

## B-BBEE VERIFICATION REPORT

Sasol Limited  
Registration Number: 1979/003231/06  
VAT Number: 4750103162  
Measured Period: 01 Jul 2021 to 30 Jun 2022  
Certificate Number: SVSG22092167  
Report Date: 19 December 2022  
Report Version: Final of 2022/12/19

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Effective date	: 25 May 2017	Page	: 1 of 9

<b>Sasol Limited</b>	
<b>Registration Number:</b>	<b>1979/003231/06</b>
<b>VAT Number:</b>	<b>4750103162</b>
<b>Measurement Period:</b>	<b>01 Jul 2021 to 30 Jun 2022</b>
<b>Codes:</b>	<b>Revised Codes of Good Practice on BEE - Generic 2019</b>
<b>Sub-Sector:</b>	<b>Not Applicable</b>
<b>Scorecard:</b>	<b>Generic</b>
<b>Empowering Supplier:</b>	<b>Yes</b>
<b>Level Discounted</b>	<b>No</b>
<b>Overall BEE Score</b>	<b>91.75 of 120.00 (incl. bonus points)</b>
<b>B-BBEE Status Levels</b>	<b>Level 3</b>
<b>B-BBEE Recognition Level</b>	<b>110,00%</b>
<b>Report date</b>	<b>19-Dec-22</b>
<b>Report Version</b>	<b>Final of 2022/12/19</b>
<b>Certificate Number</b>	<b>SVSG22092167</b>

<b>Ownership</b>					
<b>Indicators</b>	<b>Compliance</b>	<b>Denominator</b>	<b>Weighting</b>	<b>Target</b>	<b>Points</b>
Exercisable Voting Rights in the Entity in the hands of Black people	43,37%	100,00%	4,00	25,00% +1 VOTE	4,00
Exercisable Voting Rights in the Entity in the hands of Black women	17,13%	100,00%	2,00	10,00%	2,00
Economic Interest in the Entity to which Black people are entitled	33,43%	100,00%	4,00	25,00%	4,00
Economic Interest in the Entity to which Black women are entitled	17,49%	100,00%	2,00	10,00%	2,00
Economic Interest of any of the following Black natural people in the Measured Entity: BDG, EOS, BBOS or Co-Ops	2,39%	100,00%	3,00	3,00%	2,39
Black New entrants	2,47%	100,00%	2,00	2,00%	2,00
Net Value (Formula A)	22,74%	100,00%	8,00	15,00%	8,00
Net Value (Formula B)	33,43%	100,00%		25,00%	
<b>40% Sub Minimum met</b>	<b>Yes</b>				
<b>Modified Flow-Through Applied</b>	<b>No</b>				
<b>Total</b>			<b>25,00</b>		<b>24,39</b>

Management Control						
Indicators	Compliance*		Denominator	Weighting	Target	Points
Exercisable voting rights of black board members as a percentage of all board members	46,15%		100,00%	2,00	50,00%	1,85
Exercisable voting rights of black female board members as a percentage of all board members	32,08%		100,00%	1,00	25,00%	1,00
Black Executive directors as a percentage of all executive directors	1,00	33,33%	3,00	2,00	50,00%	1,33
Black female Executive directors as a percentage of all executive directors	0,00	0,00%	3,00	1,00	25,00%	0,00
Black Other Executive Management as a percentage of all Other Executive Management	3,00	60,00%	5,00	2,00	60,00%	2,00
Black Female Other Executive Management as a percentage of all Other Executive Management	2,00	40,00%	5,00	1,00	30,00%	1,00
Black Employees in Senior Management as a percentage of all Senior Management	288,52	31,02%	930,00	2,00	60,00%	1,03
Black Female Employees in Senior Management as a percentage of all Senior Management	101,15	10,88%	930,00	1,00	30,00%	0,36
Black Employees in Middle Management as a percentage of all Middle Management	1 882,35	48,97%	3 844,00	2,00	75,00%	1,31
Black Female Employees in Middle Management as a percentage of all Middle Management	795,22	20,69%	3 844,00	1,00	38,00%	0,54
Black Employees in Junior Management as a percentage of all Junior Management	7 285,78	63,63%	11 451,00	1,00	88,00%	0,72
Black Female Employees in Junior Management as a percentage of all Junior Management	2 020,14	17,64%	11 451,00	1,00	44,00%	0,40
Black Employees with disabilities as percentage of all employees	174,00	0,67%	26 142,00	2,00	2,00%	0,67
<b>Total</b>				<b>19,00</b>		<b>12,14</b>

\*EAP target adjusted compliance where applicable

Skills Development							
Indicators	Compliance*		Denominator	Weighting	Target	Points	
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	R	616 243 181,27	2,99%	R 20 624 349 778,00	6,00	3,50%	5,12
Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	R	45 037 211,44	0,22%	R 20 624 349 778,00	4,00	2,50%	0,35
Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount	R	10 686 933,52	0,05%	R 20 624 349 778,00	4,00	0,30%	0,69
Number of Black people participating in Learnerships, Apprenticeships and internships as a percentage of total employees		1 307,10	5,00%	26 142,00	6,00	5,00%	6,00
Bonus: Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme		242,00	0,93%	26 142,00	5,00	5,00%	0,93
<b>40% Sub Minimum met</b>	<b>Yes</b>						
<b>Total</b>				<b>25,00</b>		<b>13,09</b>	

\*EAP target adjusted compliance

<b>Enterprise and Supplier Development</b>						
<b>Preferential Procurement</b>						
<b>Indicators</b>	<b>Compliance</b>		<b>Denominator</b>	<b>Weighting</b>	<b>Target</b>	<b>Points</b>
B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 55 522 027 077,33	103,02%	R 53 895 031 896,10	5,00	80,00%	5,00
B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 8 658 804 019,59	16,07%	R 53 895 031 896,10	3,00	15,00%	3,00
B-BBEE Procurement Spend from all Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 4 122 791 062,97	7,65%	R 53 895 031 896,10	4,00	15,00%	2,04
B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 39 232 506 250,66	72,79%	R 53 895 031 896,10	11,00	50,00%	11,00
B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	R 25 129 580 875,60	46,63%	R 53 895 031 896,10	4,00	12,00%	4,00
<b>40% Sub Minimum met</b>	<b>Yes</b>					
B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.	R 1 673 626 345,22	3,11%	R 53 895 031 896,10	2,00	2,00%	2,00

Supplier Development Contributions							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	R	365 600 249,38	1,05%	R 34 776 864 000,00	10,00	2,00%	5,26
<b>40% Sub Minimum met</b>	<b>Yes</b>						
Enterprise Development							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	R	241 446 645,58	0,69%	R 34 776 864 000,00	5,00	1,00%	3,47
<b>40% Sub Minimum met</b>	<b>Yes</b>						
Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level.		103	Yes	100,00%	1,00	Yes	1,00
Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity		5424	Yes	100,00%	1,00	Yes	1,00
<b>Total</b>					<b>46,00</b>		<b>37,77</b>

Socio-Economic Development							
Indicators	Compliance		Denominator	Weighting	Target	Points	
Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the Target	R	303 791 411,45	0,87%	R 34 776 864 000,00	5,00	1,00%	4,37
<b>Total</b>					<b>5,00</b>		<b>4,37</b>

Y.E.S - Youth Employment Service						
Indicators	Compliance		Denominator	Weighting	Target	Points
Achieve YES Target	0,00	0,00%	0,00	C	0,00	N/C
Absorb 2,5% of your YES youth	0,00	0,00%	0,00	C	2,50%	
Achieve 1.5 times YES Target	0,00	0,00%	0,00	0,00	0,00	0,00
Absorb 5% of your YES youth	0,00	0,00%	0,00	C	5,00%	
Double YES Target	0,00	0,00%	0,00	C	0,00	N/C
Absorb 5% of your YES youth	0,00	0,00%	0,00	C	5,00%	
<b>Levels achieved through YES</b>	<b>0</b>					
<b>Total</b>				<b>0,00</b>		<b>0,00</b>



<b>B-BBEE Status Levels</b>		
<b>B-BBEE Status</b>	<b>Qualification</b>	<b>B-BBEE Recognition Level</b>
Level 1	≥100 points on the Generic Scorecard	135%
Level 2	≥95 but <100 points on the Generic Scorecard	125%
Level 3	≥90 but <95 points on the Generic Scorecard	110%
Level 4	≥80 but <90 points on the Generic Scorecard	100%
Level 5	≥75 but <80 points on the Generic Scorecard	80%
Level 6	≥70 but <75 points on the Generic Scorecard	60%
Level 7	≥55 but <70 points on the Generic Scorecard	50%
Level 8	≥40 but <55 points on the Generic Scorecard	10%
Non-Compliant	<40 points on the Generic Scorecard	0%

### **Conclusion**

Based on the supporting documentation provided to Siyandisa by Sasol Limited and the evidence gathered at the on-site verification conducted by Siyandisa, Sasol Limited scored 91,75 points on the Generic Scorecard.

Sasol Limited is therefore recognised as a level Level 3 contributor to B-BBEE with a 110,00% B-BBEE Procurement Recognition level.

**FINAL SCORE: 91,75**

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

**RECORDED BBEE STATUS LEVEL: Level 3**

### **Verification Analyst(s)**

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### **Verification Manager(s)**

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