a request for information to test the market for new ash beneficiation opportunities. The responses received confirmed that there is a strong interest and demand for Sasol's ash for beneficiation opportunities. Promising opportunities were identified which are being explored. We also have regular engagements with the DFFE in this regard.

In May 2022, SO hosted DFFE officials from the Waste and Chemicals Phakisa team to showcase the progress we are making in enabling ash beneficiation.

#### BIOSLUDGE TO GASIFICATION – RESOLUTION ON WASTE MATTER

As part of the Environmental Improvement for Biosludge Handling project, we engaged with the DFFE to discuss using the biosludge stream as a feedstock into the gasification units in the existing manufacturing process. Currently the stream is seen as a waste and is being incinerated. Should the stream be routed to gasification, this would be seen as a waste management activity and would thus require licensing from both a waste and an air management perspective. SO identified a need for the use of biosludge in its own process, namely to inject into gasification. The DFFE confirmed its agreement with this position and thus enabling the team to continue with its work.

# MANAGING OUR ENVIRONMENTAL FOOTPRINT

## Land and biodiversity



We have a responsibility to minimise the impact of our facilities on biodiversity.



### OUR APPROACH

- We address land risk and associated contamination liabilities by managing the Group top risk of major SHE incidents.

### WHAT WE ARE DOING

#### Our land and biodiversity management activities

Consistent with our SHE Policy, we recognise that we have a custodial responsibility to respect and care for the environment, which includes addressing land and biodiversity matters. Our activities have the potential to result in various biodiversity impacts including:

- Reduction or deterioration in virgin land size;
- Impacts on plants and terrestrial animals; and
- Deterioration of the quality and quantity of river and groundwater.

As part of our custodial biodiversity responsibility, we know that we need to understand our impact. We will therefore be undertaking biodiversity footprint assessments at select facilities in South Africa.

### PERFORMANCE

#### SEO

- To preserve biodiversity for future generations, we manage two nature reserves near Sasolburg, hosting 14 species of game including gemsbok, eland, giraffe, springbok, impala and black wildebeest.
- Completed the consolidation of waste materials from remedial activities on the old tar pit footprint.
- Implemented a permeable reactive barrier at the Bunsen site to address elevated levels of nitrates in groundwater.
- Remediation orders (to undertake the required remedial actions) are anticipated from the authorities in South Africa for land assessed under the contaminated land management (Part 8) section of the National Environmental Management: Waste Act, 59 of 2008.

#### SO

- The State of Biodiversity (SOB) reporting is a collation of work undertaken which describes the preliminary biodiversity indicators against the site's biodiversity performance. The aim is to lay out the framework to monitor and report on the status and trend of biodiversity at SO. In compiling the SOB, we focus on reporting of what are internationally termed headline indicators for biodiversity against a predetermined desired state or target.
- During the 2021 monitoring cycle, the SOB reported a 75% achievement against the predetermined desired targets. We further reported a decline in 25% of the targets. The decline may represent a stable to negative trend in the abundance and distribution of species and communities.
- Relocated two rhino cows to Secunda from a high-risk poaching area. They will contribute to the biodiversity of the site and promote the condition of the vegetation in the camps where they graze.
- In May 2022, we carried out a desktop gap analysis of our biodiversity management. This report will form the basis towards formulating a biodiversity management plan for the expanded operations.
- Priority biodiversity initiatives include rehabilitating some wetlands through better stormwater management, maintaining our focus on alien invasive species and other initiatives to safeguard protected species.
- We continue to monitor the terrestrial biodiversity of a protected wetland area (Verloren Vallei) in collaboration with the Mpumalanga Tourism and Parks Agency.

#### Contaminated land

- SO's request for an "order to monitor" and manage contaminated land in terms of the National Environmental Management Waste Act was approved by DFFE. The monitoring and reporting thereof will commence in the next financial year.
- During a voluntary external contaminated land audit, SO received a clear audit; namely 100% compliance against all conditions.

## MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

## Land and biodiversity (continued)



## PERFORMANCE (CONTINUED)

## GAS-SOURCING OPERATIONS

## In Mozambique we conduct:

- natural gas activities in accordance with applicable biodiversity laws and other applicable environmental requirements. We undertake continuous environmental monitoring across operations and projects, including ecological, groundwater, soil, noise and air;
- ecological monitoring as per the requirements specified in the environmental management plan at well pads, seismic lines, access roads and borrow pits. We have achieved progressive vegetation recovery although some areas require ongoing maintenance and monitoring;
- groundwater and soil monitoring at defined monitoring points at the CPF and surrounding areas;
- rehabilitation along seismic lines, well pads, access roads and borrow pits;
- contaminated soils management as per requirements specified in national legislation;
- risk mitigation planning to address the legacy Pande well, focusing on water containment and environmental monitoring including soil, air, gas flow, surface and groundwater;
- well integrity assessments;
- plug and abandonment and hot tapping of wells in line with the legal requirements and international best practices;
- equipment cleaning before mobilisation to site, as well as prior to moving equipment from one area to another to control the spread of invasive species;
- site monitoring to verify the presence of invasive species;
- The seismic lines from the 2016 seismic acquisition achieved full recovery to 100% vegetation coverage. These lines will be signed off with no further ecological monitoring required; and
- The seismic lines rehabilitated in 2020 on the PT5-C licence have shown excellent recovery with some lines achieving 100% vegetation recovery.

## OTHER OPERATIONS

- Developed Site Assessment Reports (SAR) and Remediation Action Plans (RAP) for Fynnland Sites 1 and 2 at Natref Durban Operations as required by Transnet National Ports Authority (TNPA) as the land owner. These reports will form part of the consolidated SAR and RAP submission to DFFE in order to acquire a remediation order for the Island View Complex. We have held several engagements with the TNPA and DFFE on the findings of the SAR for these sites.
- We noted an increase in attempts of theft along the fuel pipeline network which in some instances resulted in environmental contamination. Sasol conducts regular inspections along the pipeline.
- Remediation continues at the site of the pipeline contamination which happened in 2020 as a result of petroleum theft. Good progress has been made in remediating the spill sites.
- In order to offset the wetland loss from Sasol's project construction in Southwest Louisiana, we partnered with the United States Army Corps of Engineers on a mitigation plan that increases the number of wetlands within the local watershed and creates a greater diversity of habitat types that will benefit a larger variety of species. Sasol now maintains these mitigation actions in a continued partnership with the United States Army Corps of Engineers.

## COMMERCIAL ENERGY SOLUTIONS

- During the year, closure of several contaminated land remediation orders were undertaken in conjunction with DFFE. We continue to work to close out the remaining contaminated sites. An increase in focus has been placed on improving environmental management practices on the Sasol Retail Network with a large-scale project currently underway to assist our franchisees on this journey.

# MANAGING OUR ENVIRONMENTAL FOOTPRINT

## Environmental compliance



We are committed to adhering to applicable environmental regulatory requirements, consistent with our Code of Conduct and underpinned by various Sasol policies.



### OUR APPROACH

We are cognisant of the diversity of our environmental compliance obligations across the numerous jurisdictions in which we operate. This is demonstrated by our adherence to applicable local and international laws, regulations and standards.

### WHAT WE ARE DOING

Sasol follows a robust process aimed at reporting and mitigating environmental incidents, including any deviations from legal requirements that could lead to environmental harm. This approach is based on an incident classification system which includes assessing incidents based on their potential to create significant degradation or pollution of the environment. Incidents are investigated and detailed assessments are conducted as necessary in order to ensure effective remedial measures are implemented. We share learnings from these investigations throughout the Group to reduce the likelihood of a similar incident re-occurring again.

We collaborate with the authorities on environmental inspections conducted at our facilities. Our responses to findings include key remedial interventions aimed at sustaining compliance.

### PERFORMANCE

#### SEO

Heavy rainfall during the reporting period severely impacted the water balance onsite, including the storm water systems. Certain dams also reached capacity and there was some overflow to the environment.

SEO reported on exceedances that were experienced on certain discharge parameters to DWS. Remedial actions were implemented with no further requirements having been prescribed by the authorities.

During routine maintenance activities, an incident occurred at the Nitric Acid Plant which caused an unplanned release of nitric acid solution into the chemical sump and a portion of the solution leaked into the soil. The release was contained, and actions ensued to remedy any environmental impacts. The incident was reported as a NEMA Section 30 incident to DFFE.

We experienced challenges at the Cyanide Plant with regards to certain emission limits. The plant was subsequently shutdown for additional maintenance and for improvement activities to be conducted. The plant was brought back online and is being closely monitored with further mitigation actions planned. Reporting to the local licensing officer was completed.

#### NATREF

A NEMA Section 30 incident was reported to the DFFE on 23 September 2021. At Natref's Durban operations a loss of containment incident occurred on an underground 24 diesel pipeline during the transfer of diesel from Berth 9 to Fynnland site 1. This resulted in soil contamination in the area surrounding the leaking diesel pipeline. The leak was contained, and necessary remediation activities conducted.

#### SASOL MINING

In October 2021 at the defunct Sigma Mine, mine water indirectly decanted into the Leeuspruit from an adjacent sand mine area which is not specifically under Sasol's control. The incident was duly reported to DWS. As reported previously, Sasol Mining is planning the sustainable closure of the defunct Sigma Mine and is making progress on the necessary activities.

#### SASOL ENERGY

Equipment failure at a Sasol retail site in Umzinto in KZN, resulted in a spillage of petroleum product on site. The spillage was contained and clean up activities were conducted. A NEMA section 30 incident was reported to DFFE.

## MANAGING OUR ENVIRONMENTAL FOOTPRINT (CONTINUED)

### Environmental compliance (continued)



#### PERFORMANCE (CONTINUED)

##### SO AND REGIONAL OPERATIONS AND ASSET SERVICES

A drip leak was detected on a clamp that was installed on Sasol's Secunda, Natref Integration pipeline. The clamp was subsequently repaired, and the pipe tested. Soil sampling and analysis did not indicate any contamination. The incident was however reported to DFFE.

Intermittent controlled releases of process water and storm water occurred at SO during the reporting period, such releases were duly authorised and conducted in accordance with a directive received from the DWS.

On 31 January 2022, during routine monitoring of the Klipspruit, dead fish were noted at the receiving environment surface monitoring station seven (RESM-7). During the monitoring, it was also observed that raw sewage from an upstream pumpstation, unrelated to SO or Sasol, entered the Klipspruit upstream of RESM-7. Intermittent controlled releases of process water and storm water occurred at SO before (approximately eight hours) the dead fish was observed. These were governed in terms of a directive received from the DWS. The controlled releases support a key safety control, necessitated as an urgent measure to manage water levels in process water dams due to the unusually high rainfall experienced in the early part of the rain season (latter part of 2021 and early in 2022). In this regard we wish to point out that no dead fish or other aquatic impacts were observed when subsequent controlled releases occurred. Given the nature of the incident, as a precautionary measure, SO opted to report and manage the observed dead fish as an environmental incident and reported same to the DWS and the DFFE in accordance with the applicable statutory requirements within the associated timelines. An incident investigation, including an aquatic impact assessment and additional specialists studies, related to this incident was undertaken. A close out meeting was also held with the DWS. The incident was managed on the premise that there was no conclusive evidence on the relatedness between SO's activities and the observed dead fish.

In July 2021, ammonia venting occurred at tar, phenosolvan, nitro and sulphur plant. Liquid had accumulated in the vent line and was subsequently released from the stack. No significant impact to ambient air quality was noted, nonetheless the incident was reported to DFFE and to the local licensing authorities.

During August 2021, as a result of a process upset and consequential damage to equipment, elevated levels of particulate matter were observed at the east main stack. In December 2021 and January 2022, modelled NOx emissions indicated higher-than-normal levels. These incidents were investigated and reported to the relevant authorities.

As was reported previously, the Environmental Management Inspectorate was investigating if any offences had been committed under the NEMA and any Specific Environmental Management Acts at SO. The investigation had been initiated in April 2021. On 27 July 2022, summons was served on Sasol instituting criminal proceedings related to alleged past transgressions of NEMA, the Waste Act and the National Water Act at SO. Sasol will adhere to the legal process that will be followed.

##### CHINA

The Environment Protection Bureau conducted an inspection at our Nanjing Plant and issued a penalty fine relating to two findings, namely:

- Even though internal sampling and testing is done, rain water discharge is not sampled and tested by a third party on a monthly basis; and
- There was no gas collecting and treatment system at the warehouse waste storage area.

These findings have since been resolved.

##### GERMANY

In Brunsbüttel, carbon monoxide emissions emanating at the facility's calciners are much higher than anticipated. We presented a mitigation plan to the local authorities (Landesamt für Landwirtschaft, Umwelt und ländliche Räume) and continue to engage with them.

##### ITALY

The review of the Integrated Environmental Permit (AIA) for the Sarroch facility was completed. The new AIA included one new limit at the flare which may not be possible to measure directly. Therefore we have filed a recourse with the Administrative Court.

On June 15th, 2022, Sasol Italy received a notice of preliminary investigation by the Tribunal of Syracuse. The investigation deals with the alleged crime of environmental disaster in relation to the waste-water treatment performed by a public controlled company named Industria Acqua Siracusana (I.A.S.) in favour of the refineries and chemical plants of the industrial area of Syracuse.

The investigation focuses on the allegation that all the industrial customers of I.A.S. such as Sasol Italy, have conferred industrial wastewaters exceeding the parameters of the applicable regulation by causing, all together, an environmental disaster. Other allegations are that the I.A.S. treatment plant has not been realized to treat this type of industrial wastewater and that the plant has been operated notwithstanding the expiration of the authorization.

To the date I.A.S. is managed by a judicial commissioner and the Region has issued an integrated environmental authorization which should allow the prosecution of the disposal also pending the criminal proceedings, subject to the renewal of the contractual environmental thresholds with I.A.S., following a testing phase prescribed by the new regional authorization.

Sasol Italy fully collaborates with the authorities in the ongoing investigation and with the judicial commissioner of I.A.S.

The company points out that the reduced quantities of wastewater of the Augusta Plant disposed via I.A.S. fully complies with applicable laws and regulations and are subject to pre-treatment operations.

##### MOZAMBIQUE

There were exceedances of the water abstraction limit at the CPF due to various water leaks. We reported the exceedance to the authorities and are working on mitigating actions.

The previously reported non-compliance issued by the Department of Territorial Development and Environment regarding the compensation process undertaken during debushing for the PT5-C 2D Seismic Campaign was closed out and the bush clearing compensation fee was paid.

## DATA AND ASSURANCE

### SHE and sustainable development (SHE&SD) data management and governance



#### OUR APPROACH

The improvement of data quality and accuracy is an ongoing effort. The timeous collection of complete and accurate SHE&SD data is important and enables both internal and external reporting. Key to ensuring the completeness and accuracy of our SHE&SD data is our Sasol Group Procedure for SHE&SD data reporting. The procedure has undergone a thorough review over the last year and includes augmented requirements to ensure a rigorous governance process is followed at all times.

By leveraging the SAP Sustainability Performance Management (SuPM) module, we are able to collect key non-financial SHE&SD data from a plant level. The SAP SuPM system provides us with the capability to meet the data governance requirements set out in the Sasol Group Procedure for SHE&SD data reporting and ensures data is reviewed, signed-off and approved at appropriate levels within the business.

We endeavour to meet the needs of our stakeholders by providing clear, relevant and reliable data that they can trust. It is now more important than ever to ensure the highest quality of sustainability data assurance. A robust external assurance process provides enhanced confidence in the quality, reliability and accuracy of our sustainability data. The external assurance process also helps us improve our reporting processes, data management and accountability which in turn enhances our sustainability performance. Every effort has been taken to ensure the accuracy of the reported data. We are committed to transparency and providing appropriate assurance on disclosed data in line with our reporting criteria.

#### WHAT WE ARE DOING

##### Updating of our SHE&SD Data Procedure

The sustainability reporting landscape is evolving rapidly, therefore we are continuously enhancing our SHE&SD data reporting process. This process, which feeds into the process for compiling our annual suite of reports, is similarly informed by various ESG reporting frameworks as detailed on pages 2 and 3. In addition, the SHE&SD data reporting process is supported by Sasol's Procedure for the Measurement, Reporting and Verification (MRV) of GHGs.

With the release of additional and updated ESG reporting frameworks, as well as the onset of Sasol 2.0, it was necessary to reconfigure our SAP SuPM system to reflect the new operating model. This also necessitated a review of the Group SHE&SD Data Reporting Procedure. Key changes to the SAP SuPM systems and the SHE&SD Data Reporting procedure included:

- process enhancements reflecting the Sasol 2.0 operating model;
- inclusion of the latest carbon tax requirements;
- improvements identified from the 2021 external audit process; and
- a review of all KPI definitions to ensure the appropriate application of updated ESG frameworks and disclosure requirements.

As part of our continuous improvement journey in SHE&SD data reporting, Sasol is currently investigating a replacement for our existing reporting platform. The upgrade is expected to be rolled out by 2024 and will allow the organisation to collect, analyse and present SHE&SD data, in line with industry best practice.

##### Reporting assurance

A combined assurance approach was followed for the 2022 SHE&SD data to enhance assurance coverage and effectiveness.

Deloitte and Touche/Tholisiwe continued as our external assurance provider for 2022. ETA Operations (ETA) and Sarbanes-Oxley Act (SOX) controls were leveraged to augment the Deloitte and Touche/Tholisiwe external audit. SHE and non-SHE data for 2022 was assured by Deloitte and Touche/Tholisiwe. The ETA audit focused on GHG emission data for calendar year 2021.

The feedback from the external assurance process goes beyond the Independent assurance report to the directors of Sasol Limited on page 75, in that the process enhances internal confidence on the integrity of information as presented in this report as well as lends credence to the underlying operational processes where the information is generated. The external assurance process enables improved quality of our decision-making process aligned with our Purpose to innovate for a better world.

The businesses also maintain external certification including the International Organisation for Standardisation (ISO) 9001, 14001 and 45001 and third-party Responsible Care® verification. SHE regulatory compliance audits are conducted within the businesses to assist in compliance management and assurance in addition to the Group compliance programme. Most of our German operations are ECO Management and Audit Scheme (EMAS) validated. Our operations in North America are Responsible Care®(RCMS) or ISO 14001 (RC14001) certified.



## PERFORMANCE DATA

Level of assurance (LoA): L – Limited, R – Reasonable

| Human Capital – Our people                                       | Footnote | 2022   | 2021   | 2020   | 2019   | LoA 2022 |
|--|----------|--------|--------|--------|--------|----------|
| Employee numbers   | 1        | 28 630 | 28 949 | 31 001 | 31 429 |          |
| Employee turnover  |          | 2 867  | 3 869  | 1 936  | 1 780  |          |
| <b>Safety</b>  |          |        |        |        |        |          |
| <b>Recordable Case Rate (RCR)</b>                                | 2        | 0,27   | 0,26   | 0,27   | 0,26   | L        |
| Employee   |          | 0,34   | 0,29   | 0,31   | 0,31   |          |
| Service provider   |          | 0,20   | 0,22   | 0,23   | 0,22   |          |
| <b>Energy</b>  |          | 0,27   |        |        |        |          |
| Employee   |          | 0,35   |        |        |        |          |
| Service provider   |          | 0,20   |        |        |        |          |
| <b>Chemicals</b>   |          | 0,26   |        |        |        |          |
| Employee   |          | 0,31   |        |        |        |          |
| Service provider   |          | 0,17   |        |        |        |          |
| <b>Corporate Centre</b>  |          | –      |        |        |        |          |
| Employee   |          | –      |        |        |        |          |
| Service provider   |          | –      |        |        |        |          |
| <b>Lost Work Day Case Rate (LWDCR)</b>                           |          | 0,10   | 0,14   | 0,11   | 0,10   | L        |
| Employee   |          | 0,12   | 0,16   | 0,14   | 0,13   |          |
| Service provider   |          | 0,08   | 0,11   | 0,08   | 0,08   |          |
| <b>Energy</b>  |          | 0,10   |        |        |        |          |
| Employee   |          | 0,12   |        |        |        |          |
| Service provider   |          | 0,08   |        |        |        |          |
| <b>Chemicals</b>   |          | 0,15   |        |        |        |          |
| Employee   |          | 0,19   |        |        |        |          |
| Service provider   |          | 0,08   |        |        |        |          |
| <b>Corporate Centre</b>  |          | –      |        |        |        |          |
| Employee   |          | –      |        |        |        |          |
| Service provider   |          | –      |        |        |        |          |
| <b>Fatalities</b>  |          | 5      | 2      | 6      | 3      | L        |
| Employee   |          | 4      | 1      | 3      | 2      |          |
| Service provider   |          | 1      | 1      | 3      | 1      |          |
| <b>Energy</b>  |          | 4      |        |        |        |          |
| Employee   |          | 4      |        |        |        |          |
| Service provider   |          | –      |        |        |        |          |
| <b>Chemicals</b>   |          | 1      |        |        |        |          |
| Employee   |          | –      |        |        |        |          |
| Service provider   |          | 1      |        |        |        |          |
| <b>Corporate Centre</b>  |          | –      |        |        |        |          |
| Employee   |          | –      |        |        |        |          |
| Service provider   |          | –      |        |        |        |          |
| <b>Employee and service provider fatal injury frequency rate</b> |          | 0,007  | 0,001  | 0,007  | 0,003  |          |
| <b>Total number of first aid cases</b>                           |          | 453    | 303    | 530    | 883    |          |
| <b>Energy</b>  |          | 325    |        |        |        |          |
| <b>Chemicals</b>   |          | 128    |        |        |        |          |
| <b>Corporate Centre</b>  |          | –      |        |        |        |          |
| <b>Major and significant Road product transport incidents</b>    |          | 1      | 1      | 3      | 8      | L        |
| <b>Energy</b>  |          | –      |        |        |        |          |
| <b>Chemicals</b>   |          | 1      |        |        |        |          |
| <b>Corporate Centre</b>  |          | –      |        |        |        |          |

| Human Capital – Our people   | Footnote | 2022   | 2021   | 2020   | 2019   | LoA 2022 |
|--|----------|--------|--------|--------|--------|----------|
| <b>Total major and significant fires, explosions and releases (FERs)</b>       | 3        | 13     | 20     | 23     | 20     | L        |
| Major FERs   |          | 1      | 1      | 2      | 1      |          |
| Significant FERs   |          | 12     | 19     | 21     | 19     |          |
| <b>Energy</b>  |          | 7      |        |        |        |          |
| Major FERs   |          | 1      |        |        |        |          |
| Significant FERs   |          | 6      |        |        |        |          |
| <b>Chemicals</b>   |          | 6      |        |        |        |          |
| Major FERs   |          | –      |        |        |        |          |
| Significant FERs   |          | 6      |        |        |        |          |
| <b>Corporate Centre</b>  |          | 0      |        |        |        |          |
| Major FERs   |          | –      |        |        |        |          |
| Significant FERs   |          | –      |        |        |        |          |
| <b>Total number of person hours worked (million)</b>                           |          | 146,70 | 130,94 | 162,60 | 187,60 |          |
| Employee   |          | 69,29  | 70,57  | 76,20  | 77,50  |          |
| Service provider   |          | 77,41  | 60,37  | 86,40  | 110,10 |          |
| <b>Energy</b>  |          | 132,52 |        |        |        |          |
| Employee   |          | 59,86  |        |        |        |          |
| Service provider   |          | 72,66  |        |        |        |          |
| <b>Chemicals</b>   |          | 13,23  |        |        |        |          |
| Employee   |          | 8,48   |        |        |        |          |
| Service provider   |          | 4,75   |        |        |        |          |
| <b>Corporate Centre</b>  |          | 0,95   |        |        |        |          |
| Employee   |          | 0,95   |        |        |        |          |
| Service provider   |          | –      |        |        |        |          |
| <b>Occupational illness</b>  | 4        |        |        |        |        |          |
| <b>Irreversible occupational diseases (IROD) have permanent health effects</b> |          | 38     | 32     | 77     | 66     | L        |
| Asbestosis   |          | –      | –      | –      | –      |          |
| Mesothelioma   |          | –      | –      | –      | –      |          |
| Chronic obstructive airway disease (COAD)                                      |          | 2      | 6      | 16     | 21     |          |
| Occupational asthma (including allergic sensitisation)                         |          | 2      | 1      | 3      | 1      |          |
| Pneumoconiosis   |          | 5      | 3      | 7      | 12     |          |
| Noise-induced hearing loss   |          | 22     | 22     | 35     | 31     |          |
| Chronic work-related upper limb disorder (WRULD)                               |          | 2      | 0      | 16     | –      |          |
| Other  |          | 3      | 2      | 1      | 1      |          |
| <b>Reversible occupational diseases (ROD) have temporary health effects</b>    |          | 67     | 34     | 62     | 41     |          |
| Reactive airway dysfunction syndrome (RADS)                                    |          | 0      | 0      | 6      | 4      |          |
| Tuberculosis   |          | 21     | 9      | 33     | 34     |          |
| Allergic reactions other than RADS   |          | 0      | 1      | 9      | 1      |          |
| Post-traumatic stress disorder (PTSD)  |          | 0      | –      | –      | –      |          |
| Heat-related disease   |          | 0      | –      | 2      | –      |          |
| Shift worker's sleep disorder  |          | 0      | –      | –      | –      |          |
| Work-related upper limb disorder   |          | 10     | 3      | 3      | 1      |          |
| Work-related upper respiratory tract disorder                                  |          | 2      |        |        |        |          |
| Work exacerbated/aggravated asthma   |          | 6      |        |        |        |          |
| Allergic Rhinitis and Hyper-reactive Airway Disease                            |          | 1      |        |        |        |          |
| COVID-19 cases   |          | 9      |        |        |        |          |
| Occupational asthma (including allergic sensitisation)                         |          | 1      |        |        |        |          |
| Other  |          | 17     | 21     | 9      | –      |          |

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Human Capital – Our people   | Footnote | 2022     | 2021    | 2020    | 2019    | LoA 2022                 |
|--|----------|----------|---------|---------|---------|--------------------------|
| <b>Skills development</b>  |          |          |         |         |         |                          |
| Total skills development expenditure (R million)                                     |          | 1 216    | 1 182   | 1 170   | 1 392   | L                        |
| Investment in employee learning (R million)  | 5        | 957      | 983     | 967     | 1 272   |                          |
| Investment in learning as a % of payroll   |          | 5,8      | 8,0     | 5,90    | 6,80    |                          |
| Investment in black employees (R million)  | 6        | 698      | 884     | 748     | 978     |                          |
| Development interventions (number of individual interventions)                       |          | 264 335  | 171 258 | 173 514 | 195 888 |                          |
| Investment in bursary scheme (R million)*  |          | 75,6     | 46,7    | 59,6    | 60,8    |                          |
| Undergraduate and postgraduate bursars   |          | 602      | 729     | 918     | 1 042   |                          |
| Number of employees receiving leadership training                                    |          | 5 125    | 6 162   | 7 097   | 7 481   |                          |
| Number of employees in Sasol's maintenance artisan learner pools                     |          | 853      | 762     | 798     | 809     |                          |
| * This includes Sasol mainstream and foundation bursaries                            |          |          |         |         |         |                          |
| Natural Capital – Our environment  | Footnote | 2022     | 2021    | 2020    | 2019    | LoA 2022                 |
| <b>Production performance</b>  |          |          |         |         |         |                          |
| Product meant for external sale (kilotons)   | 7        | 16 550   | 18 166  | 16 879  | 18 446  | R                        |
| <b>Energy</b>  |          |          |         |         |         |                          |
| Secunda  |          | 6 326    | 6 923   | 6 505   | 6 736   |                          |
| Sasolburg  |          | 1 366    | 1 586   | 1 440   | 1 467   |                          |
| Mining   |          | 2 176    | 2 724   | 1 945   | 3 209   |                          |
| Natref   |          | 3 712    | 3 514   | 3 294   | 4 271   |                          |
| Mozambique   |          | 39       | 42      | 46      | 53      |                          |
| Other strategic business units and Functions   |          | 781      | 782     | 679     | 745     |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 2 151    | 2 595   | 2 970   | 1 965   |                          |
| Americas   |          | 1 261    | 1 370   | 1 275   | 1 277   |                          |
| Africa   |          | 890      | 1 225   | 1 695   | 688     |                          |
| Africa   |          | –        | –       | –       | –       |                          |
| <b>Greenhouse gases (GHG) (kilotons)</b>   |          |          |         |         |         |                          |
| Direct methane (CH <sub>4</sub> )  | 8        | 130,12   | 132,22  | 121,47  | 121,01  | R                        |
| <b>Energy</b>  |          |          |         |         |         |                          |
| Secunda  |          | 102,72   | 104,48  | 95,12   | 96,16   |                          |
| Sasolburg  |          | 7,53     | 4,98    | 6,98    | 5,34    |                          |
| Mining   |          | 4,02     | 6,57    | 3,51    | 3,49    |                          |
| Natref   |          | 0,06     | 0,06    | 0,05    | –       |                          |
| Mozambique   | 9        | 15,75    | 16,08   | 15,73   | 15,97   | Restated 2019 – 2021     |
| Other strategic business units and Functions   |          | –        | –       | 0,01    | 0,01    |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 0,03     | 0,04    | 0,07    | 0,04    |                          |
| Americas   |          | –        | –       | –       | –       |                          |
| Africa   |          | 0,03     | 0,04    | 0,07    | 0,04    |                          |
| Africa   |          | –        | –       | –       | –       |                          |
| <b>Nitrous Oxide (N<sub>2</sub>O)</b>  |          |          |         |         |         |                          |
| Energy   |          | 0,34     | 1,25    | 1,48    | 1,64    | R                        |
| Secunda  |          | 0,33     | 1,24    | 1,47    | 1,63    |                          |
| Sasolburg  |          | 0,21     | 1,12    | 0,83    | 0,90    |                          |
| Mining   |          | 0,12     | 0,12    | 0,64    | 0,73    |                          |
| Mining   |          | –        | –       | –       | –       |                          |
| Natref   |          | –        | –       | –       | –       |                          |
| Mozambique   |          | –        | –       | –       | –       |                          |
| Other strategic business units and Functions   |          | –        | –       | –       | –       |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 0,01     | 0,01    | 0,01    | 0,01    |                          |
| Americas   |          | –        | –       | –       | –       |                          |
| Africa   |          | 0,01     | 0,01    | 0,01    | 0,01    |                          |
| Africa   |          | –        | –       | –       | –       |                          |
| Natural Capital – Our environment  | Footnote | 2022     | 2021    | 2020    | 2019    | LoA 2022                 |
| <b>Direct carbon dioxide (CO<sub>2</sub>) Scope 1</b>                                |          |          |         |         |         |                          |
| Energy   | 10       | 54 111   | 56 977  | 55 996  | 57 242  | R                        |
| Secunda  |          | 52 414   | 55 164  | 53 837  | 55 464  | Restated 2020            |
| Sasolburg  |          | 46 753   | 49 461  | 48 340  | 49 654  |                          |
| Mining   |          | 4 183    | 4 233   | 4 324   | 4 557   |                          |
| Natref   |          | 18       | 17      | 17      | 16      |                          |
| Natref   |          | 961      | 1 023   | 853     | 932     |                          |
| Mozambique   | 9        | 458      | 388     | 263     | 263     | Restated 2019 – 2021     |
| Other strategic business units and Functions   |          | 41       | 42      | 40      | 42      |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 1 697    | 1 813   | 2 159   | 1 778   |                          |
| Americas   |          | 624      | 674     | 631     | 610     |                          |
| Americas   |          | 1 072    | 1 139   | 1 523   | 1 163   |                          |
| Africa   |          | –        | –       | 5       | 5       |                          |
| <b>Direct carbon dioxide (CO<sub>2</sub>) Scope 1 (CO<sub>2</sub> equivalent)</b>    |          |          |         |         |         |                          |
| Energy   | 10       | 57 204   | 60 388  | 59 228  | 60 511  |                          |
| Secunda  |          | 55 504   | 58 570  | 57 064  | 58 729  |                          |
| Sasolburg  |          | 49 178   | 52 196  | 50 773  | 52 132  |                          |
| Mining   |          | 4 392    | 4 382   | 4 674   | 4 896   |                          |
| Natref   |          | 110      | 168     | 98      | 96      |                          |
| Natref   |          | 962      | 1 024   | 854     | 932     |                          |
| Mozambique   | 9        | 821      | 758     | 625     | 630     |                          |
| Other strategic business units and Functions   |          | 41       | 42      | 40      | 42      |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 1 701    | 1 818   | 2 164   | 1 782   |                          |
| Americas   |          | 624      | 674     | 631     | 610     |                          |
| Americas   |          | 1 076    | 1 144   | 1 528   | 1 167   |                          |
| Africa   |          | –        | –       | 5       | 5       |                          |
| <b>Indirect carbon dioxide (CO<sub>2</sub>) Scope 2</b>                              |          |          |         |         |         |                          |
| Energy   | 11       | 6 367    | 5 495   | 5 197   | 4 857   | R                        |
| Secunda  | 12       | 5 950    | 5 124   | 4 780   | 4 526   | Restated 2019 – 2021     |
| Secunda  |          | 4 084    | 3 573   | 3 310   | 3 075   |                          |
| Sasolburg  |          | 784      | 536     | 502     | 400     |                          |
| Mining   |          | 776      | 721     | 706     | 726     |                          |
| Natref   |          | 281      | 269     | 235     | 289     |                          |
| Mozambique   |          | –        | –       | –       | –       |                          |
| Other strategic business units and Functions   |          | 25       | 25      | 27      | 36      |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 417      | 371     | 417     | 331     |                          |
| Americas   |          | 155      | 107     | 104     | 108     |                          |
| Americas   |          | 263      | 264     | 313     | 223     |                          |
| Africa   |          | –        | –       | –       | –       |                          |
| <b>Total GHG (CO<sub>2</sub> equivalent)</b>   |          |          |         |         |         |                          |
| Energy   | 13       | 63 572   | 65 884  | 64 427  | 65 367  | R                        |
| Secunda  | 12       | 61 455   | 63 695  | 61 845  | 63 255  | Restated 2019 – 2021     |
| Secunda  |          | 53 262   | 55 769  | 54 083  | 55 207  |                          |
| Sasolburg  |          | 5 176    | 4 918   | 5 176   | 5 297   |                          |
| Mining   |          | 887      | 890     | 804     | 822     |                          |
| Natref   |          | 1 244    | 1 293   | 1 090   | 1 221   |                          |
| Mozambique   | 9        | 821      | 758     | 625     | 630     | Restated 2019 – 2021     |
| Other strategic business units and Functions   |          | 66       | 67      | 67      | 78      |                          |
| <b>Chemicals</b>   |          |          |         |         |         |                          |
| Eurasia  |          | 2 117    | 2 189   | 2 582   | 2 112   |                          |
| Americas   |          | 779      | 781     | 735     | 717     |                          |
| Americas   |          | 1 338    | 1 408   | 1 842   | 1 389   |                          |
| Africa   |          | –        | –       | 5       | 6       |                          |
| <b>GHG intensity (CO<sub>2</sub> equivalent/ton product meant for external sale)</b> |          |          |         |         |         |                          |
|  | 14       | 3,84     | 3,63    | 3,82    | 3,54    | R – Restated 2019 – 2021 |
| <b>Indirect carbon dioxide (CO<sub>2</sub>) Scope 3</b>                              |          |          |         |         |         |                          |
|  |          | Refer to | CCR     |         |         | L                        |

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Natural Capital – Our environment                                | Footnote | 2022          | 2021   | 2020   | 2019   | LoA 2022                | Natural Capital – Our environment            | Footnote | 2022        | 2021 | 2020  | 2019  | LoA 2022              |
|--|----------|---------------|--------|--------|--------|-------------------------|--|----------|-------------|------|-------|-------|-----------------------|
| <b>GHG Intensity per facility (using total production)*</b>      | 15       |               |        |        |        |                         | <b>Particulates (fly ash)</b>                |          | <b>8,22</b> | 8,20 | 10,30 | 10,60 | R                     |
| Secunda  |          | 7,77          | 7,31   | 7,34   | 7,25   |                         | <b>Energy</b>                                |          | <b>8,22</b> | 8,10 | 10,20 | 10,50 |                       |
| Sasolburg  |          | 2,18          | 1,82   | 1,96   | 1,88   |                         | Secunda                                      | 17       | <b>7,40</b> | 7,30 | 9,30  | 9,70  | Restated<br>2019–2021 |
| Mining   |          | 0,01          | 0,01   | 0,01   | 0,01   |                         | Sasolburg                                    |          | <b>0,81</b> | 0,80 | 0,90  | 0,80  |                       |
| Natref   |          | 0,34          | 0,37   | 0,33   | 0,29   |                         | Mining                                       |          | –           | –    | –     | –     |                       |
| Mozambique   |          | 0,24          | 0,22   | 0,18   | 0,18   |                         | Natref                                       |          | –           | –    | –     | –     |                       |
| Other strategic business units and Functions                     |          | 0,02          | 0,02   | 0,03   | 0,03   |                         | Mozambique                                   |          | –           | –    | –     | –     |                       |
| Eurasia  |          | 0,38          | 0,36   | 0,36   | 0,35   |                         | Other strategic business units and Functions |          | –           | –    | –     | –     |                       |
| Americas   |          | 0,72          | 0,80   | 0,59   | 1,09   |                         | <b>Chemicals</b>                             |          | –           | 0,10 | 0,10  | 0,10  |                       |
| Chemicals Africa   |          | –             | –      | –      | –      |                         | Eurasia                                      |          | –           | 0,10 | 0,10  | 0,10  |                       |
|  |          |               |        |        |        |                         | North America                                |          | –           | –    | –     | –     |                       |
|  |          |               |        |        |        |                         | Africa                                       |          | –           | –    | –     | –     |                       |
| <b>Atmospheric emissions (kilotons)</b>                          | 16       |               |        |        |        |                         | <b>Waste (kilotons)</b>                      | 18       |             |      |       |       |                       |
| <b>Nitrogen oxides (NOx)</b>                                     |          | <b>118,70</b> | 124,00 | 143,60 | 137,70 | R                       | <b>Hazardous waste</b>                       |          | <b>255</b>  | 320  | 333   | 328   | L                     |
| <b>Energy</b>  |          | <b>117,20</b> | 122,30 | 141,50 | 136,10 |                         | <b>Energy</b>                                |          | <b>238</b>  | 303  | 315   | 309   |                       |
| Secunda  | 17       | <b>102,20</b> | 107,90 | 126,90 | 120,20 | Restated<br>2019 – 2021 | Secunda                                      |          | <b>144</b>  | 242  | 262   | 236   |                       |
| Sasolburg  |          | <b>14,10</b>  | 13,60  | 13,40  | 14,70  |                         | Sasolburg                                    |          | <b>46</b>   | 42   | 33    | 44    |                       |
| Mining   |          | –             | –      | –      | –      |                         | Mining                                       |          | <b>25</b>   | 7    | 5     | 4     |                       |
| Natref   |          | <b>0,90</b>   | 0,80   | 1,20   | 1,20   |                         | Natref                                       |          | <b>18</b>   | 11   | 14    | 24    |                       |
| Mozambique   |          | –             | –      | –      | –      |                         | Mozambique                                   |          | –           | –    | –     | –     |                       |
| Other strategic business units and Functions                     |          | –             | –      | –      | –      |                         | Other strategic business units and Functions |          | <b>5</b>    | 1    | 1     | 1     |                       |
| <b>Chemicals</b>   |          | <b>1,50</b>   | 1,70   | 2,10   | 1,60   |                         | <b>Chemicals</b>                             |          | <b>18</b>   | 17   | 18    | 19    |                       |
| Eurasia  |          | <b>0,40</b>   | 0,50   | 0,50   | 0,50   |                         | Eurasia                                      |          | <b>17</b>   | 16   | 17    | 18    |                       |
| North America  |          | <b>1,20</b>   | 1,20   | 1,60   | 1,10   |                         | Americas                                     |          | <b>1</b>    | 1    | 1     | 1     |                       |
| Africa   |          | –             | –      | –      | –      |                         | Africa                                       |          | –           | –    | –     | –     |                       |
| <b>Sulphur oxides (SOx)</b>                                      |          | <b>161,87</b> | 181,10 | 186,50 | 177,80 | R                       | <b>Non-hazardous waste</b>                   |          | <b>223</b>  | 181  | 196   | 237   | L                     |
| <b>Energy</b>  |          | <b>161,87</b> | 181,10 | 186,50 | 177,80 |                         | <b>Energy</b>                                |          | <b>198</b>  | 157  | 172   | 203   |                       |
| Secunda  | 17       | <b>137,27</b> | 156,10 | 162,20 | 153,90 | Restated<br>2019 – 2021 | Secunda                                      |          | <b>112</b>  | 85   | 107   | 127   |                       |
| Sasolburg  |          | <b>17,41</b>  | 17,80  | 17,20  | 19,00  |                         | Sasolburg                                    |          | <b>58</b>   | 58   | 55    | 45    |                       |
| Mining   |          | –             | –      | –      | –      |                         | Mining                                       |          | <b>3</b>    | 3    | 5     | 5     |                       |
| Natref   |          | <b>7,11</b>   | 7,20   | 7,10   | 4,90   |                         | Natref                                       |          | <b>1</b>    | 1    | 1     | 3     |                       |
| Mozambique   |          | –             | –      | –      | –      |                         | Mozambique                                   |          | –           | –    | –     | –     |                       |
| Other strategic business units and Functions                     |          | –             | –      | –      | –      |                         | Other strategic business units and Functions |          | <b>24</b>   | 10   | 4     | 23    |                       |
| <b>Chemicals</b>   |          | <b>0,05</b>   | –      | –      | –      |                         | <b>Chemicals</b>                             |          | <b>25</b>   | 24   | 24    | 34    |                       |
| Eurasia  |          | <b>0,02</b>   | –      | –      | –      |                         | Eurasia                                      |          | <b>14</b>   | 14   | 13    | 18    |                       |
| North America  |          | <b>0,03</b>   | –      | –      | –      |                         | Americas                                     |          | <b>10</b>   | 10   | 11    | 16    |                       |
| Africa   |          | –             | –      | –      | –      |                         | Africa                                       |          | –           | –    | –     | –     |                       |
| <b>Volatile Organic Compounds (VOC) Indicator of Performance</b> |          | <b>26,30</b>  | 27,80  | 38,30  | 33,70  |                         | <b>Total waste</b>                           |          | <b>478</b>  | 499  | 528   | 565   | L                     |
| <b>Energy</b>  |          | <b>26,30</b>  | 27,80  | 38,30  | 33,70  |                         | <b>Energy</b>                                |          | <b>436</b>  | 460  | 486   | 511   |                       |
| Secunda  |          | <b>26,30</b>  | 27,80  | 38,30  | 33,70  |                         | Secunda                                      |          | <b>255</b>  | 327  | 368   | 362   |                       |
| Sasolburg  |          | –             | –      | –      | –      |                         | Sasolburg                                    |          | <b>104</b>  | 99   | 88    | 89    |                       |
| Mining   |          | –             | –      | –      | –      |                         | Mining                                       |          | <b>28</b>   | 10   | 11    | 9     |                       |
| Natref   |          | –             | –      | –      | –      |                         | Natref                                       |          | <b>19</b>   | 12   | 15    | 27    |                       |
| Mozambique   |          | –             | –      | –      | –      |                         | Mozambique                                   |          | –           | –    | –     | –     |                       |
| Other strategic business units and Functions                     |          | –             | –      | –      | –      |                         | Other strategic business units and Functions |          | <b>29</b>   | 12   | 4     | 24    |                       |
| <b>Chemicals</b>   |          | –             | –      | –      | –      |                         | <b>Chemicals</b>                             |          | <b>42</b>   | 39   | 42    | 54    |                       |
| Eurasia  |          | –             | –      | –      | –      |                         | Eurasia                                      |          | <b>31</b>   | 29   | 30    | 36    |                       |
| North America  |          | –             | –      | –      | –      |                         | Americas                                     |          | <b>11</b>   | 10   | 12    | 18    |                       |
| Africa   |          | –             | –      | –      | –      |                         | Africa                                       |          | –           | –    | –     | –     |                       |

\* Methodology improvement

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Natural Capital – Our environment                      | Footnote | 2022          | 2021   | 2020   | 2019   | LoA 2022 | Natural Capital – Our environment                | Footnote | 2022           | 2021    | 2020    | 2019    | LoA 2022 |
|--|----------|---------------|--------|--------|--------|----------|--|----------|----------------|---------|---------|---------|----------|
| <b>Recycled waste</b>                                  |          | <b>131</b>    | 124    | 82     | 106    | L        | <b>Steam (purchased) – Renewable sources</b>     | 22       | <b>221</b>     |         |         |         |          |
| <b>Energy</b>  |          | <b>113</b>    | 108    | 60     | 83     |          | <b>Energy</b>                                    |          | –              |         |         |         |          |
| Secunda  |          | 47            | 62     | 30     | 33     |          | Secunda  |          | –              |         |         |         |          |
| Sasolburg  |          | 27            | 27     | 19     | 21     |          | Sasolburg  |          | –              |         |         |         |          |
| Mining   |          | 7             | 6      | 6      | 6      |          | Mining   |          | –              |         |         |         |          |
| Natref   |          | 5             | 4      | 4      | 2      |          | Natref   |          | –              |         |         |         |          |
| Mozambique   |          | –             | –      | –      | –      |          | Mozambique                                       |          | –              |         |         |         |          |
| Other strategic business units and Functions           |          | 27            | 9      | 1      | 21     |          | Other strategic business units and Functions     |          | –              |         |         |         |          |
| <b>Chemicals</b>                                       |          | <b>18</b>     | 16     | 22     | 23     |          | <b>Chemicals</b>                                 |          | <b>221</b>     |         |         |         |          |
| Eurasia  |          | 18            | 16     | 22     | 23     |          | Eurasia  |          | 221            |         |         |         |          |
| Americas   |          | –             | –      | –      | –      |          | Americas   |          | –              |         |         |         |          |
| Africa   |          | –             | –      | –      | –      |          | Africa   |          | –              |         |         |         |          |
| <b>Energy use (thousand gigajoules)</b>                | 19       | <b>22 090</b> | 26 044 | 24 604 | 23 810 |          | <b>Feedstock to electricity (self-generated)</b> | 23       | <b>30 200</b>  | 40 387  | 39 472  | 43 202  |          |
| <b>Electricity (purchased) – Non renewable sources</b> |          | <b>19 832</b> | 23 252 | 21 035 | 21 519 |          | <b>Energy</b>                                    |          | <b>26 078</b>  | 37 893  | 37 376  | 41 073  |          |
| <b>Energy</b>  |          | <b>19 832</b> | 23 252 | 21 035 | 21 519 |          | Secunda  |          | <b>10 231</b>  | 18 865  | 18 536  | 19 291  |          |
| Secunda  | 20       | 13 614        | 17 881 | 16 040 | 16 590 |          | Sasolburg  |          | <b>14 936</b>  | 18 126  | 17 892  | 20 798  |          |
| Sasolburg  |          | 2 612         | 1 855  | 1 703  | 1 360  |          | Mining   |          | –              | –       | –       | –       |          |
| Mining   |          | 2 585         | 2 497  | 2 398  | 2 464  |          | Natref   |          | –              | –       | –       | –       |          |
| Natref   |          | 938           | 930    | 799    | 983    |          | Mozambique                                       |          | <b>832</b>     | 825     | 868     | 904     |          |
| Mozambique   |          | –             | –      | –      | –      |          | Other strategic business units and Functions     |          | <b>79</b>      | 77      | 80      | 80      |          |
| Other strategic business units and Functions           |          | 84            | 89     | 95     | 122    |          | <b>Chemicals</b>                                 |          | <b>4 122</b>   | 2 494   | 2 096   | 2 129   |          |
| <b>Chemicals</b>                                       |          | <b>2 258</b>  | 2 792  | 3 569  | 2 291  |          | Eurasia  |          | <b>4 122</b>   | 2 494   | 2 096   | 2 129   |          |
| Eurasia  | 21       | 370           | 679    | 663    | 708    |          | Americas   |          | –              | –       | –       | –       |          |
| Americas   |          | 1 887         | 2 113  | 2 905  | 1 582  |          | Africa   |          | –              | –       | –       | –       |          |
| Africa   |          | –             | –      | 1      | 1      |          | <b>Feedstock to steam</b>                        |          | <b>246 023</b> | 247 350 | 251 027 | 251 513 |          |
| <b>Electricity (purchased) – Renewable sources</b>     | 21       | <b>296</b>    | –      | –      | –      |          | <b>Energy</b>                                    |          | <b>244 685</b> | 245 880 | 249 639 | 250 124 |          |
| <b>Energy</b>  |          | <b>296</b>    | –      | –      | –      |          | Secunda  |          | <b>222 980</b> | 225 563 | 230 216 | 228 518 |          |
| Secunda  |          | –             | –      | –      | –      |          | Sasolburg  |          | <b>21 706</b>  | 20 317  | 19 423  | 21 606  |          |
| Sasolburg  |          | –             | –      | –      | –      |          | Mining   |          | –              | –       | –       | –       |          |
| Mining   |          | –             | –      | –      | –      |          | Natref   |          | –              | –       | –       | –       |          |
| Natref   |          | –             | –      | –      | –      |          | Mozambique                                       |          | –              | –       | –       | –       |          |
| Mozambique   |          | –             | –      | –      | –      |          | Other strategic business units and Functions     |          | –              | –       | –       | –       |          |
| Other strategic business units and Functions           |          | –             | –      | –      | –      |          | <b>Chemicals</b>                                 |          | <b>1 337</b>   | 1 470   | 1 388   | 1 389   |          |
| <b>Chemicals</b>                                       |          | <b>296</b>    | –      | –      | –      |          | Eurasia  |          | <b>1 337</b>   | 1 470   | 1 388   | 1 389   |          |
| Eurasia  |          | 296           | –      | –      | –      |          | Americas   |          | –              | –       | –       | –       |          |
| Americas   |          | –             | –      | –      | –      |          | Africa   |          | –              | –       | –       | –       |          |
| Africa   |          | –             | –      | –      | –      |          | <b>Mobile fuel use</b>                           |          | <b>555,0</b>   | 531,0   | 613,0   | 638,0   |          |
| <b>Steam (purchased) – Non renewable sources</b>       | 22       | <b>1 601</b>  | –      | –      | –      |          | <b>Energy</b>                                    |          | <b>531,0</b>   | 446,0   | 486,0   | 533,0   |          |
| <b>Energy</b>  |          | <b>1 601</b>  | –      | –      | –      |          | Secunda  |          | <b>170,0</b>   | 136,0   | 161,0   | 183,0   |          |
| Secunda  |          | –             | –      | –      | –      |          | Sasolburg  |          | –              | –       | –       | –       |          |
| Sasolburg  |          | –             | –      | –      | –      |          | Mining   |          | <b>249,0</b>   | 229,0   | 234,0   | 265,0   |          |
| Mining   |          | –             | –      | –      | –      |          | Natref   |          | <b>14,0</b>    | 17,0    | 27,0    | 15,0    |          |
| Natref   |          | –             | –      | –      | –      |          | Mozambique                                       |          | <b>18,0</b>    | 9,0     | 12,0    | 12,0    |          |
| Mozambique   |          | –             | –      | –      | –      |          | Other strategic business units and Functions     |          | <b>80,0</b>    | 55,0    | 52,0    | 58,0    |          |
| Other strategic business units and Functions           |          | –             | –      | –      | –      |          | <b>Chemicals</b>                                 |          | <b>24,0</b>    | 85,0    | 127,0   | 105,0   |          |
| <b>Chemicals</b>                                       |          | <b>1 601</b>  | –      | –      | –      |          | Eurasia  |          | –              | –       | –       | –       |          |
| Eurasia  |          | 1 193         | –      | –      | –      |          | Americas   | 26       | <b>21,0</b>    | 83,0    | 60,0    | 33,0    |          |
| Americas   |          | 409           | –      | –      | –      |          | Africa   |          | <b>2,0</b>     | 2,0     | 67,0    | 72,0    |          |
| Africa   |          | –             | –      | –      | –      |          |  |          |                |         |         |         |          |

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Natural Capital – Our environment            | Footnote | 2022           | 2021    | 2020    | 2019    | LoA 2022 | Natural Capital – Our environment            | Footnote | 2022          | 2021   | 2020   | 2019   | LoA 2022 |
|--|----------|----------------|---------|---------|---------|----------|--|----------|---------------|--------|--------|--------|----------|
| <b>Stationary fuel use</b>                   |          | <b>66,7</b>    | 4,5     | 3,2     | 3,3     |          | <b>Material use (kilotons)</b>               | 25       |               |        |        |        |          |
| <b>Energy</b>                                |          | <b>2,5</b>     | 2,6     | 1,8     | 0,7     |          | <b>Coal (dry ash–free basis)</b>             |          | <b>15 547</b> | 17 298 | 16 942 | 17 038 |          |
| Secunda                                      |          | –              | 0,4     | 0,3     | –       |          | <b>Energy</b>                                |          | <b>15 547</b> | 17 298 | 16 942 | 17 038 |          |
| Sasolburg                                    |          | –              | –       | –       | –       |          | Secunda                                      |          | –             | –      | –      | –      |          |
| Mining                                       |          | –              | –       | –       | –       |          | Sasolburg                                    |          | –             | –      | –      | –      |          |
| Natref                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –             | –      | –      | –      |          |
| Mozambique                                   |          | –              | –       | –       | –       |          | Natref                                       |          | –             | –      | –      | –      |          |
| Other strategic business units and Functions |          | <b>2,5</b>     | 2,2     | 1,5     | 0,7     |          | Mozambique                                   |          | –             | –      | –      | –      |          |
| <b>Chemicals</b>                             |          | <b>64,2</b>    | 1,9     | 1,4     | 2,6     |          | Other strategic business units and Functions |          | –             | –      | –      | –      |          |
| Eurasia                                      |          | <b>0,3</b>     | 0,2     | 0,1     | 0,4     |          | <b>Chemicals</b>                             |          | –             | –      | –      | –      |          |
| Americas                                     | 24       | <b>63,8</b>    | 1,7     | 1,3     | 2,2     |          | Eurasia                                      |          | –             | –      | –      | –      |          |
| Africa                                       |          | <b>0,1</b>     | –       | –       | –       |          | Americas                                     |          | –             | –      | –      | –      |          |
|  |          |                |         |         |         |          | Africa                                       |          | –             | –      | –      | –      |          |
| <b>Fuel gas</b>                              |          | <b>66 057</b>  | 78 954  | 82 354  | 68 444  |          | <b>Crude oil processed (kilotons)</b>        |          | <b>4 085</b>  | 3 886  | 3 665  | 4 749  |          |
| <b>Energy</b>                                |          | <b>34 457</b>  | 34 106  | 32 820  | 34 804  |          | <b>Energy</b>                                |          | <b>4 085</b>  | 3 886  | 3 665  | 4 749  |          |
| Secunda                                      |          | <b>14 278</b>  | 15 367  | 16 418  | 17 581  |          | Secunda                                      |          | –             | –      | –      | –      |          |
| Sasolburg                                    |          | <b>5 819</b>   | 5 713   | 5 710   | 5 403   |          | Sasolburg                                    |          | –             | –      | –      | –      |          |
| Mining                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –             | –      | –      | –      |          |
| Natref                                       |          | <b>6 981</b>   | 6 736   | 6 756   | 7 996   |          | Natref                                       |          | <b>4 085</b>  | 3 886  | 3 665  | 4 749  |          |
| Mozambique                                   |          | <b>6 650</b>   | 5 564   | 3 199   | 3 061   |          | Mozambique                                   |          | –             | –      | –      | –      |          |
| Other strategic business units and Functions |          | <b>729</b>     | 726     | 737     | 763     |          | Other strategic business units and Functions |          | –             | –      | –      | –      |          |
| <b>Chemicals</b>                             |          | <b>31 600</b>  | 44 848  | 49 534  | 33 640  |          | <b>Chemicals</b>                             |          | –             | –      | –      | –      |          |
| Eurasia                                      |          | <b>8 682</b>   | 10 069  | 9 445   | 8 623   |          | Eurasia                                      |          | –             | –      | –      | –      |          |
| Americas                                     |          | <b>22 918</b>  | 34 779  | 40 089  | 25 017  |          | Americas                                     |          | –             | –      | –      | –      |          |
| Africa                                       |          | –              | –       | –       | –       |          | Africa                                       |          | –             | –      | –      | –      |          |
| <b>Other energy use</b>                      |          | <b>10 481</b>  | 14 476  | 13 084  | 12 663  |          | <b>Crude oil processed (mm bbl)</b>          |          | <b>30</b>     | 29     | 27     | 35     |          |
| <b>Energy</b>                                |          | <b>9 001</b>   | 10 781  | 9 386   | 9 257   |          | <b>Energy</b>                                |          | <b>30</b>     | 29     | 27     | 35     |          |
| Secunda                                      |          | <b>8 651</b>   | 10 258  | 8 572   | 8 116   |          | Secunda                                      |          | –             | –      | –      | –      |          |
| Sasolburg                                    |          | <b>350</b>     | 523     | 732     | 323     |          | Sasolburg                                    |          | –             | –      | –      | –      |          |
| Mining                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –             | –      | –      | –      |          |
| Natref                                       |          | –              | –       | 82      | 818     |          | Natref                                       |          | <b>30</b>     | 29     | 27     | 35     |          |
| Mozambique                                   |          | –              | –       | –       | –       |          | Mozambique                                   |          | –             | –      | –      | –      |          |
| Other strategic business units and Functions |          | –              | –       | –       | –       |          | Other strategic business units and Functions |          | –             | –      | –      | –      |          |
| <b>Chemicals</b>                             |          | <b>1 480</b>   | 3 695   | 3 698   | 3 406   |          | <b>Chemicals</b>                             |          | –             | –      | –      | –      |          |
| Eurasia                                      | 22       | <b>1 400</b>   | 3 157   | 3 171   | 2 861   |          | Eurasia                                      |          | –             | –      | –      | –      |          |
| Americas                                     |          | <b>80</b>      | 538     | 527     | 545     |          | Americas                                     |          | –             | –      | –      | –      |          |
| Africa                                       |          | –              | –       | –       | –       |          | Africa                                       |          | –             | –      | –      | –      |          |
| <b>Total energy use</b>                      | 19       | <b>377 592</b> | 407 739 | 411 152 | 400 225 | R        | <b>Nitrogen from air</b>                     |          | <b>681</b>    | 682    | 543    | 561    |          |
| <b>Energy</b>                                |          | <b>334 588</b> | 352 356 | 350 738 | 357 262 |          | <b>Energy</b>                                |          | <b>547</b>    | 545    | 543    | 560    |          |
| Secunda                                      |          | <b>269 924</b> | 288 070 | 289 945 | 290 280 |          | Secunda                                      |          | –             | –      | –      | –      |          |
| Sasolburg                                    |          | <b>45 423</b>  | 46 533  | 45 460  | 49 490  |          | Sasolburg                                    |          | <b>547</b>    | 545    | 543    | 560    |          |
| Mining                                       |          | <b>2 834</b>   | 2 726   | 2 632   | 2 680   |          | Mining                                       |          | –             | –      | –      | –      |          |
| Natref                                       |          | <b>7 933</b>   | 7 683   | 7 664   | 9 811   |          | Natref                                       |          | –             | –      | –      | –      |          |
| Mozambique                                   |          | <b>7 500</b>   | 6 397   | 4 077   | 3 977   |          | Mozambique                                   |          | –             | –      | –      | –      |          |
| Other strategic business units and Functions |          | <b>974</b>     | 947     | 960     | 1 024   |          | Other strategic business units and Functions |          | –             | –      | –      | –      |          |
| <b>Chemicals</b>                             |          | <b>43 004</b>  | 55 383  | 60 414  | 42 963  |          | <b>Chemicals</b>                             |          | <b>134</b>    | 137    | 0      | 0      |          |
| Eurasia                                      |          | <b>17 622</b>  | 17 869  | 16 764  | 15 711  |          | Eurasia                                      |          | <b>58</b>     | 8      | 0      | 0      |          |
| Americas                                     |          | <b>25 380</b>  | 37 512  | 43 582  | 27 179  |          | Americas                                     |          | <b>76</b>     | 129    | –      | –      |          |
| Africa                                       |          | <b>2</b>       | 2       | 68      | 73      |          | Africa                                       |          | –             | –      | –      | –      |          |

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Natural Capital – Our environment            | Footnote | 2022           | 2021    | 2020    | 2019    | LoA 2022 | Natural Capital – Our environment            | Footnote | 2022           | 2021    | 2020    | 2019    | LoA 2022      |
|--|----------|----------------|---------|---------|---------|----------|--|----------|----------------|---------|---------|---------|---------------|
| <b>Oxygen from air</b>                       |          | <b>756</b>     | 11 636  | 12 198  | 10 936  |          | <b>Total material use</b>                    |          | <b>26 948</b>  | 39 379  | 40 461  | 39 027  | R             |
| <b>Energy</b>                                |          | <b>738</b>     | 11 631  | 12 192  | 10 931  |          | <b>Energy</b>                                |          | <b>23 519</b>  | 36 158  | 36 213  | 36 189  |               |
| Secunda                                      |          | –              | 10 843  | 11 379  | 10 234  |          | Secunda                                      |          | <b>17 476</b>  | 30 209  | 30 455  | 29 515  |               |
| Sasolburg                                    |          | <b>738</b>     | 788     | 813     | 697     |          | Sasolburg                                    |          | <b>1 957</b>   | 2 062   | 2 089   | 1 921   |               |
| Mining                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –              | –       | –       | –       |               |
| Natref                                       |          | –              | –       | –       | –       |          | Natref                                       |          | <b>4 085</b>   | 3 886   | 3 665   | 4 749   |               |
| Mozambique                                   |          | –              | –       | –       | –       |          | Mozambique                                   |          | –              | –       | –       | –       |               |
| Other strategic business units and Functions |          | –              | –       | –       | –       |          | Other strategic business units and Functions |          | <b>1</b>       | 1       | 4       | 4       |               |
| <b>Chemicals</b>                             |          | <b>17,60</b>   | 5       | 6       | 6       |          | <b>Chemicals</b>                             |          | <b>3 429</b>   | 3 221   | 4 248   | 2 838   |               |
| Eurasia                                      |          | <b>15</b>      | 3       | –       | –       |          | Eurasia                                      |          | <b>1 718</b>   | 1 281   | 1 226   | 1 298   |               |
| Americas                                     |          | <b>3</b>       | 2       | 6       | 6       |          | Americas                                     |          | <b>1 711</b>   | 1 940   | 3 021   | 1 539   |               |
| Africa                                       |          | –              | –       | –       | –       |          | Africa                                       |          | –              | –       | 1       | 1       |               |
| <b>Natural gas (kilotons)</b>                |          | <b>2 640,8</b> | 2 928,0 | 1 865,5 | 1 871,2 |          | <b>Water (thousand cubic meters)</b>         |          | <b>101 804</b> | 108 559 | 115 492 | 107 405 |               |
| <b>Energy</b>                                |          | <b>1 790,5</b> | 1 879,6 | 1 852,4 | 1 858,6 |          | <b>River water</b>                           |          | <b>101 804</b> | 105 195 | 104 679 | 105 404 |               |
| Secunda                                      |          | <b>1 118,4</b> | 1 150,5 | 1 119,5 | 1 194,7 |          | <b>Energy</b>                                |          | <b>79 751</b>  | 82 427  | 82 007  | 80 776  |               |
| Sasolburg                                    |          | <b>671,9</b>   | 729,0   | 732,8   | 663,7   |          | Secunda                                      |          | <b>19 962</b>  | 20 834  | 20 744  | 22 182  |               |
| Mining                                       |          | –              | –       | –       | –       |          | Sasolburg                                    |          | –              | –       | –       | –       |               |
| Natref                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –              | –       | –       | –       |               |
| Mozambique                                   |          | –              | –       | –       | –       |          | Natref                                       |          | <b>2 091</b>   | 1 934   | 1 928   | 2 446   |               |
| Other strategic business units and Functions |          | <b>0,2</b>     | 0,1     | 0,1     | 0,2     |          | Mozambique                                   |          | –              | –       | –       | –       |               |
| <b>Chemicals</b>                             |          | <b>850,3</b>   | 1 048,4 | 13,1    | 12,6    |          | Other strategic business units and Functions |          | –              | –       | –       | –       |               |
| Eurasia                                      |          | <b>110,0</b>   | 11,3    | 11,0    | 10,3    |          | <b>Chemicals</b>                             |          | –              | 3 364   | 10 813  | 2 001   |               |
| Americas                                     |          | <b>740,3</b>   | 1 037,1 | 2,1     | 2,3     |          | Eurasia                                      |          | –              | 1       | 1       | 4       |               |
| Africa                                       |          | –              | –       | –       | –       |          | Americas                                     | 26       | –              | 3 363   | 10 813  | 1 997   |               |
| Africa                                       |          | –              | –       | –       | –       |          | Africa                                       |          | –              | –       | –       | –       |               |
| <b>Natural gas (bscf)</b>                    |          | <b>127,5</b>   | 141,4   | 90,0    | 90,0    |          | <b>Desalinated water</b>                     |          | <b>4 232</b>   | 2 241   | 762     | 689     |               |
| <b>Energy</b>                                |          | <b>86,5</b>    | 90,8    | 89,4    | 89,4    |          | <b>Energy</b>                                |          | –              | –       | –       | –       |               |
| Secunda                                      |          | <b>54,0</b>    | 55,6    | 54,0    | 57,4    |          | Secunda                                      |          | –              | –       | –       | –       |               |
| Sasolburg                                    |          | <b>32,4</b>    | 35,2    | 35,4    | 32,0    |          | Sasolburg                                    |          | –              | –       | –       | –       |               |
| Mining                                       |          | –              | –       | –       | –       |          | Mining                                       |          | –              | –       | –       | –       |               |
| Natref                                       |          | –              | –       | –       | –       |          | Natref                                       |          | –              | –       | –       | –       |               |
| Mozambique                                   |          | –              | –       | –       | –       |          | Mozambique                                   |          | –              | –       | –       | –       |               |
| Other strategic business units and Functions |          | –              | –       | –       | –       |          | Other strategic business units and Functions |          | –              | –       | –       | –       |               |
| <b>Chemicals</b>                             |          | <b>41,1</b>    | 50,6    | 0,6     | 0,6     |          | <b>Chemicals</b>                             |          | <b>4 232</b>   | 2 241   | 762     | 689     |               |
| Eurasia                                      |          | <b>5,3</b>     | 0,5     | 0,5     | 0,5     |          | Eurasia                                      |          | <b>1 858</b>   | 896     | 762     | 689     |               |
| Americas                                     |          | <b>35,7</b>    | 50,1    | 0,1     | 0,1     |          | Americas                                     | 27       | <b>2 374</b>   | 1 345   | –       | –       |               |
| Africa                                       |          | –              | –       | –       | –       |          | Africa                                       |          | –              | –       | –       | –       |               |
| <b>Other (eg chemicals, feedstock)</b>       |          | <b>3 239</b>   | 2 950   | 5 247   | 3 873   |          | <b>Potable water</b>                         |          | <b>13 520</b>  | 13 349  | 12 946  | 12 685  |               |
| <b>Energy</b>                                |          | <b>812</b>     | 919     | 1 018   | 1 053   |          | <b>Energy</b>                                |          | <b>11 591</b>  | 11 629  | 10 974  | 10 781  |               |
| Secunda                                      |          | <b>811</b>     | 918     | 1 014   | 1 048   |          | Secunda                                      |          | <b>7 658</b>   | 7 399   | 7 017   | 5 887   |               |
| Sasolburg                                    |          | –              | –       | –       | –       |          | Sasolburg                                    |          | <b>2 025</b>   | 2 033   | 2 029   | 2 984   |               |
| Mining                                       |          | –              | –       | –       | –       |          | Mining                                       |          | <b>1 444</b>   | 1 588   | 1 431   | 1 520   |               |
| Natref                                       |          | –              | –       | –       | –       |          | Natref                                       |          | <b>318</b>     | 443     | 300     | 184     |               |
| Mozambique                                   |          | –              | –       | –       | –       |          | Mozambique                                   |          | –              | –       | –       | –       |               |
| Other strategic business units and Functions |          | <b>1</b>       | 1       | 4       | 5       |          | Other strategic business units and Functions |          | <b>148</b>     | 166     | 197     | 206     | Restated 2021 |
| <b>Chemicals</b>                             |          | <b>2 427</b>   | 2 031   | 4 229   | 2 820   |          | <b>Chemicals</b>                             |          | <b>1 928</b>   | 1 720   | 1 972   | 1 904   |               |
| Eurasia                                      |          | <b>1 535</b>   | 1 259   | 1 215   | 1 288   |          | Eurasia                                      |          | <b>1 407</b>   | 1 353   | 1 598   | 1 661   |               |
| Americas                                     |          | <b>892</b>     | 772     | 3 013   | 1 531   |          | Americas                                     |          | <b>521</b>     | 367     | 374     | 243     | Restated 2021 |
| Africa                                       |          | –              | –       | 1       | 1       |          | Africa                                       |          | –              | –       | –       | –       |               |

## PERFORMANCE DATA (CONTINUED)

Level of assurance (LoA): L – Limited, R – Reasonable

| Natural Capital – Our environment            | Footnote | 2022           | 2021    | 2020    | 2019    | LoA 2022      |
|--|----------|----------------|---------|---------|---------|---------------|
| <b>Other water (eg borehole water)</b>       |          | <b>13 130</b>  | 13 899  | 13 411  | 13 481  |               |
| <b>Energy</b>                                |          | <b>134</b>     | 109     | 99      | 85      |               |
| Secunda                                      |          | –              | –       | –       | –       |               |
| Sasolburg                                    |          | –              | –       | –       | –       |               |
| Mining                                       |          | –              | –       | –       | –       |               |
| Natref                                       |          | –              | –       | –       | –       |               |
| Mozambique                                   |          | <b>134</b>     | 109     | 99      | 85      |               |
| Other strategic business units and Functions |          | –              | –       | –       | –       |               |
| <b>Chemicals</b>                             |          | <b>12 996</b>  | 13 790  | 13 312  | 13 396  |               |
| Eurasia                                      |          | <b>5 940</b>   | 6 756   | 6 274   | 6 557   |               |
| Americas                                     |          | <b>7 056</b>   | 7 034   | 7 035   | 6 838   |               |
| Africa                                       |          | –              | –       | 3       | 1       |               |
| <b>Total water use</b>                       |          | <b>132 686</b> | 138 048 | 142 614 | 134 260 | L             |
| <b>Energy</b>                                |          | <b>113 530</b> | 116 933 | 115 754 | 116 271 |               |
| Secunda                                      |          | <b>87 408</b>  | 89 826  | 89 024  | 86 663  |               |
| Sasolburg                                    |          | <b>21 987</b>  | 22 867  | 22 774  | 25 167  |               |
| Mining                                       |          | <b>1 444</b>   | 1 588   | 1 431   | 1 520   |               |
| Natref                                       |          | <b>2 409</b>   | 2 377   | 2 229   | 2 630   |               |
| Mozambique                                   |          | <b>134</b>     | 109     | 99      | 85      |               |
| Other strategic business units and Functions |          | <b>148</b>     | 166     | 197     | 206     | Restated 2021 |
| <b>Chemicals</b>                             |          | <b>19 157</b>  | 21 115  | 26 860  | 17 989  |               |
| Eurasia                                      |          | <b>9 206</b>   | 9 006   | 8 635   | 8 910   |               |
| Americas                                     |          | <b>9 951</b>   | 12 109  | 18 222  | 9 078   | Restated 2021 |
| Africa                                       |          | –              | –       | 3       | 1       |               |
| <b>Liquid effluent</b>                       |          | <b>33 804</b>  | 31 566  | 31 662  | 30 281  |               |
| <b>Energy</b>                                |          | <b>26 716</b>  | 23 417  | 21 838  | 22 682  |               |
| Secunda                                      |          | <b>5 112</b>   | 4 907   | 3 709   | 3 767   |               |
| Sasolburg                                    |          | <b>19 697</b>  | 16 689  | 16 225  | 16 973  |               |
| Mining                                       |          | <b>338</b>     | 312     | 328     | 340     |               |
| Natref                                       |          | <b>1 529</b>   | 1 467   | 1 524   | 1 550   |               |
| Mozambique                                   |          | <b>9</b>       | 12      | 22      | 21      |               |
| Other strategic business units and Functions |          | <b>30</b>      | 30      | 30      | 31      |               |
| <b>Chemicals</b>                             |          | <b>7 088</b>   | 8 149   | 9 824   | 7 599   |               |
| Eurasia                                      |          | <b>2 630</b>   | 3 344   | 3 363   | 3 671   |               |
| Americas                                     |          | <b>4 458</b>   | 4 805   | 6 461   | 3 928   |               |
| Africa                                       |          | –              | –       | –       | –       |               |
| <b>Water recycled</b>                        |          | <b>169 965</b> | 159 680 | 157 483 | 177 680 | L             |
| <b>Energy</b>                                |          | <b>110 125</b> | 102 107 | 103 352 | 121 928 |               |
| Secunda                                      |          | <b>92 031</b>  | 92 192  | 92 306  | 110 138 |               |
| Sasolburg                                    |          | <b>7 724</b>   | 7 089   | 7 256   | 8 403   |               |
| Mining                                       |          | <b>10 370</b>  | 2 826   | 3 790   | 3 387   |               |
| Natref                                       |          | –              | –       | –       | –       |               |
| Mozambique                                   |          | –              | –       | –       | –       |               |
| Other strategic business units and Functions |          | –              | –       | –       | –       |               |
| <b>Chemicals</b>                             |          | <b>59 840</b>  | 57 573  | 54 131  | 55 752  |               |
| Eurasia                                      |          | <b>59 840</b>  | 57 573  | 54 131  | 55 752  |               |
| Americas                                     |          | –              | –       | –       | –       |               |
| Africa                                       |          | –              | –       | –       | –       |               |

| Natural Capital – Our environment                      | Footnote | 2022          | 2021   | 2020   | 2019   | LoA 2022            |
|--|----------|---------------|--------|--------|--------|---------------------|
| <b>Land and biodiversity (hectares)</b>                | 28       |               |        |        |        |                     |
| <b>Surface area affected by operations</b>             |          | <b>21 201</b> | 20 771 | 20 889 | 20 857 |                     |
| <b>Energy</b>  |          | <b>20 655</b> | 20 164 | 19 881 | 19 851 |                     |
| Secunda  |          | <b>7 338</b>  | 7 338  | 7 338  | 7 338  |                     |
| Sasolburg  |          | <b>1 091</b>  | 1 091  | 1 091  | 1 070  |                     |
| Mining   | 29       | <b>11 389</b> | 10 995 | 10 566 | 10 596 | Restated 2019 –2021 |
| Natref   |          | <b>204</b>    | 204    | 204    | 204    |                     |
| Mozambique   |          | <b>558</b>    | 533    | 533    | 495    |                     |
| Other strategic business units and Functions           |          | <b>75</b>     | 3      | 149    | 148    |                     |
| <b>Chemicals</b>                                       |          | <b>546</b>    | 607    | 1 008  | 1 006  |                     |
| Eurasia  |          | <b>92</b>     | 84     | 84     | 82     |                     |
| Americas   |          | <b>454</b>    | 523    | 924    | 924    |                     |
| Africa   |          | –             | –      | –      | –      |                     |
| <b>Area dedicated to biodiversity and conservation</b> |          | <b>5 595</b>  | 6 147  | 6 147  | 6 142  | L                   |
| <b>Energy</b>  |          | <b>5 574</b>  | 5 885  | 6 059  | 6 120  |                     |
| Secunda  |          | <b>3 044</b>  | 3 044  | 3 044  | 3 044  |                     |
| Sasolburg  |          | <b>665</b>    | 665    | 665    | 665    |                     |
| Mining   | 29       | <b>1 575</b>  | 1 816  | 1 990  | 2 051  | Restated 2020–2021  |
| Natref   |          | –             | –      | –      | –      |                     |
| Mozambique   |          | –             | –      | –      | –      |                     |
| Other strategic business units and Functions           |          | <b>290</b>    | 360    | 360    | 360    |                     |
| <b>Chemicals</b>                                       |          | <b>21</b>     | 21     | 21     | 23     |                     |
| Eurasia  |          | <b>21</b>     | 21     | 21     | 23     |                     |
| North America  |          | –             | –      | –      | –      |                     |
| Africa   |          | –             | –      | –      | –      |                     |
| <b>Land used for mining (hectare)</b>                  |          | <b>30 376</b> | 29 073 | 28 743 | 27 836 |                     |
| Underground mining area                                |          |               |        |        |        |                     |
| <b>Legal compliance</b>                                | 30       |               |        |        |        |                     |
| Fines, penalties and settlements (number)              |          | –             | –      | –      | –      |                     |
| Fines, penalties and settlements (US\$ million)        |          | –             | –      | –      | –      |                     |

| Social Capital – Our society                                | 2022           | 2021           |         |         |
|---|----------------|----------------|---------|---------|
| Value added statement (unaudited)                           | Rm             | Rm             |         |         |
| Turnover  | <b>275 738</b> | <b>201 910</b> |         |         |
| Less: Purchased materials and services                      | <b>170 096</b> | <b>134 873</b> |         |         |
| <b>Value added</b>  | <b>105 642</b> | <b>67 037</b>  |         |         |
| Finance income  | <b>4 148</b>   | <b>1 670</b>   |         |         |
| <b>Wealth created/(lost)</b>                                | <b>109 790</b> | <b>68 707</b>  |         |         |
| Employees   | <b>33 280</b>  | <b>33 588</b>  |         |         |
| Providers of equity   | <b>2 765</b>   | <b>1 546</b>   |         |         |
| Providers of loan capital (interest)                        | <b>7 636</b>   | <b>7 638</b>   |         |         |
| Direct taxes paid to government                             | <b>16 231</b>  | <b>9 509</b>   |         |         |
| Reinvested in Group   | <b>49 878</b>  | <b>16 426</b>  |         |         |
| <b>Wealth distribution</b>                                  | <b>109 790</b> | <b>68 707</b>  |         |         |
| <b>Number of employees for the year</b>                     | <b>28 630</b>  | <b>28 949</b>  |         |         |
| Turnover per employee (Rands million)                       | <b>9,63</b>    | <b>6,97</b>    |         |         |
| Value added per employee (Rands million)                    | <b>3,69</b>    | <b>2,32</b>    |         |         |
| Wealth created per employee (Rands million)                 | <b>3,83</b>    | <b>2,37</b>    |         |         |
| <b>Broad-Based Black Economic Empowerment (B-BBEE)</b>      | <b>2022</b>    | 2021           | 2020    | 2019    |
| B-BBEE verification certificate (Sasol South Africa)        | <b>Level 3</b> | <b>Level 4</b> | Level 3 | Level 4 |
| Preferential procurement (score out of 27)                  | <b>26,48</b>   | <b>23,86</b>   | 24,17   | 20,8    |
| Preferential procurement (Rands billion) from all suppliers | <b>55,8</b>    | <b>43,2</b>    | 49,4    | 48,7    |

## PERFORMANCE DATA (CONTINUED)

## Footnotes

1. Employee numbers refers to employees that are assigned to approved Sasol organisational structure Staff Establishment positions, including permanent and non-permanent structures (project positions, non-permanent employee positions) as well as individuals that exist outside of formally approved Sasol organisational structures. These actual headcount figures are not tracked by Group Organisational Design (OD).
2. The Recordable Case Rate (RCR) is a measure for reporting work-related injuries. The RCR is the number of fatalities, lost workdays cases, restricted work injuries and medical treatment cases for every 200 000 employee hours worked. Exposure hours are defined as the total number of hours the employees or service providers have spent in the work environment defined to be Sasol premises where the employee or service provider is potentially exposed to harm, while engaged in work activities.
3. A fire, explosion or release (FER) incident is registered as 'major' when it meets any of the following criteria: (i) it has a FER severity index score of 40 and greater; (ii) it results in on-site fatality or multiple hospitalisation cases, or off-site injury; or (iii) it results in direct financial loss greater than US\$1 000 000. A FER incident is registered as 'significant' when it meets any of the following criteria: (i) it has a FER severity index score of 26 and greater but less than 40; (ii) it results in a lost workday case (LWDC) or more serious injury; (iii) it results in direct financial loss greater than US\$100 000; or (iv) it causes a release in excess of the relevant threshold quantity for that chemical as defined by the Centre for Chemical and Process Safety (CCPS).
4. Illnesses are recorded as work-related as a precautionary measure. The various evaluation authorities may subsequently classify them as not work-related, in which instance they are removed from the records. In addition, service provider illnesses have been recorded. Reversible and irreversible occupational diseases are now separated and additional reporting categories have been included to enable a comprehensive disease overview required for continuous improvement and a proactive approach in occupational health management.
5. Investment in employee learning excludes the compulsory 1% skills levy.
6. Black employees refers to African, Coloured and Indian people – for the purposes of South African employment equity considerations.
7. Production – external sales – The boundaries of this figure only include a product that is destined for sale to Sasol customers, and does not include a product utilised or sold between the Sasol Group of companies. A decrease in production was noted for 2022 due to significant coal supply shortages resulting from adverse weather conditions and operational challenges.
8. Greenhouse gas (GHG) emissions have been calculated and reported in accordance with the GHG Protocol ([www.ghgprotocol.org](http://www.ghgprotocol.org)) and the Intergovernmental Panel on Climate Change (IPCC) 2006 Guidelines. In our GHG measurements, we have included 100% of the emissions for the following joint ventures (JVs): Natref in South Africa and Gas Sourcing and Operations in Mozambique. Data for those JVs where we do not have a significant influence or operational control is not included. An external assurance provider has once again independently verified our direct and indirect emissions levels. Our GHG emission intensity (tons CO<sub>2</sub>e per ton of product – external sales) decreased to 3,69 in 2021 from 3,90 in 2020, due to an increase in the production – meant for external sale.
9. The increase in direct scope 1 carbon dioxide equivalent emissions from Mozambique is attributed to the inclusion of methane reporting in 2022. The 2019, 2020 and 2021, Scope 1 Emissions for Mozambique have been restated to include additional data in 2022.
10. The sum of greenhouse gas emissions from methane, nitrous oxides and carbon dioxide (Scope 1 only) are expressed as CO<sub>2</sub> equivalence emitted and reported as direct scope 1 CO<sub>2</sub>e. Our 2022 Direct Scope 1 CO<sub>2</sub> equivalent greenhouse gas emissions for the Energy Business are significantly lower than 2021 and is attributed to reduced production rates.
11. The Energy Business scope 2 emissions over the past year has increased in comparison to 2021 due to the increased purchases of electricity well as the increased grid emission factor from Eskom.
12. Secunda emissions are presented in a regional view which includes the Secunda Operations site as well as smaller operations located in Secunda. Scope 2 emissions for Secunda Operations have been re-baselined due to the Air Separation Unit (ASU) divestment in 2021.
13. The sum of greenhouse gas emissions from methane, nitrous oxides and carbon dioxide (Scope 1 and scope 2) are expressed as CO<sub>2</sub> equivalence emitted and reported as total greenhouse gas (CO<sub>2</sub> equivalent). Although Sasol Energy Business scope 2 emissions increased in 2022 (see note 12), the total scope 1 and 2 GHG emissions decreased in 2022 and is attributed to reduced production rates.
14. GHG intensity CO<sub>2</sub>e/ton of product meant for external sale.
15. The definition of GHG intensity underwent extensive internal review in 2022 and "total production" was decided on as a replacement of product meant for external sale. This revised intensity provides insight into the total emissions per ton of product produced irrespective of the final destination of these products. This provides a more representative view of site intensity irrespective of the nature of the operation. The total production values utilised for this calculation is based on operational management control and is in line with Sasol's SD data reporting philosophy which excludes subsidiaries and joint ventures at which Sasol has no management control. Prior to 2022, Sasol reported GHG intensity based on total GHG (CO<sub>2</sub> equivalent) per ton of product meant for external sale. Using product meant for external sale provides insight into the amount of emissions per ton of saleable product, which may not be representative for upstream OMEs such as Sasol Mining and Gas, Sourcing and Operations (Mozambique), which primarily provide feedstock to other Sasol operating entities.
16. Due to continuous improvements on the calculation methodology for the determination/quantification on our Secunda Operations stack emissions, such as ensuring dynamic variables are utilised when converting to mass flow, the Secunda Operations have been able to improve the accuracy of emissions monitoring and reporting. Due to this there has been a restatement of data for PMs, NOx and SO<sub>2</sub> under SO for the time period 2019 onwards.
17. At the Secunda Operations, due to limited stack access, ongoing required maintenance, repairs and calibration have been limited at the west main stack. The performance figures for this stack, indicating the emissions, reflect conservative figures based on a predictive modelling tool which considers previous measurements and various operating parameters. This predictive modelling tool has been technically verified and is well aligned with historic online data. Maintenance and repair activities will be completed once the conditions in the stack are safe. In parallel new factory calibrated analysers have been obtained and installation and commissioning are nearing completion.
18. For reporting purposes, we use the applicable definitions of regulatory authorities. In situations with insufficient guidance from legislation, the definitions of hazardous waste are reported if it is (i) removed from the premises for disposal and/or treatment, or (ii) disposed of on-site (eg by landfill). These figures exclude coarse ash from waste materials left over from manufacturing or consumption, which may be reused or recycled. Hazardous and non-hazardous waste gasification and fly ash from boilers. Non-hazardous waste is waste which requires disposal on a general waste landfill site.
19. Energy use: all energy use data are calculated at the standard measurement unit in gigajoules (GJ) to ensure standard calculation in the Group.
20. Data from operating entities impacted by divestments during the reporting year are excluded with effect from the date of divestment, except when target setting is impacted. As per the GHG Protocol, determination of GHG emissions have been restated from 2017, our baseline GHG target year, to account for the divested units. While GHG data has been corrected for divestments from 2017, data for electricity purchased from non-renewable sources does not officially as yet exclude the divested units for 2019, 2020 and 2021. For scope 2 emission correlation with electricity purchased from non renewable sources, data excluding the ASU's are 12 368 thousand GJ (2021); 11 242 thousand GJ (2020) and 11 411 thousand GJ (2019). An official restatement and assurance of previous energy data will be considered for future reporting.
21. Reporting of electricity purchased from renewable sources from Eurasia commenced in 2022. Prior to 2022, all electricity purchased was accounted for as "electricity purchased" irrespective of the source.
22. Reporting of steam purchased from both renewable and non-renewable sources commenced in 2022. Prior to 2022, all steam purchased was accounted for in "Other energy use".
23. Feedstock to electricity (self-generated) decreased as a result of feedstock (gas) being diverted from power production to the process.
24. Stationary fuel use accounted for under "mobile fuel use" at Americas prior to 2022.
25. Material use: all material data are calculated at the standard measurement unit of kilotons (kt) to enable calculation of input material across the group.
26. River water consumption (Americas) decreased to 0 in 2022 due to the divestment of 50% of the Lake Charles Chemical Complex in 2021.
27. Desalinated water (Americas) was reported in 2021 and 2022 due to the divestment of 50% of the Lake Charles Chemical Complex in 2021. The desalinated water figure replaces the previously reported river water for Americas.
28. Managing land use and biodiversity: we do not have operations in areas that have been declared biodiversity hotspots (areas identified as being critical or endangered eco-regions). However, we do have interests in areas of potential sensitivity, particularly as part of some of our upstream exploration and extraction activities. In accordance with our environmental management practices, the protection of biodiversity issues is addressed formally in new projects through environmental impact assessments (EIAs) and in existing projects through environmental management plans and/or programmes (EMPs). We are also working to assess the biodiversity of the habitats in land currently owned, leased or managed throughout the Group.
29. This value previously did not include the area of subsidence as per the latest LIDAR survey conducted, and was restated in 2022.
30. Legal compliance: No fines or penalties were incurred above the materiality threshold for the period. The figure includes significant fines and penalties for non-compliance with all applicable international, regional, national and local laws and regulations associated with safety, health and environmental issues. Payments include fines due to non-compliance with laws, regulations and permits, compensation payments and regular proactive payments made as a result of non-compliance with regulations where there is a potential for any enforcement action. The payments do not include levies, or costs for lawyers and product liabilities. For more information on competition matters, please refer to the Annual Financial Statements.

## INDEPENDENT ASSURANCE REPORT TO THE DIRECTORS OF SASOL LIMITED

We have performed our reasonable assurance engagement and our limited assurance engagement in respect of the sustainability key performance indicators for the year ended 30 June 2022.

The subject matter comprises the sustainability key performance indicators disclosed in accordance with management's basis of preparation, as prepared by the responsible party, during the year ended 30 June 2022.

The terms of management's basis of preparation comprise the criteria by which the company's compliance is to be evaluated for purposes of our reasonable assurance engagement and limited assurance engagement. The sustainability key performance indicators are as follows:

### REASONABLE ASSURANCE

| Selected sustainability information                                      | Unit of measure     | Boundary |
|--|---------------------|----------|
| Product meant for external sale  | Kilotons            | Group    |
| Total Production   | Kilotons            | Group    |
| Greenhouse gases: Total Greenhouse gasses (CO <sub>2</sub> equivalent)   | Kilotons            | Group    |
| Greenhouse gases: Carbon dioxide (CO <sub>2</sub> ) – direct (Scope 1)   | Kilotons            | Group    |
| Greenhouse gases: Carbon dioxide (CO <sub>2</sub> ) – indirect (Scope 2) | Kilotons            | Group    |
| Greenhouse gases: Direct Methane (CH <sub>4</sub> )                      | Kilotons            | Group    |
| Greenhouse gases: Nitrous oxide (N <sub>2</sub> O)                       | Kilotons            | Group    |
| Greenhouse gases: Intensity  | Rate                | Group    |
| Total energy use   | Thousand gigajoules | Group    |
| Total material use   | Kilotons            | Group    |
| Atmospheric emissions: Fly ash   | Kilotons            | Group    |
| Atmospheric emissions: Nitrogen oxides (NO <sub>x</sub> )                | Kilotons            | Group    |
| Atmospheric emissions: Sulphur oxides (SO <sub>x</sub> )                 | Kilotons            | Group    |

### LIMITED ASSURANCE

| Selected sustainability information                                       | Unit of measure                             | Boundary     |
|---|---|--------------|
| Recordable Case Rate (RCR), including employees and service providers     | Exposure hours, number of Injuries and rate | Group        |
| Lost Workday Case Rate (LWDCR), including employees and service providers | Exposure hours, number of LWDCs and rate    | Group        |
| Fatalities  | Number                                      | Group        |
| Number of Major and Significant fires, explosions and releases            | Number                                      | Group        |
| Fires, explosions and releases severity rate                              | Rate  | Group        |
| Number of Major and Significant road product transportation incidents     | Number                                      | Group        |
| Total Irreversible occupational diseases (IROD)                           | Number                                      | Group        |
| Injury severity rate  | Rate  | Group        |
| Total water use   | Thousand m <sup>3</sup>                     | Group        |
| Water recycled  | Thousand m <sup>3</sup>                     | Group        |
| Total Hazardous waste   | Kilotons                                    | Group        |
| Total Non-hazardous waste   | Kilotons                                    | Group        |
| Total waste   | Kilotons                                    | Group        |
| Recycled waste  | Kilotons                                    | Group        |
| Skills development spend  | South African Rand                          | Group        |
| Workforce diversity   | Number                                      | South Africa |
| Mine Manager's Area of responsibility                                     | Hectares                                    | Group        |
| Surface Area affected by Mining Operations infrastructure                 | Hectares                                    | Group        |
| Land Used for Mining  | Hectares                                    | Group        |
| Area Affected by Operations   | Hectares                                    | Group        |
| Area Dedicated to Biodiversity and Conservation                           | Hectares                                    | Group        |

### Directors' responsibility

The directors being the responsible party, and where appropriate, those charged with governance are responsible for the key performance indicator information, in accordance with management's basis of preparation.

The responsible party is responsible for:

- ensuring that the key performance indicator information is properly prepared and presented in accordance with management's basis of preparation;
- confirming the measurement or evaluation of the underlying key performance indicators against the applicable criteria, including that all relevant matters are reflected in the key performance indicator information and;
- designing, establishing and maintaining internal controls to ensure that the key performance indicator information is properly prepared and presented in accordance with management's basis of preparation.

### Assurance Practitioner's responsibility

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historic Financial Information. This standard requires us to comply with ethical requirements and to plan and perform our reasonable assurance engagement and our limited assurance engagement with the aim of obtaining limited assurance regarding the key performance indicators of the engagement.

We shall not be responsible for reporting on any key performance indicator events and transactions beyond the period covered by our reasonable assurance engagement and our limited assurance engagement.

### Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards).

Deloitte and Tholisiwe apply the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Summary of work performed

We have performed our procedures on the key performance indicator transactions of the Company, as prepared by management in accordance with management's basis of preparation for the year ended 30 June 2022.

Our evaluation included performing such procedures as we considered necessary which included:

- Interviewing management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process for the selected key performance indicators;
- Identify and assess the risks of material misstatement for reasonable assurance engagements and areas of likely

misstatement for limited assurance engagements, design and perform audit procedures, and obtain audit evidence that is sufficient and appropriate to provide a basis for our conclusion;

- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control;
- Inspecting supporting documentation and performing analytical review procedures; and
- Evaluating whether the selected key sustainability performance indicator disclosures are consistent with our overall knowledge and experience of sustainability processes.

Our assurance engagement does not constitute an audit or review of any of the underlying information conducted in accordance with International Standards on Auditing or International Standards on Review Engagements and accordingly, we do not express an audit opinion or review conclusion.

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our reasonable and limited assurance conclusions.

In a limited assurance engagement, the procedures performed vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the key performance indicator information has been properly prepared and presented, in all material respects, in accordance with management's basis of preparation.

### Reasonable assurance conclusion

In our opinion the selected sustainability key performance indicators are prepared, in all material respects, in accordance with management's basis of preparation.

### Limited assurance conclusion

Based on our work described in this report, nothing has come to our attention that causes us to believe that the key performance indicators are not prepared, in all material respects, in accordance with management's basis of preparation.

### Other matters

Our report includes the provision of assurance on "Total Production", "Lost Workday Case Rate (LWDCR)", "Fires, explosions and releases severity rate", "Mine Manager's Area of Responsibility", "Surface Area Affected by Mining Operations Infrastructure", "Land Used for Mining", "Area Affected by Operations" and "Area Dedicated to Biodiversity and Conservation", for the year ended 30 June 2022. We were previously not required to provide assurance on these indicators.



**Deloitte & Touche**  
Registered Auditors  
Per Mark Victor  
Partner  
29 August 2022  
5 Magwa Crescent  
Waterfall City, Waterfall  
Private Bag X6, Gallo Manor, 2052  
South Africa



**Tholisiwe Chartered Accountants Inc**  
Registered Auditors  
Per Georgina Tekie  
Chief Executive Officer  
29 August 2022  
169 Garsfontein Road  
Ashlea Gardens,  
Pretoria, South Africa

SDG INDEX

| How we contribute  | Page   |
|--|--|
|  <ul style="list-style-type: none"> <li>Prioritising development interventions that are linked to local community value chain services.</li> <li>Training of the unemployed aligned to economic activity.</li> <li>Skilling emerging farmers – Gert Sibande District.</li> </ul>  | 36, 37   |
|  <ul style="list-style-type: none"> <li>Establishment of food gardens and provision of breakfast, approximately 4 552 children at the centres that we support have access to at least one nutritious meal a day.</li> <li>Progressed grinding machines project enabling communities to fully process their food in Mozambique.</li> <li>Supporting families affected by floods in KZN.</li> </ul>   | 31, 33, 45   |
|  <ul style="list-style-type: none"> <li>Fostering reliable, safe and sustainable operations through a safe and healthy workforce.</li> <li>Enabled about 95% of our non-operational Corporate Centre employees to work remotely, supporting their safety and wellbeing.</li> <li>Resumed normal activities of occupational health services, being mindful of the disruption caused by the COVID-19 pandemic in the previous year, prioritising a risk-based approach to health services.</li> </ul>   | 10, 12, 15   |
| <ul style="list-style-type: none"> <li>Repurposing Sasol bursary programme to address the skills needs for Future Sasol.</li> <li>Enhancing access to quality education through the Sasol Foundation.</li> <li>200 teachers and subject advisors from nine provinces trained on 4th Industrial Revolution.</li> <li>200 Primary Schools in Grade R, 3 and 7 supported with coding and robotics.</li> <li>3 274 learners trained to compete for World Skills Championship.</li> <li>120 learners successfully completed robotics test to compete in national championships in North America.</li> <li>90% transition of bursars from honours to Masters from our cohort which is above national average throughput rate.</li> <li>Six of our doctoral students are now full-time academics supporting the pool of oncoming graduates.</li> <li>69 publications produced across 40 MSc and PHD students in 2022.</li> </ul>  | 13, 33 – 35, 47 – 48   |
|  <ul style="list-style-type: none"> <li>Diversity targets linked to Short Term Incentives (STI).</li> <li>Sasol has been the pre-eminent brand behind women's football for the past 13 years.</li> <li>Remuneration Committee approved a methodology to track internal pay equity on a group, level, race and gender basis by country where we employ more than 205 employees on a permanent basis.</li> <li>Launched our Energy Women's Network, comprising Women's Conferences, a Self-empowerment Programme, Mentorship Circles and a Women's Development Forum.</li> <li>Improving the representation of women on the Board, with more than 40% of directors being women.</li> </ul>  | 6, 14, 40<br><b>IR</b> Governance, Our Board of Directors, Remuneration Report   |
|  <ul style="list-style-type: none"> <li>Sasol's Sasolburg Operations received an outstanding score of 96% up from 86% in 2013, making it the only private sector company to obtain the Green Drop certification.</li> <li>Maintained our signatory status to the UN Global Compact CEO Water Mandate.</li> <li>Setting short-term water targets for three largest water using sites in Sasol Energy – Secunda Operations, Sasolburg and Ekandustria Operations and Sasol Mining.</li> <li>Progress towards mine closure at Sigma defunct mine, Sasolburg.</li> <li>Enabling adequate quality and sustainable supply of water from the Integrated Vaal River System.</li> <li>Initiating the Groot Bosjesspruit wetland re-instatement project through the integrated water and waste management plan.</li> </ul>  | 56 – 59  |
|  <ul style="list-style-type: none"> <li>Introduced procurement of electricity from renewable sources in Sasol Chemicals.</li> <li>Advancing our production of sustainable synthetic fuels and chemicals (PtX) technology and product offering through in-house research and collaboration with leading companies.</li> <li>Procuring 600 MW or renewable energy jointly with Air Liquide.</li> <li>Sasol Solar Challenge: A bi-annual initiative promoting STEM education through solar-powered vehicles.</li> </ul>   | 47, 50<br><b>CCR</b> Renewable energy<br><b>IR</b> Sasol Energy business at a Glance, Sasol Chemical Business at a Glance, Sasol ecoFT at a Glance |
|  <ul style="list-style-type: none"> <li>Through our human rights awareness campaigns, we remind employees about the company's commitment to uphold and respect business and human rights in terms of the Sasol Human Rights Policy.</li> <li>Providing a unique employee experience and a compelling EmVP to a diverse workforce in a safe and inclusive workspace.</li> <li>In 2022, Sasol was certified a 'Top Employer' for the seventh consecutive year in South Africa.</li> <li>Engaging and ensuring effective partnerships with all recognised trade unions and works councils in all the countries within which we operate. 63% of employees in South Africa are represented by trade unions.</li> <li>Regularly reviewing and updating our policies and procedures in line with business, legislative requirements and key conventions of the International Labour Organisation.</li> </ul> | 12   |
|  <ul style="list-style-type: none"> <li>Installed security infrastructure in Zamdela and Vaalpark, Sasolburg to improve community safety.</li> <li>Invested in community health infrastructure by constructing a clinic in our fenceline community.</li> <li>Collaborating with German aircraft manufacturer Deutsche Aircraft for the certification of sustainable 'drop-in' jet fuels.</li> <li>Enhancing technological capabilities for producing and using green hydrogen as a feedstock.</li> </ul>  | 45, 49<br><b>CCR</b>   |

| How we contribute  | Page                      |
|--|---------------------------|
|  <ul style="list-style-type: none"> <li>Relationship of 15 years between Sasol and Wheelchair Basketball South Africa demonstrates our commitment to building an inclusive culture and supporting people who are differently abled.</li> <li>Empowering small business leaders to learn, connect and be inspired to take charge of the growth of their businesses through the 'Built to last' SME webinar series.</li> <li>Supplier spend reached of 51% black- owned business and 30% black-women owned businesses.</li> <li>We exceeded the local content targets for PPA operations spend by US\$11,2 million (actual of US\$29,4 million versus a target of US\$18,2 million).</li> </ul>                               | 38 – 43, 47               |
|  <ul style="list-style-type: none"> <li>We continue to invest in community health infrastructure. We have constructed and upgraded a number of hospitals and clinics in our fenceline communities. Sasol has also supported hospitals by providing equipment and PPE and continues to support the youth to address substance abuse and addiction.</li> <li>We are executing on our Plastics Sustainability approach with four key focus areas: Impact projects, Innovation, Education and Collaboration.</li> <li>Our community environmental programme is aimed at improving the quality of life, facilitating better access to community services and improving health outcomes linked to environmental risks.</li> </ul> | 27, 45                    |
|  <ul style="list-style-type: none"> <li>Sasol developed an electronic Energy Management System (EnMS) which monitors, measures and reports monthly EnEF performance of all OPs/RPs against targets from a 2015 baseline.</li> <li>We joined the ASD to come up with solutions and be transparent about our operations around the palm oil and palm kernel oil derivatives supply chain.</li> <li>Improve SHE impacts of our products throughout their life cycle.</li> <li>Recycled 169 965 thousand cubic meters of water and 131 kilotons of waste.</li> <li>We support and advocate for disclosure against best practice standards, such as the TCFD, GRI, UN SDGs and reporting criteria.</li> </ul>                    | 23 – 27, 44, 50           |
|  <ul style="list-style-type: none"> <li>Progressing our roadmaps to reduce emissions by 30% by 2030 and achieve Net Zero ambition by 2050.</li> <li>Sourcing renewable energy for our operations to reduce the current electricity scope 2 emissions.</li> <li>Air quality offsetting programme resulting in the avoidance of emissions of more than 207 tons of PM10, 194 tons of PM2,5 and 80 tons of SO2 in the surrounding community airshed.</li> <li>Exploring opportunities to use carbon capture and storage (CCS) technologies for our Lake Charles site in the United States.</li> </ul>  | 49, 52 – 55<br><b>CCR</b> |
|  <ul style="list-style-type: none"> <li>Supporting the partnership between the Water Research Commission and Rhodes University to address water quality challenges in the Vaal river catchment.</li> <li>Implemented a permeable reactive barrier at the Bunsen site to address elevated levels of nitrates in groundwater.</li> </ul>  | 56 – 59                   |
|  <ul style="list-style-type: none"> <li>Sasol actively supports the conservation of our natural heritage, which in turn fosters education, employment and tourism in the communities surrounding our national parks.</li> <li>A desktop gap analysis of the biodiversity management aspects was initiated and completed during in May 2022, which form the basis towards formulating a biodiversity management plan for the expanded operations.</li> <li>Ongoing monitoring on terrestrial biodiversity of a protected wetland area (Verloren Valle) in collaboration with the Mpumalanga Tourism and Parks Agency.</li> </ul>  | 48, 62 – 63               |
|  <ul style="list-style-type: none"> <li>Supplier due diligence questionnaire to ensure that there are policies and practises preventing unethical behaviour from our supply chain.</li> <li>Self-Assessment Questionnaire has been developed to be used by Sasol Chemicals and Sasol Energy Businesses as part of the risk review process.</li> <li>Review and monitoring of ethics and human rights policies and procedures.</li> <li>Ethics training and awareness conducted for 4 095 Sasol employees – 2 137 new employees provided with ethics training.</li> </ul>  | 16 – 20                   |
|  <ul style="list-style-type: none"> <li>Four partnering studies announced for Sasol ecoFT sustainable aviation fuels projects.</li> <li>Partnered with WomHub to launch a Women in Engineering Business Incubation Programme, in South Africa.</li> <li>Our CEO is a founding member of the ABL.</li> <li>Advancing the sustainability agenda through ongoing engagement and participation with regulators, governments and industry trade associations.</li> </ul>   | 1 – 8                     |

## ADDITIONAL INFORMATION

### Forward-looking statements disclaimer

Sasol may, in this document, make certain statements that are not historical facts and relate to analyses and other information which are based on forecasts of future results and estimates of amounts not yet determinable. These statements may also relate to our future prospects, expectations, developments, and business strategies. Examples of such forward-looking statements include, but are not limited to, the impact of the novel coronavirus (COVID-19) pandemic, and measures taken in response, on Sasol's business, results of operations, markets, employees, financial condition and liquidity; the effectiveness of any actions taken by Sasol to address or limit any impact of COVID-19 on its business; the capital cost of our projects and the timing of project milestones; our ability to obtain financing to meet the funding requirements of our capital investment programme, as well as to fund our ongoing business activities and to pay dividends; statements regarding our future results of operations and financial condition, and regarding future economic performance including cost containment, cash conservation programmes and business optimisation initiatives; recent and proposed accounting pronouncements and their impact on our future results of operations and financial condition; our business strategy, performance outlook, plans, objectives or goals; statements regarding future competition, volume growth and changes in market share in the industries and markets for our products; our existing or anticipated investments, acquisitions of new businesses or the disposal of existing businesses, including estimates or projection of internal rates of return and future profitability; our estimated oil, gas and coal reserves; the probable future outcome of litigation, legislative, regulatory and fiscal developments, including statements regarding our ability to comply with future laws and regulations; future fluctuations in refining margins and crude oil, natural gas and petroleum and chemical product prices; the demand, pricing and cyclicity of oil, gas and petrochemical product prices; changes in the fuel and gas pricing mechanisms in South Africa and their effects on prices, our operating results and profitability; statements regarding future fluctuations in exchange and interest rates and changes in credit ratings; total shareholder return; our current or future products and anticipated customer demand for these products; assumptions relating to macroeconomics; climate change impacts and our climate change strategies, our development of sustainability within our Energy and Chemicals Businesses, our energy efficiency improvement, carbon and GHG emission reduction targets, our Net Zero carbon emissions ambition and future low-carbon initiatives, including relating to green hydrogen and sustainable aviation fuel; our estimated carbon tax liability; cyber security; and statements of assumptions underlying such statements. Words such as "believe", "anticipate", "expect", "intend", "seek", "will", "plan", "could", "may", "endeavour", "target", "forecast" and "project" and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. By their very nature, forward-looking statements involve inherent risks and uncertainties, both general and specific, and there are risks that the predictions, forecasts, projections, and other forward-looking statements will not be achieved. If one or more of these risks materialise, or should underlying assumptions prove incorrect, our actual results may differ materially from those anticipated. You should understand that a number of important factors could cause actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed in such forward-looking statements. These factors and others are discussed more fully in our most recent annual report on Form 20-F filed on 31 August 2022 and in other filings with the United States Securities and Exchange Commission. The list of factors discussed therein is not exhaustive; when relying on forward-looking statements to make investment decisions, you should carefully consider foregoing factors and other uncertainties and events, and you should not place undue reliance on forward-looking statements. Forward-looking statements apply only as of the date on which they are made, and we do not undertake any obligation to update or revise any of them, whether as a result of new information, future events or otherwise.

Comprehensive additional information is available on our website: [www.sasol.com](http://www.sasol.com)



### Sasol contacts

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#### Photography

Photographs used in this report have been sourced from our photographic library and many were taken before the COVID-19 outbreak. Some of these photographs do not reflect the social distancing and protocols approved by the World Health Organization (WHO) such as wearing of masks in public place and social distancing. All initiatives and related photographs done during the pandemic were carried out in line with country-specific requirements.

Photographs used from stock libraries have been sourced with relevant licences.

#### Abbreviations

AUC – assets under construction  
B-BBEE – Broad-Based Black Economic Empowerment  
bbl – barrels  
BC – Base Chemicals business  
boe – barrels of oil equivalent  
b/d – barrels per day  
bscf – billion standard cubic feet  
capex – capital expenditure  
CFC – cash fixed cost  
CHEPS – core headline earnings per share  
CO<sub>2</sub> – carbon dioxide  
CPTs – corporate performance targets  
CTL – coal-to-liquids  
CTRG – Central Termica De Ressane Garcia S.A.  
CY – calendar year  
DEPS – diluted earnings per share  
EBIT – earnings before interest and tax  
EBITDA – earnings before interest, tax, depreciation and amortisation  
EPS – earnings per share  
eq – equivalent  
ESG – environmental, social and governance  
FER-SR – fires explosions and releases– severity rate  
FT – Fischer-Tropsch  
Fulco – Sasol Mining full calendar operation  
FY – Financial year

GHG – greenhouse gas  
GM – gross margin  
GTL – gas-to-liquids  
H<sub>2</sub> – hydrogen  
HEPS – Headline Earnings per Share  
IFRS – International Financial Reporting Standards  
ISCC – International Sustainability and Carbon Certification  
JSE – Johannesburg Stock Exchange Limited  
kt – thousand tons  
ktpa – thousand tons per annum  
KZN – KwaZulu-Natal  
LC – Lake Charles  
LCCC – Lake Charles Chemicals Complex  
LCCP – Lake Charles Chemicals Project  
LBIT – loss before interest and tax  
LTIs – long-term incentives  
LIP JV – Louisiana Integrated Polyethylene Joint venture  
LNG – liquefied natural gas  
LWDC – lost work day cases  
m<sup>3</sup>/h – cubic metre per hour  
m bbl – thousand barrels  
mm bbl – million barrels  
mmboe – million barrels oil equivalent  
mm<sup>3</sup> – million cubic metres  
mmscf – million standard cubic feet  
mm tons – million tons

Moz – Mozambique  
MW – megawatt  
Net debt: EBITDA – EBITBA as defined in the loan agreements  
NG – natural gas  
oil – references brent crude  
one billion – one thousand million  
one – one thousand million  
p.a. – per annum  
PPA – Power Purchase Agreement  
PSA – Production Sharing Agreement  
PTX – renewable power and sustainable CO<sub>2</sub> to low-carbon fuels and chemicals  
RCR – recordable case rate  
RE – renewable energy  
Rm – rand millions  
ROIC – return on invested capital  
ROMPCO – Republic of Mozambique Pipeline Investment Company (Pty) Ltd  
SAF – Sustainable Aviation Fuel  
SARs – Share Appreciation Rights scheme  
SARS – South African Revenue Services  
Sasol 2.0 – group-wide transformation programme  
SO – Secunda Operations  
STIs – short-term incentive  
\$/ton – US dollar per ton  
t/cm/s – tons per continuous miner per shift  
US – United States of America  
WACC – weighted average cost of capital

#### Business address and registered office

Sasol Place  
50 Katherine Street  
Sandton 2196  
Republic of South Africa

#### Company registration number

1979/003231/06

#### Please note

One billion is defined as one thousand million, bbl – barrel, bscf – billion standard cubic feet, mmscf – million standard cubic feet, oil references brent crude, mmboe – million barrels oil equivalent. All references to years refer to the financial year ended 30 June. Any reference to a calendar year is prefaced by the word "calendar".

[www.sasol.com](http://www.sasol.com)

