IR

SASOL LIMITED

INTEGRATED REPORT

for the year ended 30 June 2023

Progressing a sustainable Future Sasol

INTRODUCTION

Contents

Reporting boundary for our Integrated Report (risks, opportunities and outcomes)

Financial reporting entity (control and significant influence)

SASOL

Subsidiaries | Joint ventures | Other investments

STAKEHOLDERS

Employees and organised labour // Shareholders and providers of capital // Customers // Governments and regulators // Communities and societies // Non-governmental organisations (NGOs) // Business/joint ventures (JVs) // Suppliers // Organised business and industry // Media //

Our suite of reports is informed by, among others, the following standards and initiatives.

We have sought alignment with key reporting expectations and compliance with all relevant legal requirements.

The International Integrated Reporting <IR> Framework	IR
South African Companies Act 71 of 2008, as amended	IR, AFS
Johannesburg Stock Exchange (JSE) Listings Requirements	IR, AFS
King IV™ Report on Corporate Governance for South Africa, 2016	IR, AFS
International Financial Reporting Standards (IFRS)	IR*, AFS, 20-F
Global Reporting Initiative (GRI) Sustainability Reporting Standards	SR, CCR
Task Force on Climate-related Financial Disclosures (TCFD)	IR, SR, CCR
United Nations Advanced Reporting Criteria and Sustainable Development Goals (SDGs)	SR, CCR
United States Securities and Exchange Commission rules and regulations	20-F
Sarbanes-Oxley Act of 2002	20-F
JSE Sustainability and Climate Disclosures Guidelines	IR, SR, CCR
Global tax regulations and principles	TR

* Financial data extracted from AFS and complies with IFRS

Our suite of reports

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.

Sustainability Report
Communication on Sasol's sustainability journey reflective of our environmental, social and governance (ESG) performance.

Climate Change Report
Information on Sasol's climate change risk management process, response and summary of work underway to address our climate change risks and opportunities.

Annual Financial Statements
A complete analysis of the Group's financial results, with detailed financial statements including the Report of the Audit Committee.

Tax Report
Our approach to tax reporting including defining our tax principles and fulfilling our compliance and disclosure obligations globally in accordance with all relevant legislation.

Form 20-F
Our annual report filed with the United States Securities and Exchange Commission (SEC), pursuant to our New York Stock Exchange listing.

Our 2023 suite of annual reports reflect the clear actions taken to deliver progress as well as the plans and prospects ahead.

www These reports are available on our website, www.sasol.com or on request from Investor Relations. Contact details are on page 92 of this report.

INTRODUCTION CONTINUED

Our integrated reporting supports concise and cohesive communication which focuses on our unique risks, opportunities and stakeholder-issues and how we respond to these. Imparting meaningful and consistent information builds trust and contributes to being a credible corporate citizen.

Our Integrated Report is prepared following a group-wide structured content-gathering process led by the Sustainability and Reporting team.

The robust integrated reporting process is continuous and underpinned by engaging with an extensive range of stakeholders to recognise what they consider as important and is part of our materiality assessment. This is complemented with benchmarking and the consideration of applicable reporting standards and frameworks we adhere to. Our process is further enhanced by ongoing risk and opportunity assessment, analysis of our operating context and determination of our material matters as outlined on page 39.

The relevant information is compiled and validated through our internal reporting and combined assurance model, reviewed and signed off by the Group Executive Committee (GEC) with ultimate approval by the Sasol Limited Board of Directors (Board). This reporting approach strengthens our internal reporting systems, assists us in our integrated thinking, informs our strategic goals and shapes our value preservation and value creation commitment.

Our Integrated Report

PERIOD	Produced and published annually and covers our financial year 1 July 2022 to 30 June 2023. Any subsequent material events up to the Board-approval date in August are also included.
BOUNDARY	Report on the primary activities of the Group, our subsidiaries, joint ventures and other investments where we have financial control and significant influence.
REPORTING ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) METRICS	Our Integrated Report extends beyond financial reporting and includes key ESG performance metrics. Detailed sustainability and climate change performance is available in our Sustainability Report and Climate Change Report. WWW SR CCR For more detail refer to our Sustainability Report and Climate Change Report available on our website, www.sasol.com
AUDIENCE AND KEY STAKEHOLDERS	Our report intends to address the information needs of our stakeholders interested in Sasol's overall performance and our ability to preserve, create or erode value over the short, medium and long term, considering risks and opportunities.

KEY STAKEHOLDERS

- Employees and organised labour
- Shareholders and providers of capital
- Customers
- Governments and regulators
- Communities and societies
- Non-governmental organisations (NGOs)
- Business/joint ventures (JVs)
- Suppliers
- Organised business and industry
- Media

INTEGRITY	THE BOARD • Ensures the integrity of our integrated reporting process. • Gives attention to management's evaluation of the effectiveness of the disclosure controls and procedures through the combined assurance model and internal control framework and assessment. • Gives final approval for publication after relevant auditing process.

OUR SIX CAPITALS		
HC: Human Capital	**NC:** Natural Capital	**MC:** Manufactured Capital
SC: Social Capital	**FC:** Financial Capital	**IC:** Intellectual Capital

ABOUT SASOL

Progressing a sustainable **Future Sasol**

Purpose

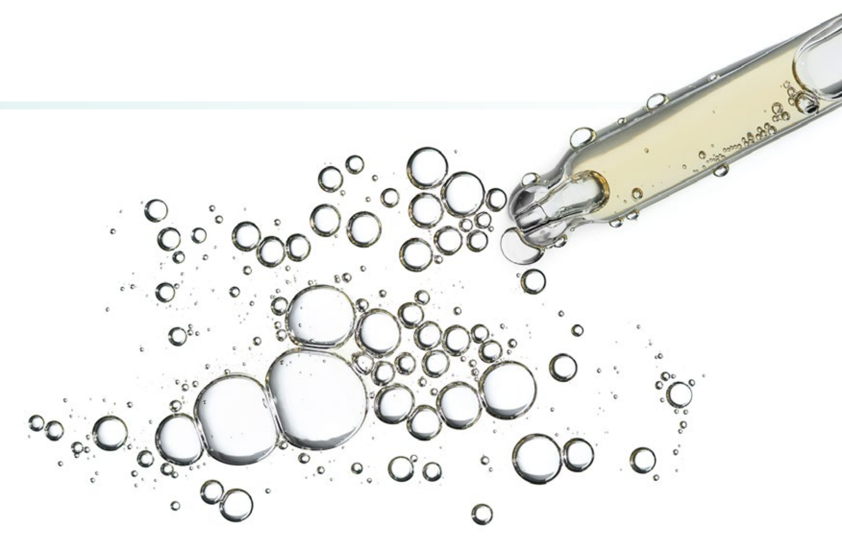
Innovating for a better world

FUTURE SASOL We are resetting, transitioning and reinventing Sasol to achieve our net zero* greenhouse gas emissions ambition by 2050

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

* Net zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets



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.

We have taken bold steps to reimagine our future and our Purpose – ‘Innovating for a better world’, captures the essence of Future Sasol. In a volatile, unpredictable and fast-changing world, our Purpose guides us in stabilising our organisation, addressing challenges and enabling our transition to a lower-carbon world that will enable Future Sasol.

Our strategy is to reset our business, facilitate our transition and reinvent our organisation.

OUR SUSTAINABILITY FOCUS

Our Purpose compels us to deliver against the outcomes of People, Planet and Profit – with the intent to be a force for good.

On our journey to becoming more sustainable, we continue to focus on contributing to the United Nations (UN) Sustainable Development Goals and fulfilling our commitments to the Ten Principles of the UN Global Compact which are categorised under four overarching pillars:

HUMAN RIGHTS	LABOUR	ENVIRONMENT	ANTI-CORRUPTION
Principles 1 and 2	Principles 3, 4, 5 and 6	Principles 7, 8 and 9	Principle 10

People

Committed to pursuing Zero Harm

Driving shared value

Attracting the best talent and being employer of choice

Planet

Decarbonising operations and transitioning to Future Sasol

New sustainable businesses leveraging our advantages and capabilities

Profit

Resolute about delivering value through a balanced capital allocation approach, supported by clearly defined financial targets

Strengthening our balance sheet

Our Values

Capturing the essence of our 'can do' spirit as we transition to a more resilient, environmentally sustainable business.

BE SAFE
We always place the safety of people first

BE CARING
We care deeply for our people, planet, and our communities

BE INCLUSIVE
We foster inclusivity in all we do, our employees, our customers and stakeholders

BE ACCOUNTABLE
We own our results

BE RESILIENT
We boldly adapt to change and embrace agility

Our prioritised Sustainable Development Goals (SDGs)

We support all 17 United Nations Sustainable Development Goals (UN SDGs). However, we have prioritised five as they are closely linked to our Sustainability Focus Areas and we believe we can contribute most constructively to these.

Safe and enduring operations

SDG 8:
Decent work and economic growth

Enhancing safe and enduring operations is critical to value preservation and creation in order to deliver on our strategy

SDG 9:
Industry, innovation and infrastructure

Building resilient infrastructure, promoting sustainable industries and fostering innovation

Minimising our environmental footprint

SDG 12:
Responsible consumption and production

Remaining committed to minimising the impact of our operations on the environment

Resilience in a low-carbon future

SDG 13:
Climate action

Accelerating our decarbonisation and transformational changes through partnerships, technology and innovation

Growing shared value

SDG 17:
Partnerships for the goals

Working to create positive and measurable socio-economic impacts and responding to key societal challenges

WWW SR For more detail refer to our Sustainability Report on our website, www.sasol.com

SASOL AT A GLANCE

Turnover **R290 billion**

Total assets **R434 billion**

Market capitalisation **R148 billion**

Cash generated **by operating activities R64,6 billion**

29 073 employees

Located in **22 countries** and **market products** in about **120 countries**

Committed to sustainability, supporting the Paris Agreement and accelerating our transition to net zero* emissions ambition by 2050.

Our pursuit is responsible growth and sustainable value creation by focusing on safety, investments aligned with our capital allocation framework, driving a high-performance culture, enhancing our energy efficiency as well as decarbonising.

* Net zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets

Value shared

R12,9 billion in direct taxes

R35 billion in wages and benefits

R857,3 million on social investment initiatives

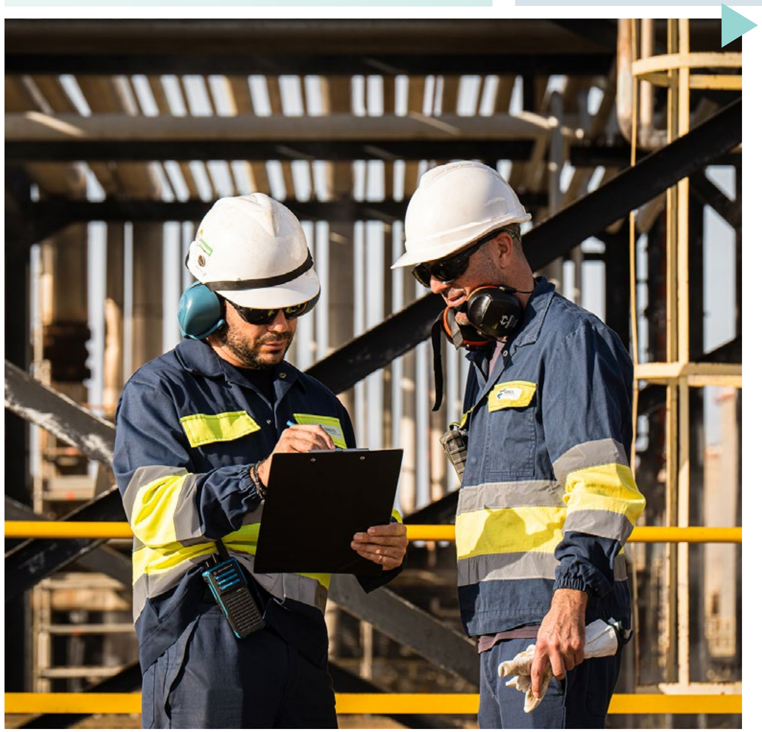
R1,4 billion in research and development

R1,4 billion on skills development

South African-born Sasol is listed on the Johannesburg Stock Exchange (JSE) and on the New York Stock Exchange (NYSE) for purposes of our American Depositary Receipt programme. We are a large JSE-listed company and invest significantly in human capital development through bursaries, skills development initiatives, artisan learnerships and continuing tertiary education.

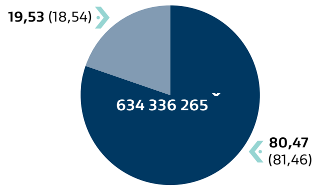
As market needs and stakeholders' expectations change, we adapt our methods, facilities and products to drive sustainable responses. Our unique value proposition is as much due to the strengths within our organisation, as it is to the vital partnerships we build to deliver mutually beneficial results.

Our immediate focus is on resetting our business by delivering on the Sasol 2.0 transformation programme. This is pivotal to realising our Future Sasol strategy.



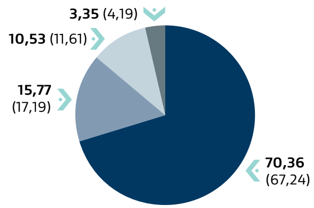
Shareholding

Sasol ordinary shares (%)



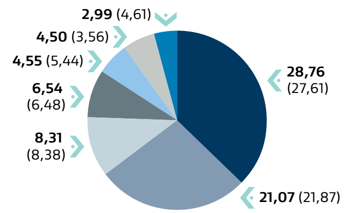
Public
Non-Public
Number of shares in issue

Beneficial ownership per geographic region (%)



South Africa
North America
Other
Europe

Beneficial ownership by fund type



Pension and provident funds
Unit trusts
Government of South Africa
Mutual funds
Sovereign wealth funds
American Depositary Receipt holders
Insurance companies

Comparative figures for previous year indicated in brackets

INTEGRATED THINKING AND REPORTING

Integrated reporting brings together the material features of our strategy, governance, performance, risks and opportunities, outcomes and outlook reflected within the context of People, Planet and Profit. We aim to articulate our value preservation and creation narrative using the six capitals and to show their relevance in relation to all our stakeholders. Our Group top priorities are focused on delivery as we reset our business.

CAPITALS

PEOPLE

Human capital
Our values-driven culture supported by diverse, high-performing and innovative employees who have appropriate skills and experience to drive value preservation and creation.

Social capital
Our contribution to and from our fenceline communities, after considering and appraising their needs and expectations in relation to our business activities and strategy to drive shared value.

Intellectual capital
Our proprietary and licensed technologies, patents, software, licences, operational and control processes, procedures and protocols, brand, reputation as well as research and development initiatives that support our competitive advantage.

Strategic partnerships enrich our know-how and proficiencies.

PLANET

Natural capital
The direct use of renewable and non-renewable resources (coal, natural gas, crude oil, water, air, land, biodiversity), which are fundamental to our business as we convert hydrocarbon reserves into value-adding product streams.

PROFIT

Manufactured capital
Our fixed assets including property, plants, equipment and digital assets, are core to enabling production and delivery of our product streams to preserve and create shared value.

Financial capital
Disciplined management of cash generated by our operational activities, sales to customers, divestments, debt and equity financing, which are key to maintaining and transforming our business and rewarding stakeholders.

RISK THEMES

People
(Critical skills, training, employee wellbeing and succession)

Stakeholder
(Stakeholder impact, transformation and local content)

Financial
(Commodity prices, exchange rates, interest rate, cost increases above inflation and tax liability)

Safety and operational
(Major incidents and operational disruptions)

Legal, regulatory and governance
(Non-compliance and governance practices)

Information management
(Cyber security incidents)

Capital investment
(Effective capital deployment)

Geopolitical
(Community and social unrest)

Market
(Business competitiveness and supply and/or demand fundamentals)

Sustainability and transition
(Climate change and transition in a just manner)

IR For more detail refer to our Risk Management on page 30

MATERIAL MATTERS

Safety of our people
Ensuring that our employees, contractors and service providers can safely return to their families at the end of the work day is not only a non-negotiable but the bedrock of a sustainable business. The loss of one life is one too many. We undertake to ensure that all our employees and service providers return to their loved ones safely every day.

Resetting for resilience
To deliver Future Sasol, we need a robust foundation. This means we need to get the basics right. We appreciate the 'new world' in which we operate but know how our business needs to respond, thereby ensuring that as we transform, we will be resilient into the future.

Sustainably decarbonising for Future Sasol
To transition to Future Sasol, we must act collectively and decisively as our coal value chain is unsustainable and needs to be decarbonised. We will sustainably decarbonise by embracing suitable low-carbon alternatives as well as by implementing energy and process efficiencies.

Environmental stewardship
In pursuit of Future Sasol, our current business must operate within regulatory and policy frameworks and maintain our licence to operate. This will improve our investment attractiveness and our ability to pursue opportunities.

Strengthening relationships with stakeholders and regulators
Strengthening relationships with all our stakeholders is an indispensable requirement to build credibility and trust. It is imperative that we say what we do and do what we say.

IR For more detail refer to our Material Matters on page 39

Prioritised SDGs – aligning with our sustainability focus areas

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
17 PARTNERSHIPS FOR THE GOALS

GROUP TOP PRIORITIES

PURSUE ZERO HARM AND IMPROVE OUR CULTURE

- Continue to strengthen our Values, culture and enhance our Employee Value Proposition
- Promote diversity, equity, inclusion and a sense of belonging in the workplace
- Deliver on our capability-building, inclusive of leadership development programmes
- Strengthen stakeholder trust through continued delivery on community, regulatory and shareholder promises

Prioritised SDGs – aligning with our sustainability focus areas

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

ADVANCE SUSTAINABILITY

- Deliver on our 2030 greenhouse gas emissions reduction programme and environmental compliance commitments
- Progress opportunities to enable sustainable growth by strengthening our innovation, technology, partnering and sustainability solutions

Prioritised SDGs – aligning with our sustainability focus areas

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
17 PARTNERSHIPS FOR THE GOALS

DELIVER AND MAXIMISE VALUE

- Deliver Sasol 2.0 'Reset' commitments
- Deliver coal deployment and quality remediation plans
- Enhance operational and functional performance, efficiency and effectiveness
- Maintain balance sheet flexibility, improve cash flow optimisation while driving selective growth
- Continuously improve our service delivery and customer experience

OUR PERFORMANCE FOR THE YEAR

PEOPLE

Making people a priority

Safety recordable case rate **(RCR) of 0,27**

Invested **R1,4 billion** in skills development

121 000 meals packed and distributed on Mandela Day by Sasol employees

Grieve the loss of colleagues in two tragic fatalities

R857,3 million invested globally in socio-economic development initiatives

Black-owned business spend R41,7 billion in South Africa

PLANET

Progressing sustainability

Greenhouse gas emissions reduced by approximately **5%** off 2017 baseline

For combined Sasol Energy and Sasol Chemicals baseline and due to production variances and operational issues.

Group **energy efficiency improvement 13,4%** cumulative

Off 2005 baseline

Recycled 100 810 thousand cubic metres of **water** and **139 kilotons** of **waste**

Commissioned approximately **3MW solar photovoltaic energy** enabling production of the first commercial-scale green hydrogen from our Sasolburg facility, a first for Sasol

PROFIT

Navigating a volatile macro environment

Headline earnings per share up 13% to R53,75 mainly due to a gain on the revaluation of derivatives compared to a loss in the prior year

Core headline earnings (CHEPS) per share down 30% to R47,71 mainly due to lower gross margin and higher cash fixed costs. CHEPS is calculated by adjusting headline earnings with once-off items

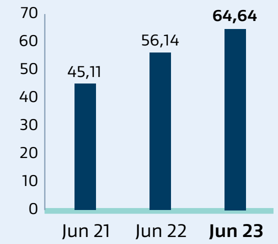
Basic earnings per share of **R14,00**

Final dividend of **R10,00** per share declared

Gearing of **44,7%**

Debt maturities extended – **net debt** of **US$3,8 billion**

Cash generated by operating activities (Rand billions)



OUR MATERIAL MATTERS IMPACT DELIVERY OF SHARED VALUE

- Safety of our people
- Resetting for resilience
- Sustainably decarbonising for Future Sasol
- Environmental stewardship
- Strengthening relationships with stakeholders and regulators

OUR GROUP STRUCTURE

Our Group is organised into three businesses – positioned to drive long-term sustainability and grow shared value

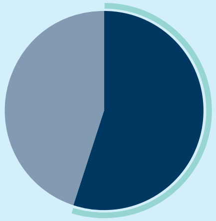
Customer-centric operating model

SASOL CHEMICALS
Growing with our unique chemistry

Has a strong and diversified global presence organised into three regional business segments supporting four customer-facing business divisions with an increasing emphasis on sustainable and circular solutions.

Chemicals Africa	Advanced Materials
Chemicals America	Base Chemicals
Chemicals Eurasia	Essential Care Chemicals
	Performance Solutions

Contribution to Group's external turnover %



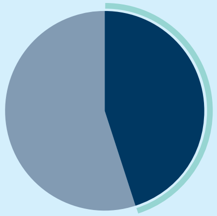
Comparative figures for previous year indicated in brackets

SASOL ENERGY
Leading the energy transition in Southern Africa

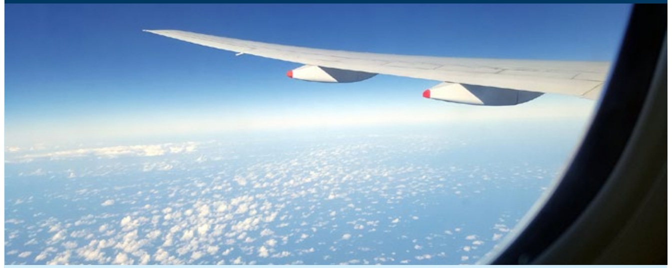
Operates integrated value chains with feedstock sourced from the Mining and Gas operating segments and processed at our operations in Secunda, Sasolburg and joint venture Natref. We also have associated assets outside South Africa which include the Pande-Temane Petroleum Production Agreement facilities in Mozambique and ORYX GTL (gas-to-liquids) in Qatar.

Mining	Coal
Gas	Gas (methane-rich and natural), and condensate
Fuels	Liquid fuels

Contribution to Group's external turnover %



SASOL ecoFT
Developing sustainable aviation fuel ventures globally using our advantaged Fischer-Tropsch technology



Leveraging our proprietary Fischer-Tropsch (FT) technology know-how and expertise to produce sustainable fuels and chemicals via the power-to-X process.

Sasol announced the formation of a 50/50 joint venture with Topsoe* to strengthen increased competitiveness of Sasol's FT sustainable aviation fuel (SAF) power-to-liquids offering.

Pursuing opportunities worldwide	Sustainable aviation fuels
	Low-carbon fuels
	Sustainable chemicals

Partnering studies advanced for FT power-to-liquids SAF projects.

Joint venture established with Topsoe*.

CARE-O-SENE programme well advanced towards testing high product yield catalyst ideally positioned in SAF sector.

* Subject to approval by relevant authorities

Enabled by our Group top priorities

PEOPLE
Pursue Zero Harm and improve our culture

PLANET
Advance sustainability

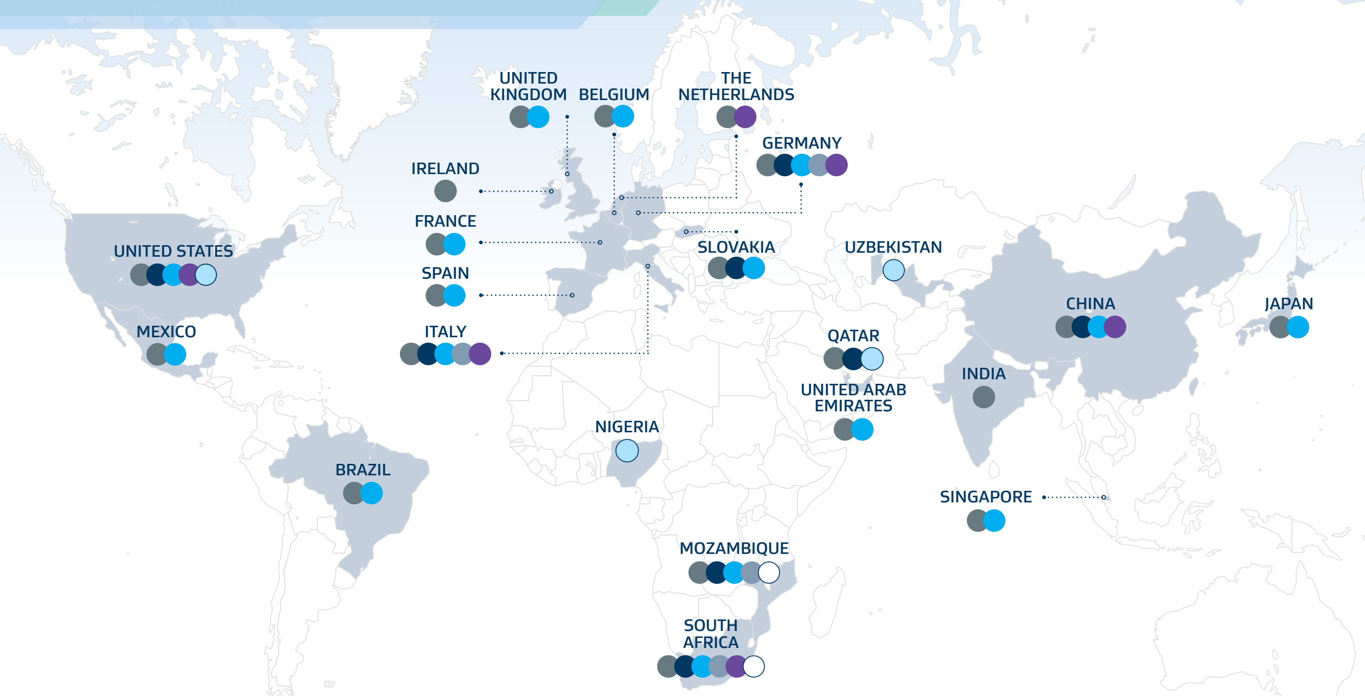
PROFIT
Deliver and maximise value

Supported by a lean and cost-efficient Corporate Centre

OUR BRAND AND GLOBAL PRESENCE

We have more than 70 years' experience in the production and marketing of fuels and chemicals

Our business is global but our roots are strongly grounded in our South African Operations. Located in 22 countries.

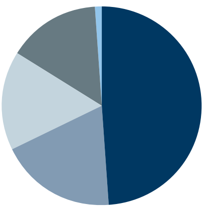


LEGEND

Office · Operations · Sales · Projects at the prefeasibility, feasibility or implementation phase · Research activities · Exploration · Technology licensing services

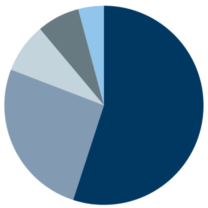
GEOGRAPHICAL PROFILE

Turnover 2023



- 49% South Africa
- 19% Europe
- 16% United States
- 15% Rest of world
- 1% Mozambique

Where we invest: non-current assets 2023



- 55% United States
- 26% South Africa
- 8% Europe
- 7% Mozambique
- 4% Rest of world

One of the world's **leading producers** of **synthetic fuels**

Accelerating **renewable energy** deployment

Pioneer in innovative **Fischer-Tropsch (FT) technology**

Delivered **53,7 million barrels of liquid fuels** and **113,8 bscf natural gas from Mozambique**

In excess of **6,1 million tons of chemical products sold** by Sasol Chemicals to more than **6 500 customers** in about **120 countries**

Exploring potential of **sustainable aviation fuel** with world-class partners

Through leveraging our **FT technology** we are building partnerships to **produce sustainable low-carbon** products globally

Strong international intellectual property portfolio with **1 598 granted** and **684 pending patents** as well **3 934 registered** and **83 pending trademarks**

One of the world's **largest producers of grey hydrogen** – producing approximately **2,5 million tons** per annum

Produced our **first green hydrogen** from existing assets at Sasolburg complex

Diverse alcohols and **surfactants portfolio,** the **broadest in the world**

Ziegler technology has been used in more than **400 customisable specialty aluminas**

Significant contributor to South Africa's **gross domestic product** and **leading taxpayer** in **South Africa** and **Mozambique**

Working to **reduce** our **greenhouse gas** emissions

OUR DISTINCTIVE VALUE CHAINS

Sasol's unique operating model is 'integrated' in two distinct ways. First, vertically – as we not only turn coal, oil and gas into refined fuels, but we also source a notable proportion of our coal and gas feedstock needs from our own mines and gas fields. Second, horizontally – in that we not only produce refined fuels, but also more specialised chemicals in multiple jurisdictions worldwide.

We are a customer-centric organisation, providing chemical and energy solutions based on our unique proprietary technologies.

BUSINESS MODEL

SOURCE Feedstock/ utilities

PRODUCE Leveraging unique technologies

MARKET Supplying customers globally

SASOL CHEMICALS

Source: Coal and gas from Energy Operations | Ethane, kerosene and aluminium | Ethylene, kerosene, wax and aluminium

Chemicals processes

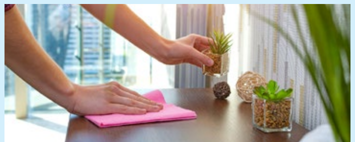
CHEMICALS AFRICA
SOUTH AFRICA
Secunda
Sasolburg
Durban

CHEMICALS AMERICA
UNITED STATES
Lake Charles, Louisiana
Houston, Texas
Winnie, Texas
Tucson, Arizona

CHEMICALS EURASIA
GERMANY
Brunsbüttel
Marl
ITALY
Terranova
Augusta, Sicily
Sarroch, Sardinia
CHINA
Nanjing
SLOVAKIA
Nováky


Advanced Materials


Base Chemicals


Essential Care Chemicals


Performance Solutions

SASOL ENERGY

Coal → **Coal-to-liquids**

SOUTH AFRICA
SOUTH AFRICA
Secunda

Natural gas → **Gas-to-liquids**

SOUTHERN AFRICA
SOUTH AFRICA
(Gas processed)
Secunda
MOZAMBIQUE
(Gas sourced)
Maputo, Matola, Ressano Garcia, Chokwe, Temane, Pande, Inhassoro

MIDDLE EAST
QATAR
(Gas sourced and processed)
Ras Laffan

Crude oil → **Refining**

NATIONAL PETROLEUM REFINERS OF SOUTH AFRICA (PTY) LTD (NATREF)
SOUTH AFRICA
Sasolburg

Fuels


Gas


Coal


Electricity

SASOL ecoFT
Progressing joint venture

Sustainable sources of carbon and renewable energy

Power-to-X
Power-to-liquids

GLOBALLY

Sustainable aviation fuels

Low-carbon fuels

Sustainable chemicals

OUR OPERATING MODEL // SIX CAPITALS

We rely on the six capitals to preserve and create value as well as reduce instances in which value is eroded. By transforming the stocks of capital through our business activities, we are also able to deliver on our strategy and advance the United Nations Sustainable Development Goals (UN SDGs). While building and operating facilities to convert hydrocarbon feedstock into a range of high-value products, we seek to be inclusive, responsible and sustainable. Our intention is to maximise value creation and minimise negative impacts.

INPUTS

FC Financial capital

- Market capitalisation **R148 billion** (R234 billion)
- Net debt* **US$3,8 billion** (US$3,8 billion)
- Equity **R202 billion** (R193 billion)
- Finance expense **R9,3 billion** (R6,9 billion)
- Funding facilities **R184,0 billion** (R164,7 billion)

HC Human capital

- Diverse Group Executive team
- Strong leadership
- **28 657** permanent employees (28 279)
- **416** non-permanent employees (351)
- Investment in employee learning **R1 092 million** (R957 million)

NC Natural capital

- Coal to process (kilotons): **15 614** (15 547)
- Crude oil processed (mm bbl): **27,8** (30,1)
- Natural gas to process (bscf): **141,4** (142,2)
- Total water used (thousand cubic metres): **114 122** (132 562)
- Total energy used (thousand GJ) **384 669** (380 475)

MC Manufactured capital

- Property, plant and equipment **R225 billion** (R221 billion)
- Presence in **22** countries (22)

SC Social capital

- Partnerships with customers, suppliers, business peers and research bodies
- Relationships with communities, governments, regulators, civil society and media
- Engagement with investors, shareholders and providers of capital
- A strong established brand

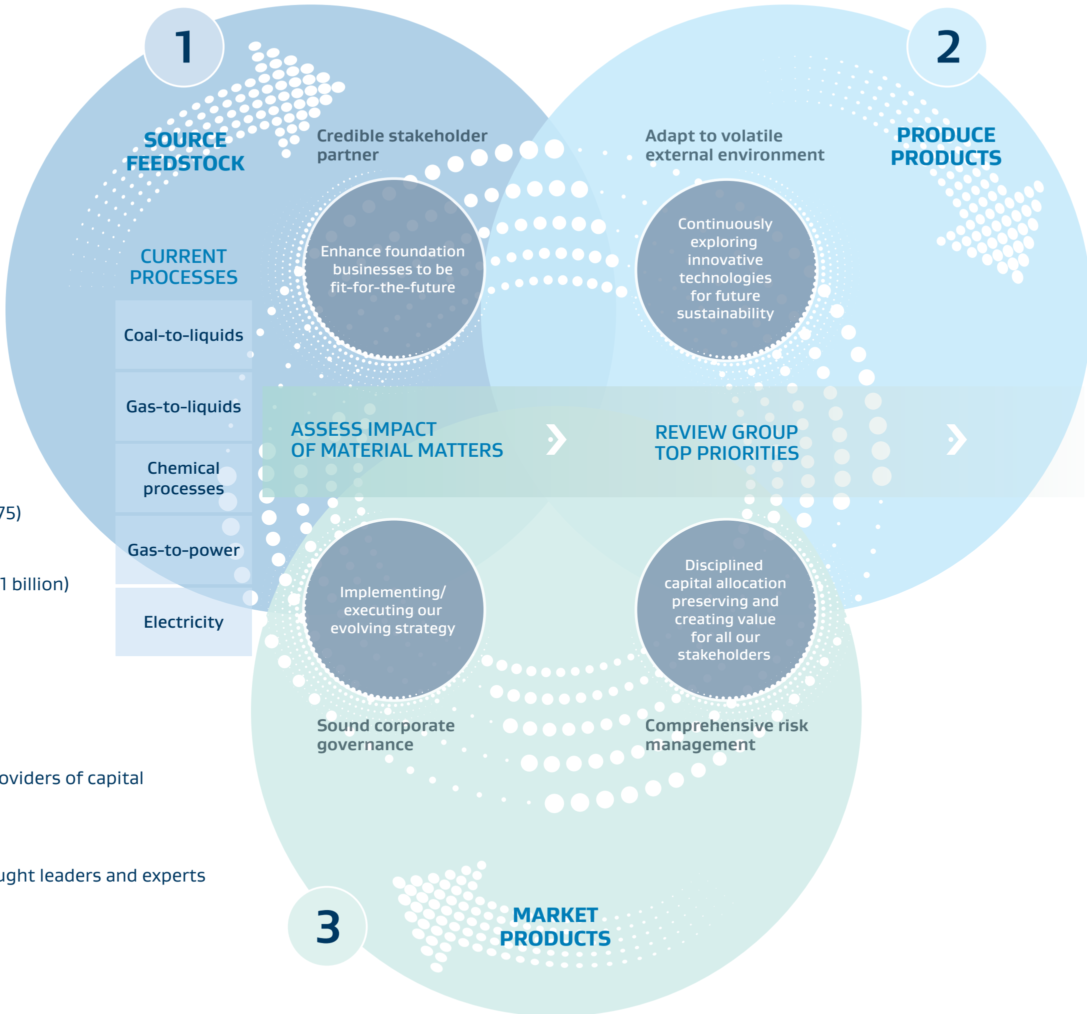
IC Intellectual capital

- Skilled and experienced employees, industry thought leaders and experts
- **2 282** patents – granted and pending (2 590)
- **3 934** trademarks (3 907)
- Digital expertise and enablers

* Total debt excluding leases less cash and cash equivalents
Comparative figures for previous year indicated in brackets

PROCESSES

STRATEGIC FRAMEWORK FOR EXECUTION OF STRATEGY



OUTPUTS

Products

- Chemicals used in industrial and consumer products
- Liquid fuels used to transport people and goods
- Coal for own use and export
- Gas
- Electricity used in our operations and supplementing electricity capacity in South Africa

Emissions and waste*

Total greenhouse gas emissions:
64 392 kilotons CO_2e (63 891)

Atmospheric emissions:
Nitrogen oxides
122 kilotons (118,7 kt)
Sulphur oxides
166,9 kilotons (161,9 kt)
Volatile organic compounds
13,4 kilotons (26,3 kt)

Total waste:
484 kilotons
- Hazardous waste (kilotons) **277** (255 kt)
- Non-hazardous waste (kilotons) **207** (223 kt)

Creating shared value

Outcomes for our stakeholders

IR For more detail regarding outcomes refer to page 43

IR For more detail on how we engage with our stakeholders refer to page 36

ENABLING OUR CONTRIBUTION TO THE UN SDGs

* WWW SR For more detail on level of assurance, restatements and breakdown by Businesses refer to our Sustainability Report available on our website, www.sasol.com

OUR OPERATING REALITY

Our operating reality influences assessment and determination of our material matters (MM). We operate in a complex environment and balancing demands of the various capitals is sometimes hindered by unpredictable changes in the macroeconomic environment.

(MM)

PEOPLE

Our people focus is unwavering and we remain committed to continuous improvement and tackling areas of concern diligently.

DRIVER: Safety

We recorded two tragic workplace fatalities in the year. We have to maintain an uncompromising dedication to safety and we must keep safety at the centre of everyone's focus.

Safety remains a priority in everything we do. We will continue to strengthen ways to foster a safe and caring workplace in pursuit of Zero Harm, review leading indicators and revise asset management practices to reduce risks. With fewer safety incidents, there are fewer worker stoppages, which supports improved productivity.

DRIVER: Care and wellbeing

Since the pandemic, across the world there has been a marked deterioration in people's mental health. Amid sluggish economic growth and high interest rates and inflation, unemployment is on the rise and consumers are under pressure. This is taking an added toll on people's emotional, mental, physical and financial wellbeing.

Ensuring people's physical, emotional, mental and financial wellbeing will remain important.

The health and wellbeing of all our people promotes prosperity. We will play our role in contributing to:

- **A workforce that is productive and stable.**
- **Communities that promote social development.**
- **Customers having predictable purchasing power.**

DRIVER: Culture

In recent years we experienced the importance of organisational culture. We continue to transform our culture to establish a diverse and high-performing workforce that experiences equity, inclusion and a sense of belonging, as well as embracing innovation and collaboration.

Strengthening the right Sasol culture – anchored in our Purpose, Values and Code of Conduct, with high levels of engagement will remain essential as we work to deliver on our strategy.

DRIVER: Accountability and performance

To build credibility and trust with our stakeholders we need to deliver on our People, Planet, Profit commitments. We all need to take personal responsibility to get things done and own our results.

Accountability and improved productivity will continue to be essential to our success.

DRIVER: Talent and skills attraction and retention

In many of our markets, specialist skills have become increasingly scarce. In South Africa, this has been exacerbated by a growing trend in emigration.

Recognised as a key influence on all our material matters, we will continue to focus on attracting and retaining talent and the skills required to deliver on our reset and Future Sasol strategy – including key engineering and technology skills. This will be supported by the delivery of our People Promise through a compelling Employee Value Proposition and competitive remuneration.

DRIVER: Caring and inspiring leaders

It is clear that caring and inspirational leaders motivate employees to act in a way that promotes growth and development – both for the organisation and personally. In 2021, we introduced a new operating model aimed at greater levels of agility, responsiveness, teamwork and collaboration.

To support addressing our material matters we will continue to develop caring and inspiring leaders who set the tone from the top as they act as role models for the Group's Values in creating our inclusive, innovative and high-performing work environment. Our 'Investing in the Sasol Leader of the Future' programme and revised Leadership Capability framework will guide our development actions. Deliberately bedding down the new operating model will help improve teamwork and collaboration.

DRIVER: Flexible work practices

Since the pandemic, the world of work has changed. More people work remotely, using digital tools to interact with their colleagues and other stakeholders. Hybrid work arrangements have been formalised.

We continue to engage our employees to ensure a great and flexible workplace.

DRIVER: Just transition

There have been real concerns among our workforce – especially those in Mining – of the future impact on their jobs as we transition to a low-carbon future. A 'just transition' refers to a shared value proposition comprising an inclusive transformation of our business, people and society, as we decarbonise and transition to a thriving Future Sasol.

We have established a Just Transition Office and the Centre for Shared Value Management which will play a key role in integrating and coordinating activities to support initiatives. A just transition roadmap was developed and approved by the Board in May 2023.

DRIVER: Human rights

The world's focus on the need to protect human rights has received greater consideration over the past years. However, there are still widespread abuses of human rights and these are aggravated by rising levels of poverty.

We have identified our salient human rights issues and will continue to stand against any injustices. At Sasol, we remain committed to being a catalyst for change and a force for good.

PLANET

Internally, we are taking action towards a more holistic sustainability focus that goes beyond climate change.

(MM)

DRIVER: **Defined environmental, social and governance (ESG) reporting standards and framework, and stakeholders' concerns**

Efforts are underway globally to align ESG and non-financial reporting standards in order to facilitate peer comparability and give stakeholders improved insight on performance against specified targets relating to a broad range of metrics.

We are embracing and lining up reporting with ESG requirements and best practice recommendations which will facilitate funding and enhance our reputation. Our approach and methodology is to identify, know and monitor our exposure on all material metrics with the aim of managing our impact, meeting our sustainability intentions and benefit from opportunities.

DRIVER: **Transitioning to a circular economy**

The world faces a series of interdependent environmental challenges that are defining and complex due to the linear consumption of resources. Current trends indicate a decrease in global circularity with the need for urgent action to bridge the circular economy gap.

The ultimate goal of circulating resources, materials and products is to enable renewable and optimal reuse.

In February 2022 the United Nations Environment Assembly adopted a resolution to develop a legally binding instrument on plastic pollution (the Treaty). Global trends indicate that the demand for virgin polymers will remain robust driven by societal benefits combined with growth in population, urbanisation and the expansion of the global middle-class. We will continue to monitor developments and engage appropriately to foster multi-stakeholder participation in the development of the Treaty and support of its effective implementation. Through application, plastics have provided many sectors with the means to significantly improve the quality of life for communities globally while also making meaningful contributions to the Sustainable Development Goals.

DRIVER: **Climate change**

Decarbonisation: is a pressing ongoing challenge of our time. As an organisation with a significant greenhouse gas emissions profile, we are placing considerable efforts on reducing our emissions and transitioning to a sustainable Future Sasol.

We applied a science-based target setting approach and are implementing measures taking into account mitigation potential and our fair share responsibility.

We recognise that business has a key role to play in managing climate change risks, as well as realising opportunities that the energy transition could unlock.

Geopolitics: The Russia/Ukraine war has disrupted the energy ecosystem and is impacting the pace and scale at which the energy transition is being undertaken.

The war will likely continue to impact the world's ability to meet committed Paris Agreement goals and push for efforts to limit temperature increase to 1,5 degrees.

Supply chain: The energy transition is being hampered, by supply chain disruptions slowing access to key components required in the energy transition. Renewable energy markets, for example, are experiencing high volatility because of fluctuations in the supply and cost of raw materials, as well as changes in regulations.

Delays and price increases in United States virtual power purchase agreements due to global supply chain challenges are affecting renewable energy rollout.

Price of carbon: Several countries are implementing carbon pricing regulatory reforms through higher taxes, stringent emission trading schemes and border taxes to encourage decarbonisation.

Carbon pricing continues to vary from region to region given the divergence in affordability and incentives. Carbon border adjustment taxes are signalling negative impacts for emerging economies still reliant on fossil fuels and could result in key sectors becoming uncompetitive sooner.

Technology: With the overall objective of achieving climate change goals, advancement in low-carbon technologies is progressing, albeit slower than anticipated.

Low-carbon technology development requires greater application. Collaboration and partnerships are crucial for technology development and implementation. Accelerating mitigation solutions for hard-to-abate sectors, such as aviation, steel and others is vital for achieving Paris climate goals.

Stakeholders' expectations: Stakeholders' with competing mandates continued to advocate for science-based approaches, accelerated climate action, as well as a just and equitable transition.

We expect continued pressure from stakeholders to decarbonise in a responsible, swift manner while remaining cognisant of national circumstances.

DRIVER: **Water availability**

As water supply is a finite resource, its scarcity continues to be an increasing problem globally. As a result of demand exceeding supply, exacerbated by unsatisfactory water use practices, inadequate infrastructure or institutions failing to balance everyone's needs, depletion persists. Impact of climate change is compounding the issue as water held in soil, snow and ice continued to diminish.

We have approved short-term targets as part of our contribution but it is acknowledged that an integrated, longer-term and inclusive approach must be taken to control this finite resource. We will play our role in catalysing a collaborative water stewardship approach – including managing and monitoring water risks, setting meaningful savings targets and improving usage disclosure.

DRIVER: **Protecting biodiversity**

Biodiversity is essential for the processes that support all life on earth, including humans. Without a wide range of animals, plants and microorganisms, we cannot have healthy ecosystems. Without biodiversity, our entire support system for human, as well as animal life, would collapse. The threat to biodiversity persists.

Appreciating the interconnectedness of climate change and biodiversity we have undertaken 'Biodiversity Footprint Assessments' at our Secunda and Sasolburg facilities with the objective of protecting, maintaining and enhancing established biodiversity.

OUR OPERATING REALITY CONTINUED

PROFIT

Externally, geopolitical conflict resulted in higher-than-expected commodity energy prices, while chemical prices experienced a decline.

DRIVER: **Economic growth**

(MM)

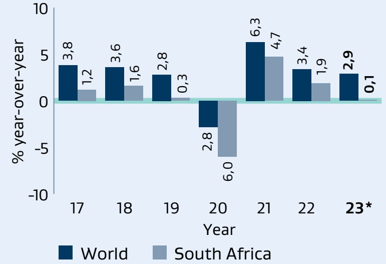
Global economic growth has been subdued, with the Russia/Ukraine war, geopolitical tensions, stubborn inflation, rising interest rates and global banking sector problems all making for a challenging operating environment.

With several of these factors still weighing on the global outlook, we expect another year of challenging business conditions.

South Africa's economic performance remains disappointing, largely due to unreliable electricity supply, deteriorating logistical infrastructure and socio-economic challenges.

These constraints are unlikely to be resolved in the short term, with a volatile and demanding trading environment likely to persist.

World and South African GDP growth (%)



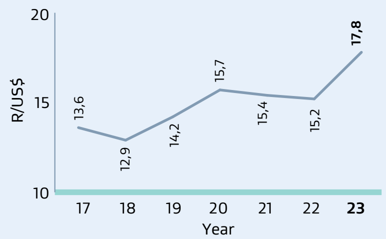
Source: IMF, StatsSA, SARB, *Sasol forecast

DRIVER: **Exchange rates**

In 2023, the rand depreciated by approximately 17% on average against the stronger US dollar. Domestic factors such as electricity curtailments caused by loadshedding, and fears that South Africa could lose access to the US African Growth and Opportunities Act also weighed on the currency.

Considering domestic and international risks, the currency is expected to remain volatile.

Average exchange rate (R/US$)



Source: Reuters

Most of our turnover is denominated in US dollars or significantly influenced by the rand/US dollar exchange rate. This turnover is derived from exports from South Africa, businesses outside of South Africa or sales in South Africa, which comprise mainly petroleum and chemical products based on global commodity and benchmark prices quoted in US dollars. Therefore, the average exchange rate significantly impacts our turnover and earnings before interest and tax (EBIT).

For forecasting purposes, we estimate that a 10c change in the annual average rand/US dollar exchange rate will impact EBIT by approximately R630 million (US$35 million) in 2024. This excludes the effect of our hedging programme and is based on an average Brent crude oil price assumption of US$79/barrel.

DRIVER: **Inflation**

Following very high levels of inflation in the first half of the 2023, inflation in most countries is easing.

We expect inflation to ease modestly, but it may take time before it falls within central bank targets.

DRIVER: **Crude oil price**

For forecasting purposes, a US$1/barrel change in the average annual crude oil price will impact EBIT by approximately R840 million (US$46 million) in 2024. This is based on an average rand/US dollar exchange rate assumption of R18,17.

The Brent crude oil price declined from an average of US$92/bbl in 2022 to $87/bbl in 2023 as muted economic conditions limited demand growth, while Russian oil exports remained resilient despite Western sanctions. Organisation of the Petroleum Exporting Countries (OPEC) production cuts provided some price support. Disruptions to established product trade flows supported refining margins during 2023.

Continued OPEC supply management amid a sluggish world economy, increased non-OPEC supply and disruptive geopolitical events, could lead to large swings in the oil price.

Average Brent crude oil price (US$/bbl)

Source: S&P Global

DRIVER: **Chemicals price**

Weak demand, inflationary pressures and high energy costs in an over-supplied polyolefins market resulted in lower margins during 2023.

We expect commodity chemical margins to remain under pressure during 2024, with available supply likely to outpace demand growth.

DRIVER: **Gas price**

After a spike in European gas prices due to the Russia/Ukraine war, prices eased on a milder-than-expected winter and sufficient inventories. The US gas market was well supplied on robust production, favourable weather and pipeline debottlenecking. The lower Henry Hub gas prices contributed to lower ethane prices.

Healthy storage levels are expected to keep prices low during the weak demand season. However, prices are expected to rise after that to ensure sufficient stock building for the northern hemisphere winter.

DRIVER: **Coal price**

Following the 2022 price spike in the wake of the collapse of coal exports from Russia to Europe due to sanctions, global coal prices followed natural gas prices to below the level they were before the Russia/Ukraine war.

Coal prices will likely be supported in the first half of 2024 owing to demand strength, but increased supply could eventually lead to lower prices.

OUR STRATEGIC DIRECTION

Our **strategy** to realise **Future Sasol transition**

RESET

Step change performance (Sasol 2.0, Lake Charles Chemicals Complex ramp-up, stabilising Secunda Operations, improving mining productivity and coal quality)

Strengthen balance sheet

Shift to gas as a transition feedstock

Procure renewables

Continue to drive energy efficiency

TRANSITION

Continue to decarbonise assets (options across gas, green hydrogen)

Shift portfolio towards more sustainable solutions (customer-led innovation, portfolio reshaping)

Incubate and scale new sustainable Energy and Chemical Businesses

Lay foundations for future sustainable businesses

REINVENT

Bring sustainable Energy and Chemical Businesses to maturity

Our strategy established a clear path along three horizons. We have to **RESET** our business enabling us to **TRANSITION** and to ultimately **REINVENT** ourselves into a more sustainable company.

Resetting the business will enhance cash flow generation and strengthen our balance sheet, creating financial headroom to manage our transition and enable continuous decarbonisation.

During the year we faced several headwinds and we now have to redouble our efforts to deliver on the **RESET** phase to ensure we are able to fund our **TRANSITION** and **REINVENTION.**

Our focus on the activities and initiatives during the **RESET** is immediate and as this will not be an easy path, we will have to:

BE REALISTIC about our challenges and opportunities

FOCUS on what will take us forward

DELIVER against targets and market promises

Focusing attention on the **RESET** phase to build a resilient company

1. SAFETY AND OPERATIONAL DISCIPLINE
2. CONTINUED SASOL 2.0 DELIVERY
3. CUSTOMER CENTRICITY AND PROFITABILITY UPLIFTMENT
4. MINING PRODUCTIVITY AND COAL QUALITY
5. SECUNDA OPERATIONS OUTPUT
6. LAKE CHARLES RAMP-UP OF SPECIALITY CHEMICAL UNITS

Our focus is on building a resilient company with a strong foundation business that can propel us into the future.

OUR STRATEGIC DIRECTION CONTINUED

RESETTING OUR BUSINESS TO ENABLE OUR OTHER FUTURE STRATEGIC HORIZONS

Resetting our foundation business

We continue to face several headwinds due to unfavourable macroeconomic conditions and internal challenges. This is resulting in an emerging gap to targets and needs to be managed to achieve competitive returns. We are responding to this rapidly evolving operating landscape through our 'Living Strategy' approach.

We are redoubling efforts on the identified initiatives in the Reset phase to manage the gap, ensure delivery of our financial targets and a sustainable path for the company.

Transitioning and reinventing our business

We have commenced transitioning our business by investing in renewables and driving energy efficiency. We will selectively deploy growth projects while managing balance sheet risk, through our capital allocation framework and accelerating high return opportunities. The further development of our Fischer-Tropsch (FT) sustainable solutions remains on our radar. We will therefore continue to pursue collaborations and partnerships that, together with our advantaged FT technology, uniquely position us to thrive in a world contending with global efforts to minimise the use of fossil fuels.

IR For more detail refer to Sasol ecoFT at a glance – page 62

PERFORMANCE AMBITION, VALUE CREATION LEVERS AND MULTI-YEAR OUTLOOK

Delivery agenda

Initiatives ready for execution

Focused dashboards with a few critical key performance indicators

Collaborative delivery dialogues to track progress and accelerate delivery/ remove roadblocks

'LIVING STRATEGY' APPROACH

DYNAMIC RESOURCE ALLOCATION

Develop agenda

Monitoring of signposts

Frequent updating and assessment of unresolved strategic issues

Dynamically adapt the strategy to keep pace with our operating reality

Financial year 2023 performance and target commitment for financial year 2025 delivery

- **Cash fixed** cost reduction **R8 – R10 billion**
- Working capital optimised **16,5%**
- Gross margin uplift **R6 – R8 billion**
- Capital range* **R26 – R32 billion per annum**

Financial year 2024 targets – Reset for financial year 2025 delivery

- **Cash fixed** cost reduction **R10 – R12 billion**
- Working capital optimised **15,5 – 16,5%** average
- Gross margin uplift **R8 – R10 billion**
- Capital range* **R26 – R32 billion per annum**

* Maintain and transform capital only (no selective or expansionary growth included) in FY23 real terms

Sasol's contribution to the Decade of Action, the SDGs and the Ten Principles

Having prioritised five SDGs we measure our contribution to the Decade of Action as it is closely linked to our sustainability focus areas. We also consider the effectiveness of relevant company policies with respect to the Ten Principles. Our Sustainability Report considers this in detail.

WWW SR For more detail refer to our Sustainability Report available on our website, www.sasol.com

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

A holistic approach to sustainability to improve our performance

We take a holistic approach to sustainability that goes beyond mitigating and adapting to climate change. It is one that encompasses other environmental, social and governance (ESG) aspects. It's approach is founded in our ESG aspiration, which is to improve our ratings year-on-year and be included in the Dow Jones Sustainability Index.

In pursuit of this aspiration:

- short-term water targets have been set which we monitor and take corrective action where we deviate;
- biodiversity footprint assessments have been undertaken at both our Secunda and Sasolburg facilities;
- process of understanding Sasol's circularity baseline is ongoing;
- constantly improve our governance and disclosure processes;
- delivering on our Sasol Promise to Society will remain key in elevating the role we play in our communities by:
  - being actively involved in the communities where our facilities are located, ensuring that we not only capacitate and empower but also create meaningful opportunities;
  - working in order to create a positive and measurable socio-economic impact and respond to key societal and environmental challenges in the communities where we operate; and
- be actively involved in the activities of the United Nations (UN) Global Compact.

The role of the Board

The Board held 11 meetings during the year and an additional two meetings were held to discuss and debate the impact of the external and internal factors on the execution of the Group's strategy. The Board, having considered the impact, approved the redoubling of efforts on the Reset horizon so as to enable the two other horizons and to deliver Future Sasol.

OUR STRATEGIC DIRECTION CONTINUED

Our ambition

Grow shared value while we transition to net zero* by 2050

THROUGH THE STRATEGIES OF PORTFOLIO BUSINESSES

SASOL CHEMICALS Growing with our unique chemistry

STRATEGIC OBJECTIVES
- Bring Lake Charles Chemicals Complex (LCCC) to full potential
- Innovate with customers for sustainable solutions
- Shift to higher margin speciality solutions

SASOL ENERGY Leading the energy transition in Southern Africa

STRATEGIC OBJECTIVES
- Decarbonise our operations
- Grow new value pools
- Preserve competitive and sustainable returns

SASOL ecoFT Developing sustainable aviation fuel (SAF) ventures globally using our advantaged FT technology

STRATEGIC OBJECTIVES
- Leverage advanced and differentiated Sasol FT technology for sustainable products
- Play a key role in SAF commercialisation

SUPPORTED BY A LEAN AND COST-EFFICIENT CORPORATE CENTRE

OUR STRATEGY IS FLEXIBLE IN AN EVER-CHANGING ENVIRONMENT

ROBUSTNESS
We continuously test our strategy against a range of future scenarios

AGILITY
We have built flexibility in our strategic choices and pathways to adapt to external changes and internal learnings

FORWARD-LOOKING
We monitor signposts that inform our future choices

* Net zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets.

Our ambition, supported by our updated strategy, sets a clear path for us towards net zero*. We will undertake this by:
- resetting our business in order to decarbonise and transition;
- enhancing our focus on innovation to drive sustainability;
- substantially increasing our focus on partnerships to build credibility, momentum and augment competitive advantages; and
- leveraging our Fischer-Tropsch (FT) technology for sustainable growth at scale.

FOCUSED ON VALUE-ADDING ACTIVITIES TO BUILD PARENTING ADVANTAGE

- Oversee strategy and shape portfolio via disciplined capital allocation
- Orchestrate programmatic transformation to secure value
- Unlock cost and revenue synergies across Businesses
- Drive technology innovation
- Assess impact of material matters
- Review Group top priorities

OUR STRATEGIC DIRECTION CONTINUED // Our decarbonisation journey

PROGRESSING A SUSTAINABLE FUTURE SASOL

OUR THREE-PILLAR EMISSION-REDUCTION FRAMEWORK

REDUCE EMISSIONS

- Short- to medium-term reductions, including switching to low-carbon energy sources and additional process and energy efficiency improvements.
- Introduce and scale renewable energy into operations.

TRANSFORM OPERATIONS

- Integrating cleaner alternative feedstocks such as gas and green hydrogen.
- Employing optimised processes and sustainable carbon feedstocks to reduce our emissions profile, where viable.
- Collaboratively finding opportunities to beneficiate our concentrated carbon dioxide (CO_2) sources.

SHIFT PORTFOLIO

- Creating sustainable products for new value pools using our FT technology.
- Actively reviewing equity in assets not aligned with our long-term strategy.
- Enabling the creation of a new green hydrogen production and market footprint.

TARGETS AND AMBITION

Reduce absolute scope 1 and 2 emissions by 30% by 2030[1]

Reduce absolute scope 3 emissions by 20% by 2030[2]

NET ZERO 2050

[1] For the Sasol Energy and Sasol Chemicals Businesses (excluding Natref and Mozambique) [2] For Category 11; applicable to Sasol Energy

HIGHLIGHTS //

SASOL ENERGY

Jointly, with Air Liquide, signed Power Purchase Agreements (PPAs) for >600MW of renewable energy

Signed a 69MW 20-year wind energy PPA with the Msenge Emoyeni project (currently under construction) for the Sasolburg green hydrogen pilot project

Commissioned the approximately 3MW solar farm in Sasolburg to produce our first volumes of green hydrogen

Advanced the prefeasibility study for the Boegoebaai green hydrogen export hub project

Extended the Mozambique gas plateau from 2026 to 2028 and discovered additional gas at PT5-C

Demonstrated that our proprietary fourth generation (G4) catalyst can achieve 10% higher SAF yields than our reference commercial catalyst through the CARE-O-SENE research programme

Entered into a partnership with ArcelorMittal South Africa to study green steel production in Saldanha and carbon capture, usage and storage development in Vanderbijlpark

SASOL CHEMICALS

Received the first solar energy at our Augusta, Italy site from a virtual PPA

Signed several renewable electricity PPAs for Sasol Italy

Completed studies on carbon capture utilisation storage for Lake Charles to produce solvents using CO_2 process vent gas

SASOL ecoFT

Announced the establishment of 50/50 joint venture with Topsoe* for the production of SAF to exploit the competitive advantages of our FT technology and Topsoe's reforming and related technologies

Advanced the SkyFuelH2 project with Uniper for demonstration-scale production of approximately 2 350 bbl/d biomass-based SAF in Sweden

SASOL LIMITED

Established Sasol Ventures, a corporate venture capital fund, to advance our decarbonisation ambition

* Subject to approval by relevant authorities

PROGRESSING OUR TARGETS

- Achieved an approximate 5% reduction off the combined Sasol Energy and Sasol Chemicals 2017 scope 1 and 2 baseline, equating to approximately 3,5 Mt CO_2e reduction, through ongoing mitigation interventions. Product volumes were lower relative to 2017.
- Higher production rates than in 2022 contributed to marginally higher year-on-year emissions. These are mostly the result of process inefficiencies, external power interruptions and shortage of natural gas, eroding emission reductions relative to 2022.
- Maintained energy-efficiency projects and introduced additional measures. The nitrous oxide abatement project delivered some reductions, albeit not to full potential.
- Achieved an approximate 13,4% energy-efficiency saving from 2005, which was lower than expected, as a result of external power disruptions, poor coal quality leading to operational instabilities and natural gas availability.
- Ramping up of Lake Charles contributed to higher greenhouse gas emissions. However, we are beginning to reap the benefits of a shift to renewable energy at our Eurasian Operations.
- Significant decreases in scope 3 Category 11 emissions mostly due to lower production of liquid fuels.
- Production levels are expected to increase in 2024 due to an enhanced focus on our foundation business, which will likely result in a higher emissions for Secunda Operations.
- Overall, we continue to progress our emission-reduction roadmaps towards achieving a 30% GHG reduction by 2030.

WWW CCR For more detail on our decarbonisation journey refer to our Climate Change Report on our website, www.sasol.com

CHAIRMAN'S STATEMENT

" During turbulent times, we need to do more to restoring our credibility, showing we are able to navigate with confidence. "

KEY MESSAGES

- Delivering on promises
- Returning value to shareholders
- Attracting investment

Sipho Nkosi // Chairman

Our foundation business remains an all-important enabler to realise Future Sasol. It is for this reason we are giving increased attention to ensuring that we bring stability to the business by focusing on resetting our business for resilience.

MAINTAINING FOCUS

- Zero Harm
- Progress and embed environmental, social and governance
- Operational stability
- Sasol 2.0 delivery

- Safe and reliable operations
- Sustainable business in the future
- Enhance cash flow generation

Sustainable shareholder returns

Dear stakeholders

Across the world, the past year was one of significant volatility. Apart from the devastating humanitarian toll, the Russia/Ukraine war contributed to stubborn inflation and high interest rates, subdued economic growth, and disruption to the energy ecosystem and the pace and scale of the energy transition. There is no doubt that the challenge of our time is to reshape the sector while maintaining the supply of affordable and sustainable energy to meet the needs of people, while safeguarding the planet from environmental degradation.

In addition to the impact of global developments on South Africa's economy, its weak performance was exacerbated by intensifying power shortages, deteriorating logistics, and political and socio-economic upheaval.

Sasol was not immune to the impact of these challenges, many of which informed the material matters for our integrated reporting which were identified and approved in the year. In support of integrated thinking and integrated reporting, the Board considered these material matters, as each has the potential to affect our ability to create and preserve value over time.

IR For more detail on our Material Matters refer to page 39

Internally, we recorded two tragic workplace fatalities, highlighting the critical necessity to keep safety at the centre of everyone's focus. In the aftermath of the pandemic, people's mental health deteriorated, aggravated by rising unemployment and increased poverty.

Investor sentiment towards South Africa worsened, hit by the country's recent grey listing by the Financial Action Task Force, the global intergovernmental body enabling the combatting of money laundering, terrorist financing and the financing of the proliferation of weapons of mass destruction. Investor sentiment was also affected by questions on the efficacy and prudence of South Africa's non-aligned stance on the Russia/Ukraine war. These factors accelerated capital outflows and put at risk a significant portion of export revenue from trading partners as a response to the decisions by the South African government.

DIRECTORS' APPROVAL OF INTEGRATED REPORT

Through the perseverance and diligence of Team Sasol, a stronger platform has been shaped to deliver our Future Sasol ambitions.

The Board is ultimately responsible for ensuring the integrity of Sasol's integrated reporting. The Board gave attention to management's evaluation of the effectiveness of the disclosure controls and procedures. Other than the material weakness and other internal financial control deficiencies reported in the Form 20-F, we believe Sasol has designed such internal controls over financial reporting to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with International Financial Reporting Standards.

Notwithstanding the deficiencies in internal financial control we confirm that the 2023 Integrated Report addresses all material issues and matters which affect the Group's ability to preserve and create value and fairly represents the Group's integrated performance. This report and its publication was approved on 31 August 2023.

The Board confirms that Sasol is in compliance with the provisions of the Companies Act, 71 of 2008 relating to its incorporation and is operating in conformity with its Memorandum of Incorporation (MOI).

Board review and approval

Sipho Nkosi Chairman of the Board	Fleetwood Grobler President and Chief Executive Officer	Hanré Rossouw Chief Financial Officer
Vuyo Kahla Executive Director	Manuel Cuambe Independent non-Executive Director	Muriel Dube Independent non-Executive Director
Martina Flöel Independent non-Executive Director	Katherine Harper Independent non-Executive Director	Beatrix Kennealy Independent non-Executive Director
Nomgando Matyumza Independent non-Executive Director	Mpho Nkeli Independent non-Executive Director	Andreas Schierenbeck Independent non-Executive Director
Stanley Subramoney Independent non-Executive Director	Stephen Westwell Independent non-Executive Director	

CHAIRMAN'S STATEMENT CONTINUED

In this environment, Sasol faced several operational challenges related to poor coal quality from our mines and the operational underperformance of our facilities. These contributed to lower overall production, which impacted profitability for the year. Plans are in place to address these challenges.

Our immediate priority in 2023 was therefore to reset our foundation and build a resilient company. We continued to do this by delivering on the Sasol 2.0 transformation programme, which will enable us to transition and ultimately reinvent the organisation to decarbonise and achieve our net zero ambition by 2050.

Ethical and effective leadership

In circumstances where we constantly observe a continued decline in ethical and moral leadership worldwide, the Board has remained committed to fostering an ethical and higher purpose focus within the Sasol Group. We commissioned an independent ethics assessment, the results of which will show the maturity of our ethics programme, as well as identify opportunities for improvement.

IR For more detail on ethics refer to page 22

We strengthened our Board capabilities by appointing Andreas Schierenbeck as an Independent non-Executive Director effective 1 January 2023. We are confident that Andreas's appointment will bolster our decarbonisation efforts, and that Sasol will benefit from his experience of the green hydrogen value chain in particular.

The Board also oversaw changes to the Group Executive Committee, with Hanré Rossouw assuming the role of Executive Director and Chief Financial Officer on 1 July 2022 and Marius Brand retiring on 30 June 2023 as Executive Vice President for Sasol 2.0 Transformation programme. We thank Marius for his contribution to Sasol over many years and wish him well.

Delivering to society

At Sasol, we have always recognised the critical role, of social capital in our success, therefore we value our partnerships with customers, suppliers, business and research peers as well as our relationships with communities, governments, regulators and civil society.

In the year under review, we committed R857,3 million in social investment, compared with R743,3 million in 2022. Recognising that our strength lies in our diversity; we made good progress towards our diversity and inclusion targets and maintained our level 3 B-BBEE contributor status.

During the year, the Board provided an active oversight role in supporting management in ensuring:
- the safety of our people;
- transforming our business for resilience;
- managing our impact on the planet; and
- strengthening relationships with stakeholders and regulators.

We acknowledge the importance of maintaining our strong and established brand, which underpins our reputation. In contributing to Sasol becoming an investment priority, not just for our shareholders but also for our broader stakeholder community, we undertook a stakeholder perception survey. While we maintain a solid reputation of performance across most stakeholder groups, there are areas that require improvement. These learnings will become focus areas for the next year and beyond.

Appreciation and outlook

As we look ahead to Sasol's new financial year, there is no doubt that the world and South Africa face significant headwinds. Now is the time for us all to collaborate: to roll up our sleeves, deliver on our plans and contribute meaningfully. We will achieve our commitments with the right people and by leveraging partnerships.

We are confident that we are on the correct path and are encouraged by the endorsement of our shareholders at our December 2022 Annual General Meeting of our climate change management approach.

I would like to acknowledge Sasol people everywhere for their determination and hard work to overcome the challenges of the past year. I would like to thank them for their diligence in ensuring that we deliver on our commitments ahead.

Sipho Nkosi
Chairman

31 August 2023

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT

"We have a relentless focus on resetting our business."

KEY MESSAGES

- Unwavering commitment to safety
- Restoring business confidence is paramount
- A holistic sustainability approach
- Sasol people are our enablers to success

Fleetwood Grobler // President and Chief Executive Officer

Dear stakeholders

We introduced the Future Sasol strategy in September 2021 which underpins our ambition to grow shared value for all our stakeholders, while we accelerate our transition to a low-carbon world. This, we envisage to deliver over three horizons where we will Reset, Transition and Reinvent our business. Over the past financial year we had several headwinds stalling our progress on resetting our business. For this reason, our internal focus will remain on activities relating to successfully resetting our business and enabling the successful execution of the last two horizons. We will undertake this within the framework of People, Planet and Profit.

RESET

TRANSITION

REINVENT

QUESTION:
Can you provide highlights of Sasol's safety performance for the year?

Safety remains close to the hearts of all at Sasol and is an area we will never stop working to improve, so that we eliminate workplace fatalities while striving towards Zero Harm.

For 18 months, between November 2021 and March 2023, we did not experience any workplace fatalities. Regrettably, this changed with the tragic passing of Mr Kgauta Mahlaba (Secunda Operations) and Mr Stiffi Ndlovu (Mining), in April and May 2023 respectively.

This is a stark reminder of remaining vigilant under all circumstances. We are however, experiencing a positive trend in other aspects of our safety performance. The high-severity incident (HSI) programme we implemented in 2017 and refined in 2020 had a positive impact with our HSI-severity rate decreasing from 16,00 to 9,96 and our HSIs decreased from seven to five when compared to the previous year.

Unfortunately, our fires, explosions, and releases increased from 13 to 15, when compared to the previous year. However, our recordable case rate, remained flat for the period at 0,27.

FOCUS STORY // SAFETY

Any loss of life or harm is unacceptable as safety is our top priority. We remain resolute in our commitment to creating a caring, sustainable and Zero Harm workplace.

Focused efforts on our safety, health and environment (SHE) programme: The high-severity incident (HSI) programme, has resulted in an improvement in our HSI-severity rate in FY23. This programme remains the backbone for improving our SHE performance and we have now shifted our focus on further maturing this programme.

Embracing our Sasol 2.0 operating model, we have strengthened our collaboration efforts and are leveraging every opportunity to learn from each other and ensure that we are implementing best practices with regards to SHE.

Embedding fit-for-purpose leading indicators monitoring and reporting, anchored on the key elements of our HSI programme, as a predictive lever to manage our SHE risks, is paramount.

We continue to enforce our risk-based approach to managing our top SHE risks (Key Undesirable Events), while strengthening our combined SHE assurance processes.

Through our humanising safety initiative, focus remains on showing care through every layer of influence.

We remain committed to improving our safety performance and constantly adapting and streamlining our approach to align with evolving reporting requirements.

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT CONTINUED

QUESTION:
What key interventions are you driving to improve safety?

Our goal is Zero Harm, and there are a few key areas to highlight in our journey.

We have made good progress in embedding our safety principles across operations, but we all recognise the critical need for ongoing, diligent focus on our HSI programme.

Two key imperatives being ingrained as part of operational discipline:

- **we always strive to carry out each task the right way every time; and**
- **we always adhere to standards and procedures.**

Our people know these imperatives are vital to ensuring a safe workplace, and in doing so, we continue to promote humanising safety. We have for some time already shifted from leading safety through compliance, to leading safety with care. Demonstrating care is something we should all display, more especially our leaders. This is where it starts.

The ultimate aim with our humanising safety approach is for us to look beyond the statistics and focus on the person, his or her working environment, as well as the surrounding circumstances. This is being reinforced by a fair and accountable safety culture where consequences for transgressions are applied equitably, appropriately, and consistently across teams and the organisation.

We are actively embedding fit-for-purpose leading indicator monitoring and reporting, to further enhance our safety measures.

Safety also remains a key component of our short-term incentives where financial penalties apply for missed targets.

QUESTION:
Is the 'full potential' programme at your mining operations starting to deliver results?

Coal quality and productivity are among the key challenges we face in our South African value chain, and our 'full potential' programme has been designed to provide a sustainable improvement across all the collieries.

Focus areas to improve productivity include prioritised training initiatives, improving the cutting time for each shift, and reducing equipment breakdown times. This will be assisted by onboarding peripheral support teams to make our efforts well-coordinated.

This programme is being rolled out in a phased approach at our Secunda collieries, with the roll-out at the first colliery nearing completion. The next roll-out will be at the Shondoni and Thubelisha collieries in the first half of FY24, where learnings from the previous roll-out will be implemented.

We have seen incremental improvements in productivity rates since the implementation of the programme, with a slight improvement between the third and fourth quarters of FY23. Our FY23 productivity was 3% lower than the prior year due to unplanned safety stoppages and operational challenges experienced in the earlier part of the year, but notable improvements have been seen in the second half of the year, which is in line with expectations.

Supported by our external coal purchasing programme, we have also successfully maintained the coal stockpile within targeted levels, ensuring a stable supply of feedstock to the Secunda facility, while also improving coal quality through optimal blending.

FOCUS STORY // ETHICS

In a world where many have lost their moral compass, Sasol endeavours to ensure that we are an ethical company; that we not only do things right, but we do the right things.

Across the world, ethical standards are slipping, people in positions of power openly and unapologetically behave in ways that infringe the rights of others or condone unethical or corrupt practices. This means that we as individuals are all likely to face – on a daily basis – unethical behaviour by others; conflicts of interest; questions around the appropriateness of extravagant gifts or entertainment; and tough ethical dilemmas.

How then does one ensure that Team Sasol lives up to its intention of always doing the right thing?

Sasol's Code of Conduct clearly sets out the Values to which we expect our employees to live. It is action-based, ensuring that in this complex world employees know what is expected of them on-site at our facilities and offices, as well as at home. The Code of Conduct provides details of how employees and other stakeholders can seek assistance with their day-to-day concerns, including where and how to register an ethics call to report behaviour that they consider to be unethical. This is complemented by annual awareness and training initiatives that further equip our employees to do what is right.

Our Board of Directors sets the tone from the top: Sasol's leadership is committed to nurturing an ethical culture, one of inclusivity and support, where employees and stakeholders feel free to speak up without fear of victimisation or retaliation.

Our ethical culture informs the way we conduct ourselves both at an individual and Group level: how we treat each other, our customers and stakeholders; how we manage our impact on society; and how we manage our impact on the environment. It steers our Purpose of 'Innovating for a better world'.

We have commissioned an independent ethics risk and opportunity assessment across the Sasol Group. Currently underway, this is evaluating the maturity of our ethics programme as well as identifying opportunities to close any gaps. Through constantly improving our ethical processes, driving an ethical culture, and living the Sasol Values, we strive to ensure Sasol's success, as well as supporting a regeneration of ethics in the communities in which we work.

I personally commit to abiding by the Sasol Code of Conduct and to holding myself accountable in terms of it. In their personal capacity, each member of the executive team and all Sasol employees also commits to the Code of Conduct, as we individually and collectively take responsibility for the impact of our actions globally.

WWW SR For more detail refer to our Sustainability Report available on our website, www.sasol.com
For the ethics line, see www.sasol.com/sustainability/ethics/sasol-ethics

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT CONTINUED

SUPPORTING SOUTH AFRICAN GOVERNMENT

In June 2023 it was announced that the South African government and organised business agreed to urgently work together in partnership, with appropriate engagement and oversight structures, to remove obstacles to inclusive economic growth and job creation.

Three immediate priority interventions agreed are:

- energy;
- transport and logistics; and
- crime and corruption.

Sasol is one of two Business Sponsors for the 'energy' priority area where the focus is to support Eskom and the country's efforts to end loadshedding, with efforts being coordinated via the government-led National Energy Crisis Committee and the Energy Council of South Africa.

QUESTION:

How are you addressing the deterioration of coal quality over the longer term?

On coal quality, our understanding of the issues has evolved significantly over the past year because of the work we are doing, and we believe there is potential to turn this around with the right solutions implemented.

We are focusing on the several levers to address this over the short to medium term.

Firstly, ensure that the right quality coal is targeted at the mining coalface to get the optimal blend as feedstock to the Secunda facility.

Secondly, to improve coal blending by maintaining a high stockpile which minimises variation of quality of coal to the Secunda facility; and

Thirdly, we are actively progressing further technical work on the technology solution to reduce sinks in the coal. We aim to make a final investment decision during FY24.

In the longer term, to address the issues, we have a robust pipeline of studies and projects which are at different engineering stages and will provide more clarity when milestones are reached.

We are optimistic that by implementing the appropriate solutions and upholding our pledge to prioritise safety, there is potential to turn this around.

QUESTION:

Is Sasol still on track with its decarbonisation journey and broader sustainability efforts?

This year, we faced a range of challenges underscored by a volatile global economy that was aggravated by internal feedstock reliability and operational challenges. This contributed to a reduction in greenhouse gas emissions, achieving an approximate 5% improvement equivalent to 3,5 Mt CO_2e ton reduction off the 2017 baseline, albeit at a lower production volume. We have signed more renewable Power Purchase Agreements (PPAs), now totalling more than 600MW towards the 2030 target of 1 200MW. In support of the green hydrogen ambition in Sasolburg, we commissioned approximately 3MW solar photovoltaic renewable energy on the Sasolburg site for the project, enabling production of the first green hydrogen from the facility.

We have expanded our sustainability focus beyond just addressing climate change, and this shift has been yielding positive results.

We have already set and are actively working towards meeting our short-term water targets. Moreover, we have conducted biodiversity assessments at both Secunda and Sasolburg sites, which has allowed us to better understand and address our impact on the environment. As a result, our environmental, social, and governance (ESG) ratings are steadily improving year-on-year.

ESG RATING

S&P Global Corporate Sustainability Assessment (Dow Jones Sustainability Indices)

	Our rating
2022	54%
2023	62%

Notwithstanding the challenges we face, our commitment to sustainability and proactive approach to addressing environmental concerns have positioned us on a path of continuous progress and improvement.

QUESTION:

What is your view of what a just transition entails and what role does Sasol play in South Africa?

Our interpretation of a just transition is founded on a shared value approach that considers our business, our employees, and the economic landscape in which we operate. Sasol has looked to South Africa's Presidential Climate Change Commission for guidance on what a just transition entails, and we have also detailed our own definition taking our specific context into account.

We recognise the significant role Sasol plays not only in contributing to the country's gross domestic product, but also in providing direct and indirect employment to a substantial number of people. This awareness underscores the importance of our approach.

To ensure that our just transition is well-executed, we have established a Just Transition Office guided by a clear decision-making framework. The primary focus of this office is to facilitate engagement at various levels, allowing stakeholders to participate in the process and have their voices heard. By implementing this approach, we aim to navigate the transition in a fair and inclusive manner.

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S STATEMENT CONTINUED

QUESTION:
What benefits does the joint venture (JV) between Sasol and Topsoe hold and what are the long-term strategies envisioned for the JV?

The aviation sector contributes about 2 – 3% to global greenhouse gas emissions. Decarbonising air transport through more sustainable ways to fly is of the utmost importance and has been called for worldwide by both the industry and regulators.

The Topsoe JV will focus on developing, building, owning, and operating sustainable aviation fuel (SAF) plants, and marketing SAF. The fuels will be derived primarily from non-fossil feedstock, utilising green hydrogen, sustainable sources of carbon and/or biomass with a specific focus on Sasol's Fischer-Tropsch and Topsoe's related technologies.

This JV, still under consideration by the relevant competition authorities, will see us combine our unique technologies, capabilities and deep industry experience with Topsoe to lay the foundation to deliver SAF at scale.

For Sasol, the JV not only furthers our global SAF aspiration, but is also an important milestone in advancing our long-term strategy to achieve our net zero ambition by 2050.

QUESTION:
How has the Company performed financially?

Our financial results for the year are reflective of various mixed factors. We continue to face macro challenges with headwinds on demand and pricing, particularly in chemicals alongside persistent inflation with elevated feedstock and energy costs.

We are also encountering specific challenges in our operating environment, notably in South Africa where we have been impacted by the performance of state-owned enterprises. However, we have benefitted from an elevated oil price and a weaker rand/dollar exchange rate, and we have seen real progress in the mitigating actions that we have taken in many of the areas within our control. This is driving better performance in important areas like the Mining business, more resilience with the ability to reset to more aggressive targets on Sasol 2.0 following recent outperformance, and progress towards the longer term goals of Future Sasol.

IR For more detail on our financial performance refer to CFO's Statement on page 26

More broadly, the cost and operating challenges we have faced have required us to re-assess the steps we need to take to ensure Sasol remains a sustainably profitable organisation in the medium term. We are forging ahead with renewed vigour to reset and lay the groundwork to ensure this. Despite continued volatility over the period, the Board declared a final dividend of R10,00 per share, in line with our dividend policy.

QUESTION:
How do employees perceive Sasol's culture?

Our most recent employee survey reflected a participation response rate of 75%, a 7% improvement from 2019; with overall employee engagement at 74% favourability, reflecting an engaged, enabled, and energised workforce.

Overall, the survey showed several significant improvements against past survey themes and focus areas. Notable improvements were reflected in areas such as living the Values, safety to speak up, goal clarity and employee optimism about Sasol's future and strategy.

The survey also highlighted areas for improvement including process and system efficiency, strengthening our Employee Value Proposition to allow our people to feel a stronger sense of belonging, recognition, work-life balance and opportunities to learn and grow. These learnings have been integrated into our culture journey plans for the businesses.

By acknowledging both our strengths and areas for growth, we remain committed to creating an even more fulfilling work environment for our employees and building a thriving workplace culture at Sasol.

The Reset of Sasol will only be successful with the efforts of Team Sasol.

Building a thriving workplace culture with all our people having a sense of belonging and opportunities to learn and collaborate, will enable shared value creation.

QUESTION:
What are the focus areas for the next year?

My mantra as Chief Executive Officer has been REALISM, FOCUS, and DELIVERY. We must be REALISTIC about our challenges and opportunities, FOCUS on what will take us forward, and DELIVER against targets and market promise. Applying these principles on a foundation of safety, compliance, operational discipline and care for our people will enable us to stabilise our foundation business through the Reset activities enabling the last two horizons of the Future Sasol strategy. This will be done through focusing and progressing the following focus areas:

- Business performance improvement – coal quality and productivity stability improvement at Sasol Mining, maintaining volume recovery of our South African value chain and commercial ramp-up of the Lake Charles Chemicals Complex.
- Ongoing delivery on transformation – Sasol 2.0 Reset targets, customer experience and service delivery.
- Review and align targets and progress on GHG reduction targets, considering our means and a just transition roadmap.
- The implementation of an integrated air quality and greenhouse gas (GHG) reduction solution is an imperative for us. This is dependent on SO_2 emissions from the boilers at the steam plants at our Secunda Operations being regulated on an alternative load-based emission limit from 1 April 2025 onwards.

Resetting our business through these focus areas will only be successful with the efforts of Team Sasol. We have navigated complex situations before and I have no doubt that through the commitment and hard work of Sasol's people, we will do so again.

Fleetwood Grobler
President and Chief Executive Officer
31 August 2023

OUR GROUP EXECUTIVE COMMITTEE

"Global events together with domestic infrastructural challenges, exacerbated by the quality of feedstock supply and the instability of plant operations, are forcing us to enhance our focus on the Reset horizon of our strategy. As daunting as these challenges may be, our committed leadership know that we will be successful through the efforts of Sasol people."

Fleetwood Grobler* //
President and Chief Executive Officer

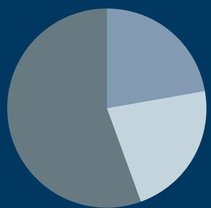
CONTINUED ATTENTION ON PERTINENT ISSUES RELATING TO OUR MATERIAL MATTERS

- Reinforcing our approach to humanising safety through technical and cultural initiatives
- Addressing operational stability and mitigating coal quality issues
- Producing green hydrogen from our existing Sasolburg facilities
- Focusing on culture of inclusivity and belonging with specific attention on gender equality
- Developing an integrated air quality and greenhouse gas reduction solution
- Managing risks in relation to market volatility, geopolitical uncertainty and disruption
- Partnering with several entities internationally as part of our aspiration to participate in new value pools
- Delivering on our People Promise, with a focus on our employees, and implementing action plans emanating from our employee Heartbeat survey
- Addressing challenges experienced with rail logistics and load shedding at a national level
- Progressing decarbonisation efforts
- Rolling-out a new human resources service delivery system

SKILLS AND EXPERIENCE CHECKLIST

- ✓ Safety
- ✓ Strategy, risk, and sustainability
- ✓ Legal, regulatory and stakeholder relations
- ✓ Corporate governance and ethics
- ✓ Upstream gas and oil
- ✓ Operations – mining, engineering, and manufacturing
- ✓ Capital project execution
- ✓ Research and development
- ✓ Chemicals
- ✓ Retail fuels
- ✓ Sales and marketing
- ✓ Human resources
- ✓ Corporate finance, mergers and acquisitions

Group Executive Committee demographics as at 30 June 2023



Hanré Rossouw*
Group Chief Financial Officer

RESPONSIBLE FOR

Ensuring appropriate capital allocation, financial discipline and information management.

He has taken over the responsibilities of the group-wide Sasol 2.0 transformation programme upon the retirement of Marius Brand.

Appointed to GEC: 2022
Joined Sasol: 2022

Vuyo Kahla*
Executive Vice President: Strategy, Sustainability and Integrated Services

Portfolio strategy and sustainability, the effective management of risks, as well as ensuring appropriate governance disclosures and combined assurance.

Appointed to GEC: 2011
Joined Sasol: 2011

Priscillah Mabelane
Executive Vice President: Energy Business

Upstream and downstream gas activities as well as distribution, marketing and sales of liquid fuels in Southern Africa.

Appointed to GEC: 2020
Joined Sasol: 2020

Simon Baloyi
Executive Vice President: Energy Operations and Technology

All downstream operations and related infrastructure as well as technology, projects and engineering and procurement.

He has taken over the responsibility to mature Sasol ecoFT and to develop new opportunities producing sustainable fuels and chemicals leveraging our proprietary Fischer-Tropsch (FT) technology upon the retirement of Marius Brand.

Appointed to GEC: 2022
Joined Sasol: 2002 to 2008
Rejoined: 2009

Riaan Rademan
Executive Vice President: Mining

RESPONSIBLE FOR

Mining activities and safe operations and marketing of coal.

Hermann Wenhold, Senior Vice President, Mining, has been appointed as EVP: Mining from 1 November 2023 upon the retirement of Riaan Rademan.

Appointed to GEC: 2022
Joined Sasol: 1981, retired 2017
Rejoined: 2022

Brad Griffith
Executive Vice President: Chemicals Business

Sasol Chemicals globally. Maintaining safe, reliable and sustainable operations and driving customer-led growth through innovative marketing, product development and sales.

Appointed to GEC: 2019
Joined Sasol: 1992

Charlotte Mokoena
Executive Vice President: Human Resources and Stakeholder Relations

Design of global sustainable Human Resources and stakeholder strategies, policies and frameworks.

Appointed to GEC: 2017
Joined Sasol: 2017

Marius Brand
Executive Vice President: Sasol 2.0 Transformation

The group-wide Sasol 2.0 transformation programme and maturing Sasol ecoFT to develop new opportunities producing sustainable fuels and chemicals leveraging our proprietary FT technology.

Appointed to GEC: 2019
Joined Sasol: 1989
Retired: 30 June 2023

* Executive Director

CHIEF FINANCIAL OFFICER'S STATEMENT

"We believe Sasol can make a significant global contribution to innovating for a better world."

KEY MESSAGES

- Mixed financial performance
- Balance sheet resilience
- Continued capital returns to shareholders
- Additional Sasol 2.0 commitments
- Continued refinement of emission reduction roadmap
- Disciplined capital allocation

Hanré Rossouw // Chief Financial Officer

PROFITABILITY	**R66 billion** adjusted EBITDA*
ROBUST BALANCE SHEET	**US$3,8 billion** net debt**
CONTINUED CAPITAL RETURNS	**R17,00** per ordinary share
SELF-FUNDED TRANSITION	**R15 – 25 billion capital expenditure***** (in FY23 real terms) delivering 2030 greenhouse gas emission reduction target

* Adjusted EBITDA is calculated by adjusting earnings before interest and tax for depreciation, amortisation, share-based payments, remeasurement items, change in discount rates of environmental provisions, all unrealised translation gains and losses on our derivatives and hedging activities.

** Net debt excluding leases less cash and cash equivalents.

*** Represents 'Transform' capital expenditure which is included in the R26 – R32 billion (in FY23 real terms) annual Sasol 2.0 capital targets.

Dear stakeholders

As we reflect on our financial results it is important to recognise that profitability was impacted not only by factors within our control, but also by many factors beyond it. We faced various operational challenges as well as a volatile global landscape that impacted on macroeconomic conditions and market dynamics. Business performance was further affected by the underperformance of state-owned enterprises in South Africa, which constrained our supply chains and sales volumes and placed further pressure on our operations. However, our Sasol 2.0 transformation programme (Sasol 2.0) yielded positive results, countering the impacts of some of these challenges.

In the first half of the financial year, we benefitted from the rising oil price. In the second half, however, Sasol was negatively impacted by a 16% softening in the oil price which led to an overall decrease for the year of 5%. The impact of this was offset by a 17% weakening in the rand/US dollar exchange rate to an average of R17,77 for the year. Our commodity chemical prices decreased on poor demand. Polyethylene prices declined by 29% compared to the previous year. Lower ethane and energy prices in the latter part of the year contributed positively to margins in our Chemicals Business, however overall chemical margins and global demand remained depressed, negatively impacting this business, particularly in the United States and Europe.

In the second half, we made notable improvements in operational performance, underpinned by focused mitigation plans to address the production instabilities earlier in the year. We remain committed to improving the coal quality of our Mining business and restoring volumes at our Secunda Operations, as well as improving overall productivity at our operations.

We continue to engage with Transnet to address those hurdles that impact our ability to transport certain chemical products. The challenging macroeconomic environment affecting our Eurasia operations is expected to continue into the next financial year. While the net margin and demand remain constrained, we will continue to manage our production rates in response to the lower demand and to avoid a build-up in inventory.

We faced various operational challenges as well as a volatile global landscape that impacted on macroeconomic conditions and market dynamics.
However, our Sasol 2.0 transformation programme yielded positive results, countering the impacts of some of these challenges.

CHIEF FINANCIAL OFFICER'S STATEMENT CONTINUED

MIXED FINANCIAL PERFORMANCE

Adjusted earnings before interest, tax, depreciation and amortisation (adjusted EBITDA) decreased by 8% to R66,3 billion. Cash fixed costs of R68,8 billion were R6,7 billion (11%) up on the prior year. R6,3 billion (10%) of the increase in cost relates to inflation and exchange rates. Excluding inflation and exchange rates, costs increased by R0,4 billion (1%), led by higher labour cost, study costs and maintenance costs. The higher costs were offset by savings from Sasol 2.0 initiatives and the impact of business disposals in FY22.

Cash generated by operating activities increased by 15% compared to the prior year and was largely driven by a year-on-year decrease in working capital, the latter achieved through focused management intervention to conserve cash. We will continue to monitor working capital to ensure that it remains below or within our target of 15,5% to 16,5% on a 12-month rolling average basis.

Maintaining the flexibility of the balance sheet to navigate the evolving global financial landscape remained a key focus. During FY23, we worked to strengthen our balance sheet by issuing a convertible bond of US$750 million in November 2022 and executing several debt refinancing transactions to address our 2024 maturities.

Our liquidity headroom was R109,6 billion (US$5,8 billion) – well above our target of maintaining liquidity of more than US$1 billion.

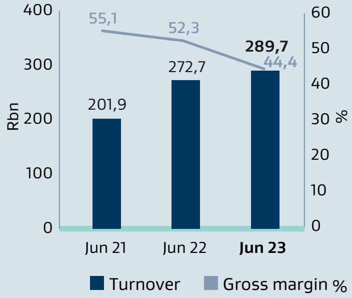
At 30 June 2023, our total debt excluding leases increased to R124,3 billion from R105,1 billion. This was largely driven by the weaker rand/US dollar closing rate (R18,83 compared to R16,28 in FY22) which had an impact of increasing net debt by R16,2 billion. Our net debt (excluding leases) at 30 June 2023 was US$3,8 billion and remained unchanged from FY22, and included payments in FY23 of the FY22 final dividend and hedges that expired. Net debt to EBITDA increased to 1,3 times and gearing increased to 44,7%. Both were negatively impacted by the significantly weaker rand/US dollar closing rate. Gearing was also negatively impacted by the full impairment of our Secunda liquid fuels refinery cash generating unit (CGU).

We continue to protect the downside risk of the balance sheet, given that net debt has not reduced significantly since FY22. The hedging programme remains in place to mitigate the risk of adverse movements in the oil price and the rand/US dollar exchange rate. The hedging programme did well to manage our price risk during the 2023 financial year. We update it regularly to address changes in our commodity and currency exposure and will continue to reduce the hedge cover ratio as our balance sheet strengthens.

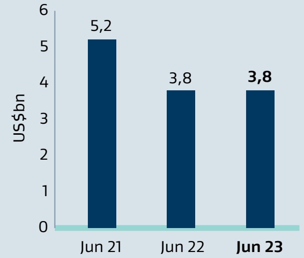
Maintaining the flexibility of the balance sheet to navigate the evolving global financial landscape remained a key focus.

During FY23, we worked to strengthen our balance sheet by issuing a convertible bond of US$750 million in November 2022 and executing several debt refinancing transactions to address our 2024 maturities.

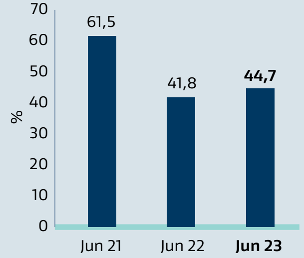
Turnover (Rand billion) and gross margin (%)



Net debt (US$ billion)



Net debt to shareholders' equity (%)



CHIEF FINANCIAL OFFICER'S STATEMENT CONTINUED

Sasol 2.0 transformation programme and Reset

The Sasol 2.0 transformation programme's objectives are to enable the business to be more competitive, cash generative and able to deliver attractive and sustainable returns even in a low oil price environment. The EBITDA contribution of our Sasol 2.0 transformation programme to date is R13,5 billion versus a target of R8,5 billion by FY23. This has given us some headroom to withstand the impact of the volatile economic landscape and higher inflation and was mainly achieved through the implementation and continuous assessment and refinement of the operating model as well as embedding market-driven strategies to improve customer experience and increase the profitability of our products.

Given the impact of the external operating environment, we acknowledge the need to intensify our efforts to remain resilient and profitable.

We therefore revise our Reset targets

Gross margin R8 billion – R10 billion

(previously R6 billion – R8 billion)

Cash fixed cost R10 billion – R12 billion
to be delivered by financial year 2025

(previously R8 billion – R10 billion)

This amounts to an additional R4 billion in EBITDA contribution by financial year 2025 as Sasol 2.0 Reset

The increased targets will require innovation and focused delivery. Our focus for Sasol 2.0 remains to bolster the strength and maturity of initiatives and we are confident that we will maintain momentum in achieving the targets for the coming financial years.

Continued refinement of emission reduction roadmap

We remain committed to the decarbonisation of our current assets and have made good progress in the further development of our 2030 greenhouse gas emission (GHG) reduction roadmap. For our Energy Business, we have selected a fine coal solution – briquetting – as a potential key enabler for the main reduction lever of coal-fired boiler turndown resulting in more efficient use of our feedstock.

We have progressed our ambition to integrate 1 200MW of renewable energy into our operations by 2030 by signing more than 600MW of power purchase agreements which will progressively come online by 2026 or earlier. We have also narrowed down the options to reduce our steam demand and increase our waste heat recovery to produce more steam to close the steam gap resulting from the boiler turndown.

Remeasurement items increased significantly in FY23 to a loss of R33,9 billion compared to a gain of R9,9 billion in the prior year. This is mainly due to the full impairment of the Secunda liquid fuels refinery cash generating unit (CGU) at year end. The main drivers resulting in the impairment were the higher weighted average cost of capital rate on the back of higher global interest rates and its associated impact on the cost of debt, higher feedstock cost assumptions and the revised production profile based on the updated emission reduction roadmap.

Macroeconomic conditions have led to a sharp increase in liquid natural gas (LNG) commodity prices, and we therefore deem LNG unaffordable as a substitute for coal in our process. As a result, we have placed on hold the expenditure on additional gas reforming capacity and are exploring a number of technology and feedstock solutions to partially recover volume post FY30, estimated at 6,7mt/a (FY22: 7,5 mt/a). However, the maturity thereof needs to be progressed before it can be incorporated in the impairment evaluation of our Secunda liquid fuels refinery CGU, thus a full impairment of the CGU was recognised. Although the chemical CGUs in the Secunda complex were also negatively impacted, their respective recoverable amounts remained above carrying values given the products' higher derivative value.

Continued capital returns to shareholders

We remain committed to delivering sustainable shareholder returns and stepping up cash returns as we reach our net debt targets. In FY22, we reinstated dividends to shareholders and continued in FY23 with an interim dividend of R7,00 per ordinary share. We are pleased to declare a final dividend of R10,00 per ordinary share for the year ended 30 June 2023.

We continue to look at further deleveraging the balance sheet in support of a sustainable dividend of between 2,8 to 2,5 times cover of core headline earnings per share.

DISCIPLINED CAPITAL MANAGEMENT AND LAUNCH OF SASOL VENTURES

At our Capital Markets Day in 2021, we communicated an updated capital allocation framework and governance structure to give clarity on our approach to optimising risk-weighted returns for the long term.

We remain on track to keep the level of capital spending to maintain and transform the business within a R26 billion – R32 billion per annum range (in FY23 real terms). At these levels, we continue to safeguard capital investment to ensure safe and reliable operations and meet our self-funded 2030 GHG reduction targets.

The capital required for our 30% GHG emission reduction is a cumulative R15 billion – R25 billion (in FY23 real terms) up to 2030 and is included in the R26 billion – R32 billion annual capital targets. There was very limited capital spend in this category in FY23. 'Transform' capital spend of R0,5 billion is planned for FY24, with peak transform capital spending forecast for FY26 to FY28. Discretionary cash flow generation will start to build steadily over the next few years as we further de-lever the balance sheet and realise the incremental benefits of Sasol 2.0.

In our second order of allocation, our approach to discretionary growth capital will revolve around prioritising delivery of competitive and sustainable quality earnings through long-term growth initiatives in collaboration with partners, such as through our proposed joint venture with Topsoe JV (subject to approval by relevant authorities), and other smaller high yield growth projects. A further capital efficient manner in which we will support the Transition and Reinvent horizons of our strategy is through Sasol Ventures, which we launched in February 2023. Sasol Ventures is aimed at investment in new and emerging technologies aligned to Sasol's sustainability journey. The activities of Sasol Ventures will complement and support the internal Research and Technology function, and we look forward to strong synergistic and strategic benefits from this integration.

Environmental, social and governance (ESG) reporting

We are progressing with the evaluation of our ESG reporting framework in relation to the future requirements of various standard-setting bodies including the International Sustainability Standards Board and the European Corporate Sustainability Reporting Directive. In this way, we continue to drive compliance and the integration of sustainability in our reporting. We are required to commence reporting in this respect from the 2025 financial year end.

SASOL'S BROAD-BASED BLACK ECONOMIC EMPOWERMENT

Acknowledging the need to broaden the participation in the economy of previously disadvantaged South Africans, over the years Sasol has implemented a number of Broad-Based Black Economic Empowerment (B-BBEE) transactions in South Africa. These include:

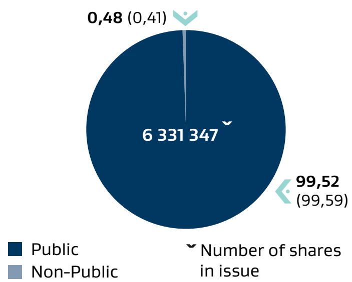
sasol KHANYISA

Sasol Khanyisa was implemented on 1 June 2018. Sasol Khanyisa has been designed to comply with the revised B-BBEE legislation in South Africa and seeks to ensure ongoing and sustainable Broad-Based Black Economic Empowerment (B-BBEE) ownership credentials for Sasol Limited.

Sasol Khanyisa contains a number of elements structured at both a Sasol Limited and at a subsidiary level, Sasol South Africa Limited (SSA) which is a wholly-owned subsidiary of Sasol Limited and houses the majority of the Group's South African operations. Sasol Khanyisa Tier 1 was concluded in 2021. At the end of 10 years, or earlier if the underlying funding has been settled, the participants in Khanyisa Tier 2, will exchange their SSA shareholding on a fair value-for-value basis for Sasol BEE ordinary shares to the extent that value was created during the transaction term.

Sasol BEE ordinary shares can only be traded between Black Persons on the Empowerment Segment of the JSE. This transaction will therefore ensure evergreen B-BBEE ownership credentials for Sasol Limited.

Sasol BEE ordinary shares (%)



The Ixia Coal transaction, which became effective on 29 September 2010, is a B-BBEE transaction, in line with Sasol Mining's empowerment strategy and its commitment to comply with the objectives of legislation in South Africa.

The members of Ixia Coal, through WipCoal (Pty) Ltd and Sasol Mining Holdings (Pty) Ltd, subscribed to a 20% share in Sasol Mining. The members contributed in cash in their respective shareholding of 51% and 49% to Ixia Coal, while the balance of the contribution was funded through preference share debt. The transaction resulted in WipCoal effectively owning 10,2% of the equity in Sasol Mining.

The Tshwarisano B-BBEE transaction came into effect on 1 July 2006. In terms of the agreement, Tshwarisano LFB Investment (Pty) Limited (Tshwarisano), an independent third party which does not form part of the Sasol Group, acquired a 25% shareholding in Sasol Oil (Pty) Limited. Sasol provided considerable facilitation and support for Tshwarisano's financing requirements.

Conclusion

While the year was challenging, we remain positive that the progress we achieved in improving operations in the second half will extend and be further improved in the next financial year.

Our capital allocation framework serves as the foundation for our investment decisions. This framework ensures a well-rounded strategy for addressing our capital requirements across competing priorities. We continue to prioritise our 'Maintain' capital to ensure we have stable and reliable operations well into the future. As we progress our emission reduction roadmap, our pathways are becoming increasingly defined. We continuously evaluate and enhance our 'Transform' capital spend towards our roadmap, ensuring that we make the most cost-effective decisions.

Looking ahead, we expect the uncertain global economic environment to continue weighing on prices and demand in the short to medium term, with continued volatility in oil prices and weak margins for refined products and chemicals. We anticipate ongoing high inflation, which requires careful management of costs and capital strategies.

Our strategic response is based on three pillars to navigate the challenging landscape and ensure our resilience.

- **Adaptability to market dynamics:** Our ability to swiftly adjust our strategies and operations in response to changing market conditions is critical. By staying agile, we effectively mitigate risks.
- **Margin optimisation:** We are committed to optimising our margins by identifying operational efficiencies, streamlining processes and exploring innovative value-added solutions.
- **Cost competitiveness:** We will continue to drive strict cost and capital discipline through our Sasol 2.0 programme.

Despite the many uncertainties of our external and operating environment, I have the utmost confidence in Team Sasol's ability to adapt, thrive and deliver.

Hanré Rossouw
Chief Financial Officer

31 August 2023

OUTLOOK FOR FY24

ENERGY BUSINESS

MINING PRODUCTIVITY
975 – 1 100 t/cm/s
ongoing full potential roll-out

MOZAMBIQUE GAS PRODUCTION
113 – 119 bscf
NG investments delivering positive results

SECUNDA OPERATIONS PRODUCTION
7,0 – 7,3 mt
focused management interventions

LIQUID FUELS SALES
51 – 54 mm bbl
consistent fuels demand

CHEMICALS BUSINESS

CHEMICALS AFRICA SALES
0 – 5% higher
improved operational and supply chain performance

CHEMICALS AMERICA SALES
0 – 5% higher
improved operational performance and market conditions

CHEMICALS EURASIA SALES
-5 to 5%
continued challenging macroeconomic environment

OUR RISK MANAGEMENT

Effectively managing uncertainties to **unlock the potential benefits of opportunities**

Our operating reality has undergone dramatic changes in recent years including the impact of the onset and end of the pandemic. While we work to mitigate those issues that we can control, we also seek to leverage the opportunities linked to each risk.

In the short to medium term, we expect elevated levels of uncertainty to persist: economic growth across the globe and in South Africa is likely to remain weak; the rand is expected to continue to be volatile; moves in the crude oil price are largely unpredictable; margins on commodity chemicals will stay under pressure; and the seasonal swings in gas and coal prices are likely to remain a feature of our operating context.

Moreover, we will need to continue appraising our stakeholders' diverse expectations.

OUR RISK MANAGEMENT CONTINUED

Our risk management

Approach

We proactively incorporate risk management in pursuit of our Purpose and ambition. Our approach is intricately connected to our strategy and plays a crucial role in promoting good corporate governance and effective leadership. It is an integral part of our management at all levels and integrated into our decision-making processes and daily operations.

Furthermore, we focus on identifying and understanding significant uncertainties across our business that could potentially impact the achievement of our strategic objectives. Central to this is providing a detailed view of uncertainties based on current business versus a forward-looking view. In this way, we focus on improving our ability to identify and address longer-term 'beyond-the-horizon' risks that ordinarily fall outside current operational management responsibilities.

Philosophy

Our risk management philosophy is anchored in our Risk Policy and directs our enterprise risk management (ERM) framework which is supported by our ERM approach. These guiding documents direct our behaviours, governance, management and reporting of top risks to ensure a common way of practising risk management. Fundamental to our ERM Framework is our Business Continuity Management programme and Group Crisis process which deal with highly disruptive and unexpected events with material impact.

Accountability

The responsibility of ERM execution resides with the Chief Risk Officer, who is responsible for enabling enterprise risk management across the organisation, aligned with changes in our operating model and approved delegation of authority levels.

Our approach to risk management is intricately connected to our strategy, strategic objectives, material matters and Group top priorities.

Our enterprise risk management (ERM) process

We follow a standardised Plan, Do, Review and Improve (PDRI) model, which is applied within a dynamic operating context to enable the management of top risks.

1 PLAN

- Understand and establish context
- Identify risk events
- Understand and assess risk events

OUTCOMES:
Risk profile, key responses/critical controls and Combined Assurance Model (CAM) plan

2 DO

- Execute key responses/critical controls and action plans
- Monitor status of risk events

OUTCOMES:
Effective management of the risk and key response/critical control environment

CONSULTATION AND COMMUNICATION

3 REVIEW

- Governance over risk management
- Assurance over enterprise risk management
- Report within the governance framework

OUTCOMES:
Assurance over the effectiveness of the risk management process

4 IMPROVE

- Improve risk management process efficacy
- Analyse and share learnings
- Develop action plans

OUTCOMES:
Improvement actions to enhance risk management

OUR RISK MANAGEMENT CONTINUED

Governance and oversight

To ensure decisions align with our strategy and execution, we adhere to an integrated governance and oversight process in managing our uncertainties. This facilitates the coordination and management of risks throughout our organisation, with dedicated oversight provided by the Board of Directors (Board), Board Committees, and Group Executive Committee, all operating within their defined terms of reference.

Top-down

Ongoing assurance and reporting on the effectives of risk management

BOARD OF DIRECTORS (BOARD)

Is accountable for the risk management approach and governance.

Sets the risk appetite and risk tolerance limits to sustain and grow the business and plays a pivotal role in ensuring appropriate responses to the Group top risks (GTRs).

Continually assess the effectiveness of the risk management process, completeness, and governance of the GTRs.

BOARD COMMITTEES

Assist the Board in giving effect to its accountability.

In line with their term of reference, assist the Board in governing the GTRs assigned to them and ensure that responses and Combined Assurance Model (CAM) are appropriate.

GROUP EXECUTIVE COMMITTEE (GEC)

The Board delegates responsibility to implement and execute risk management to the Chief Executive Officer (CEO) who in turn delegates to the GEC.

The Executive Vice Presidents (EVPs), as members of the GEC, are accountable for management of risks in their respective areas of responsibility.

EVPs are designated as Risk Sponsors for allocated GTRs and ensure that the GEC has proper line of sight over governance.

EVPs continually assess the completeness of the top risks in their respective areas of responsibility, ensure these are aligned with the GTRs and test the adequacy of responses and the CAM.

BUSINESSES/GROUP FUNCTIONS

In line with our operating model, governance and oversight of risk management responsibility has been delegated to the Businesses and Corporate Centre Functions including the operationalising of risk management in line with established business protocols.

The Businesses and Corporate Centre Functions report their current top and emerging risks to respective governance structures and EVPs, using the Plan, Do, Review and Improve (PDRI) risk management process, established business protocols and the CAM.

Ongoing monitoring and reporting of the Board and GEC key performance indicators, Group top risks, risk responses and action plans

Bottom-up

Managing our Group risk appetite and tolerance

We have a comprehensive understanding of the risks inherent to our organisation and we take proactive and effective measures to manage them in alignment with our risk appetite. Our aim is to optimise returns and outcomes.

RISK APPETITE
Extent and type of risk we are willing to take in order to meet our strategic and capital deployment objectives.

RISK TOLERANCE
Level of uncertainty we are prepared to accept. Identifies the maximum boundary, beyond which we are unwilling to operate.

In alignment with the Group's approved risk appetite and tolerance levels, we actively manage exposures associated with debt covenants and gearing to strengthen our balance sheet.

PROCESS IN MANAGING GROUP RISK APPETITE AND TOLERANCE

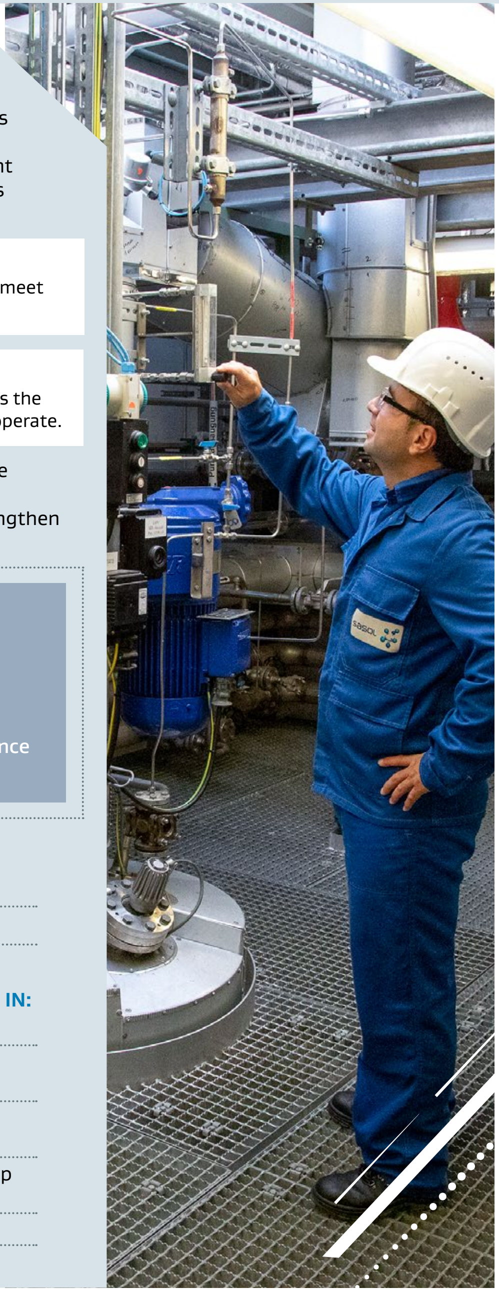
- Define risk appetite and tolerance
- Embed principles for managing risk appetite and tolerance
- Monitor application of risk appetite and tolerance
- Review risk appetite and tolerance metrics

OUR RISK APPETITE AND TOLERANCE METRICS:

- Net debt to EBITDA
- Gearing
- Net debt

REVIEW OF RISK METRICS CONSIDERS CHANGES IN:

- Internal operating environment
- External environment (eg economic and geopolitical environment)
- Environmental, social and governance (ESG) requirements
- Strategic objectives, material matters and Group top priorities
- Credible risk scenarios
- Competitive conditions



OUR RISK MANAGEMENT CONTINUED

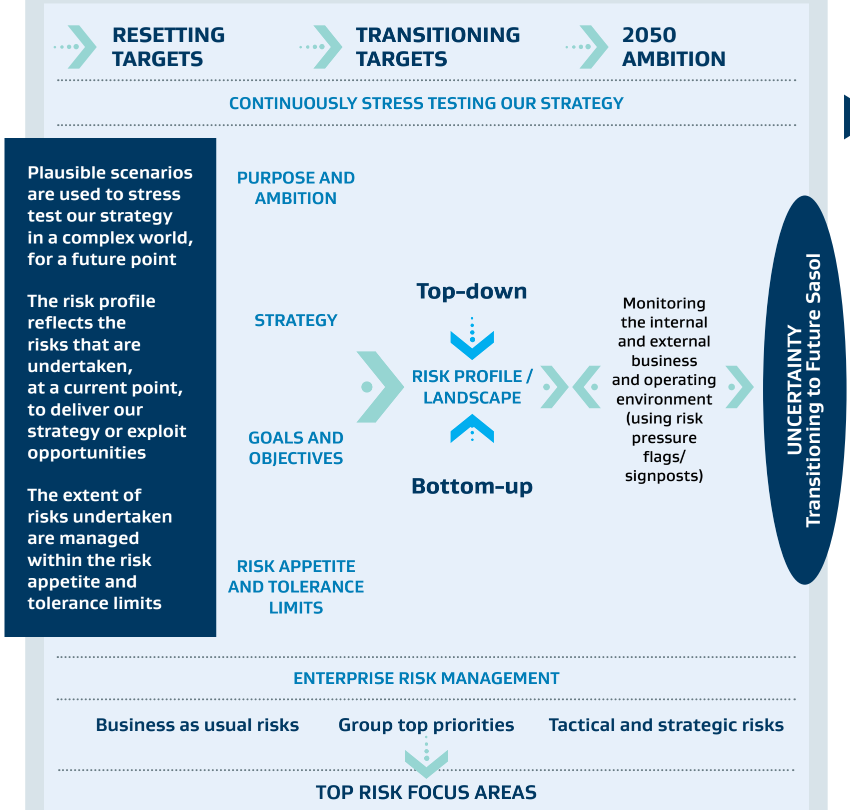
Group top risks

Managing our Group top risks

Our Group top risks (GTRs) are continuously managed, monitored and reviewed considering our:

- Purpose and ambition.
- Strategic objectives, material matters and Group top priorities.
- Risk appetite and risk tolerance metrics.

We employ plausible business scenarios and signposts to stress test the Group's strategy and effectively navigate future uncertainties. The assessment of GTRs takes into account alignment with our strategy, significant internal and external developments, and appropriate risk pressure flags. The management of the GTRs aligns with the targets for 2025, 2030, and our long-term 2050 ambition. Our ERM process encompasses both routine business risks, Group top priorities, as well as tactical and strategic risks.



Our key business imperatives (Aspects), Group risk themes and associated top risks

Our integrated approach to risk management is demonstrated through developed Group risk themes linked to our triple-bottom-line of People, Planet, Profit outcomes and business imperatives (Aspects) supporting our strategy and sustainability intent.

ASPECT 1: Short-term business resilience and viability

RISK THEME: FINANCIAL

Includes risks associated with macroeconomic factors (key business drivers):

- volatile commodity prices and exchange rates;
- short-term cost increases;
- credit rating downgrades;
- liquidity, solvency, gearing and going concern;
- debt covenant breaches; and
- tax liability and exposure (includes carbon and windfall taxes).

RISK THEME: SAFETY AND OPERATIONAL

Includes risks associated with:

- process safety;
- occupational safety;
- occupational health and product safety incidents;
- utility interruption (electricity and water);
- failure of critical assets;
- extreme weather events; and
- feedstock and supply chain disruptions (inbound and outbound logistics).

RISK THEME: LEGAL, REGULATORY AND GOVERNANCE

Includes risks associated with:

- legal compliance in multiple jurisdictions;
- adherence to corporate governance requirements;
- changing policy and regulatory requirements in multiple jurisdictions; and
- challenges regarding delivery on environmental commitments.

RISK THEME: INFORMATION MANAGEMENT

Includes risks associated with:

- information and cyber security threats including business operations outages as well as a force majeure.

ASPECT 2: Medium- to long-term business viability and sustainability

RISK THEME: CAPITAL INVESTMENT

Includes risks associated with:

- project performance (cost, schedule and quality) driven by both internal delivery risks and risks arising from unexpected changes in external environment;
- capital project portfolio;
- capital allocation;
- capital availability (internal/external funding); and
- capital structuring.

RISK THEME: GEOPOLITICAL

Includes risks associated with:

- operating in a range of countries and regions, with varying geopolitical, socio-economic and developmental landscapes; and
- conflict and civil unrest.

RISK THEME: MARKET

Includes risks associated with:

- our ability to remain competitive;
- changing global marketplace dynamics (the Russia/Ukraine war with ensuing global inflation) impacting supply and demand for products (including short- to medium-term demand collapses and longer-term market structural changes) and continued supply chain challenges;
- technologies becoming uncompetitive; and
- access to feedstocks and markets.

RISK THEME: SUSTAINABILITY AND TRANSITION

Includes risks associated with:

- our ability to develop and implement an appropriate climate change mitigation response;
- our ability to implement appropriate adaptation responses;
- increasing societal pressures;
- access to low- and lower-carbon energies; and
- our ability to meet new and future policy and regulatory requirements, particularly in South Africa.

ASPECT 3: Employee Value Proposition

RISK THEME: PEOPLE

Includes risks associated with:

- our ability to ensure an enticing Employee Value Proposition;
- retaining and attracting people with required skills to enable delivery of strategy and strategic objectives;
- maintaining a high-performance culture anchored in our Values and ethics, with high levels of engagement and productivity;
- ensuring diversity globally;
- managing organisational change;
- ensuring good labour relations (includes labour actions or disruptions);
- changing workplace dynamics post COVID-19; and
- new normal/future workforce.

ASPECT 4: Stakeholder impact

RISK THEME: STAKEHOLDER

Includes risks associated with:

- being a credible stakeholder partner with a good reputation;
- managing stakeholder relations across a broad spectrum of key stakeholders;
- upholding human rights;
- delivering on commitments; and
- meeting transformation and local content objectives.

OUR RISK MANAGEMENT CONTINUED

Significant uncertainties

Our Group risk themes are further delineated into our top risk focus areas which encapsulate our most significant uncertainties to manage across different timeframes (short, medium and long term).

MANAGING OUR UNCERTAINTIES

1 FINANCIAL PERFORMANCE RISK

CASH FLOW PRESSURE, NEGATIVE PROFIT MARGINS, MEETING FUNDING AND FINANCING REQUIREMENTS

Driving uncertainties:

- External headwinds eg commodity oil price impacts and crude oil and exchange rate performance:
  - weak exchange rate: positive impact on income and negative impact on costs; and
  - strong exchange rate: positive for the balance sheet (debt value).
- Higher energy/utilities and feedstock costs
- Chemicals' margin and refining margin squeeze
- Unavailability of cash flow impacting ability to carry/fund debt and decarbonisation efforts

Key responses:

■ Group financial market risk management policy, processes and frameworks (includes hedging) and ESG-linked financing framework developed. ■ Group assumptions, budgeting, forecasting and scenario analysis processes with Sasol 2.0 full potential initiatives. ■ Creating financial headroom by optimising cash flow including margin improvement and cost containment initiatives – balance sheet management and protection, including management of financial risk appetite and tolerance metrics. ■ Management of reputation with key stakeholders (eg lenders, investors, rating agencies).

2 MARKET RISK

CHEMICALS AND REFINING MARGIN SQUEEZE, CASH FLOW PRESSURE, CUSTOMER RELATIONS

Driving uncertainties:

- Loss of competitiveness mainly driven by the following:
  - uncompetitive product prices;
  - weak chemicals' demand;
  - insufficient product volumes to meet demand;
  - sub optimal inventory levels;
  - cost of production and production volumes;
  - supply chain customer delivery disruptions; and
  - critical feedstock availability.
- Changing market dynamics for liquid fuels market in South Africa
- Longer term carbon intensity of products
- Access to affordable gas feedstock to support business competitiveness

Key responses:

■ Maintaining optimal inventory levels. ■ Timely delivery in full to customers including minimising outbound supply chain interruptions impacts. ■ Security of feedstock supply. ■ Timeous development of new products and applications through innovation to meet market needs including ESG requirements. ■ Customer service/experience at desired level. ■ Clean fuels and octane programme. ■ Develop alternative marketing channels and maintaining balancing of products portfolio and markets. ■ Strategic responses being considered across wholesale, commercial and mobility. ■ Investigating the feasibility of low-carbon refinery production. ■ Monitor and responding to developments within the competitor landscape. ■ Exploring alternative gas supply options to secure natural gas at affordable prices.

3 OPERATIONAL PERFORMANCE RISK

LOW PRODUCTION OUTPUT AND CONSTRAINED CASH FLOW GENERATION IN THE SHORT TERM

Driving uncertainties:

- Unstable plant performance (mainly driven by Mining performance, Section-54, utilities and supply chain disruptions, security over pipelines and critical owned-asset integrity)
- Security and availability of feedstock in the short term (eg coal quality and quantity)
- Operational interruptions mainly driven by equipment integrity, operations, critical spares and competency

Key responses:

■ Zero Harm approach with high-severity incident (HSI) management and fatality elimination programme. ■ Process safety, occupational safety, occupational health, environmental and product stewardship management, systems and security management. Safety, health, environment (SHE) risk management and incident management. ■ One Sasol SHE Excellence Approach: each business to evolve its own SHE governance. ■ Operational core processes (asset strategies). ■ Short-term planning process and integrated business planning. ■ Employee engagement and safety programmes. ■ Production claw back programmes. ■ Destoning initiative, coal briquetting. ■ External coal purchases programme. ■ Well and pipeline integrity management systems. ■ Asset management programme. ■ Maintenance protocols and process. ■ Safe design standards. ■ Standard operating procedures. ■ Critical spares and inventory management. ■ Personnel training, competency testing and performance management. ■ Group crisis management, emergency response and contingency planning.

4 LEGAL AND REGULATORY RISKS

BUSINESS PLANNING CHALLENGES, INCREASED COSTS TO MANAGE, INVESTMENT RETURNS, CASH FLOW IMPACTS

Driving uncertainties:

- Regulatory pressures and uncertainty
- Changing regulatory landscape (includes carbon tax, localisation and transformation regulation, South Africa's gas price, crude oil pipeline tariffs, new mining regulations, air quality requirements, incentives for decarbonisation, fuel blending mandates, South African foreign policy)

Key responses:

■ Monitor and inform developments in policy, legislative and regulatory landscape for current and future business activities. ■ Proactive stakeholder engagement. ■ Deliver on committed environmental roadmaps and offset programmes.

5 PEOPLE RISK

PRESSURE TO DELIVER ON THE EMPLOYEE VALUE PROPOSITION

Driving uncertainties:

- Inadequate supply of required skills in the market
- Inability to attract and retain critical skills
- Employee wellbeing and disengagement (negatively impacted by poor economic performance, global recession exacerbated by global geopolitical conflicts, balancing competing priorities with pressure on employees to deliver)

Key responses:

■ Culture of inclusion and care is driven across all regions, with tailored communication to address employee concerns as new issues arise. ■ Our Purpose and Values form the basis of our Employee Value Proposition and our People Promise. ■ Integrated talent management framework that covers all aspects of talent management and focus on internal and external talent supply. ■ Competitive remuneration policy, Employee Value Proposition and employer brand. ■ Sasol employee wellbeing programmes.

OUR RISK MANAGEMENT CONTINUED

Emerging risks

TRACKING AND MONITORING EMERGING RISKS ON OUR WATCH LIST

These refer mainly to unknown aspects around these risks which are identified as part of key developments emerging in our business environment.

GEOPOLITICAL THREATS

Potential areas impacted

- The Russia/Ukraine war conflict escalating with global socio-economic fallout and high price and cost impact
- Potential unrest in South Africa (exacerbated by socio-economic pressures) which may potentially cause major business interruption
- Economic and policy/regulatory uncertainty, as well as changing market dynamics with increasing costs of doing business in South Africa (eg the African Growth Opportunity Act)

RESPONSE:

- **Ongoing multi-stakeholder engagements to monitor developments and provide supporting intelligence to business (eg plausible future scenarios developed by Sasol's Strategic Scenario Modelling team)**

GLOBAL SECURITY INCIDENTS (EG CYBER THREATS)

Potential areas impacted

- The rise in cyber attacks posing security threats and increased costs

RESPONSE:

- **Our cyber security structures provide integrated Information Technology/Operations Technology end-to-end monitoring support**
- **Cyber security due diligence to assess cyber security posture/readiness**

ENERGY TRANSITION ACCELERATION

Potential areas impacted

- Unpredictability and change of pace in the transition of the energy landscape to deliver our net zero ambition with failure potentially eroding shareholder value and delivery on ESG aspirations

RESPONSE:

- **Monitoring and responding to the changes in the energy landscape which include the applicable regulatory and policy frameworks**

SAFETY AND OPERATIONAL DISRUPTIONS (INCLUDING SUPPLY CHAIN AND UTILITIES)

Potential areas impacted

- Constrained global supply chains – inbound and outbound key concerns (potential impact of US/China relationship)
- Electricity and water supply constraints exacerbated by ongoing power outages and loadshedding in South Africa

RESPONSE:

- **Ongoing multi-stakeholder engagements to monitor developments and provide supporting intelligence to business**

STAKEHOLDER ACTIVISM (EG SHAREHOLDERS, ACTIVISTS AND NGOs)

Potential areas impacted

- Increasing pressure from shareholders, activists and NGOs to consider their resolutions on Board composition, accountability in delivering financial performance and ESG requirements

RESPONSE:

- **Proactive and constructive engagement with stakeholders**
- **Various initiatives to address stakeholders' concerns and monitoring of ongoing developments**

ENGAGING WITH OUR STAKEHOLDERS TO DELIVER VALUE

Our key stakeholders

Through our relationships with a wide range of stakeholders, we create shared value and work to reduce instances of value erosion. In this way, we deliver on our Purpose and strategy, mitigate risks, address our material matters and contribute to the Sustainable Development Goals (SDGs). We acknowledge the value of transparent communication and regular engagement to build trust.

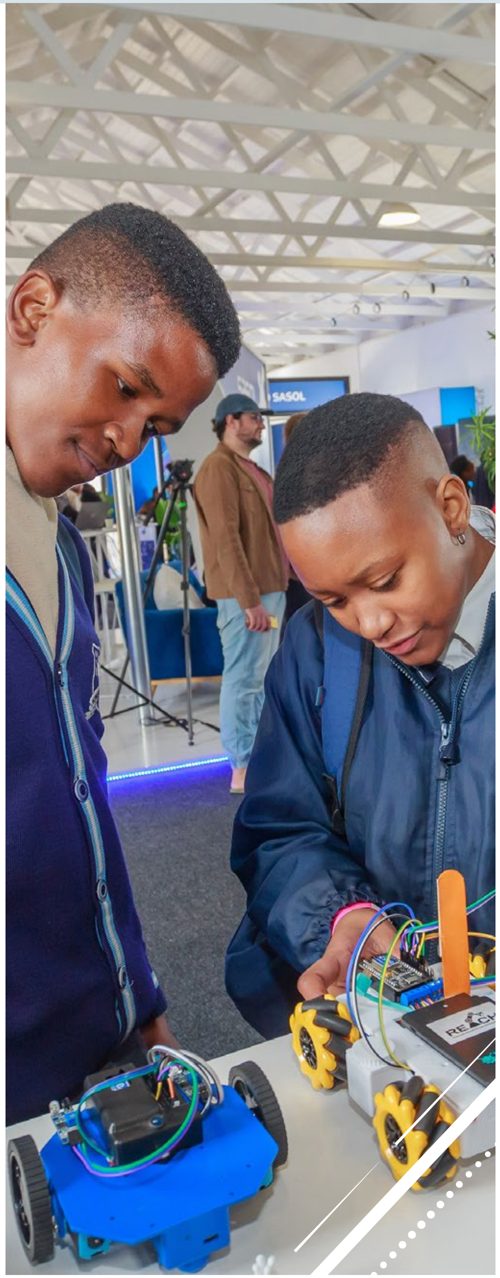
IR For more detail on how we engage with our stakeholders to deliver shared value refer to page 39

	WHY WE ENGAGE	VALUE SHARED	SDGs CONTRIBUTED TO
EMPLOYEES AND ORGANISED LABOUR	A strong and harmonious relationship with our employees and organised labour is critical for our business. We strive to continuously improve our Employee Value Proposition, strengthen engagement and achieve better productivity.	R35 billion in wages and benefits 4 500 employees registered to volunteer in supporting 2 950 causes Continued to entrench our Purpose, Values and Code of Conduct	8 Decent work and economic growth
SHAREHOLDERS AND PROVIDERS OF CAPITAL	Being consistent and clear about our strategy and of our investment case enables informed decision-making and helps to manage expectations.	R53,75 headline earnings per share Over R10 billion payable to shareholders in dividends for 2023 R202 billion equity Committed to transitioning to net zero by 2050	9 Industry, innovation and infrastructure 12 Responsible consumption and production
CUSTOMERS	Our customers are core to our business. Being customer-centric means being responsive to their needs and expectations, delivering exceptional service and improving overall customer experience.	Delivered 53,7 million barrels of liquid fuels Our Sasol Rewards retail programme registered 1,3 million customers earning them points valued at R219 million Sold 58,8 bscf natural gas and methane-rich gas We delivered 6,1 million tons of chemical products	12 Responsible consumption and production 13 Climate action 17 Partnerships for the goals
GOVERNMENTS AND REGULATORY AUTHORITIES	Building and maintaining relationships based on transparency and trust with governments and regulators is the foundation of collaboration. It secures our licence to operate, advances mutually beneficial objectives as well as our ability to contribute to policy formulation.	R12,9 billion in direct taxes Indirect taxes paid globally R42,2 billion Supporting a just transition Environmental compliance/ improvements	8 Decent work and economic growth 17 Partnerships for the goals
COMMUNITIES, SOCIETIES AND NON-GOVERNMENTAL ORGANISATIONS (NGOs)	Business sustainability is dependent on the relationship we build with the communities and societies in which we operate and the contribution we make to societal upliftment.	R1,4 billion in invested in skills development R63,1 billion in preferential procurement R857,3 million invested in corporate social investment	8 Decent work and economic growth 17 Partnerships for the goals

OUR MATERIAL MATTERS INFORMED BY STAKEHOLDER ISSUES

PEOPLE

MAIN ISSUE	SIGNIFICANT ISSUES OF OUR STAKEHOLDERS	GROUP TOP RISK THEME	MATERIAL MATTERS	STAKEHOLDERS
SAFETY, HEALTH AND WELLBEING	• Pursuing Zero Harm through humanising safety • Reducing the number of high-severity incidents • Air quality issues (health and environmental effects) • Managing mental wellbeing	• **People** • **Safety and operational**	**Safety of our people** **Resetting for resilience** **Sustainably decarbonising for Future Sasol** **Environmental stewardship** **Strengthening relationships with stakeholders and regulators**	• Employees and organised labour • Government and regulators • Communities and societies • NGOs • Media
TALENT	• Identify, source and build capabilities for Future Sasol (including new value pools) • Retain and improve key technical skills in the organisation • Uphold our Employee Value Proposition • Manage employee turnover • Renewables integration – dependency on specialised skills • Perceived lack of transparency around employment opportunities	• **People**		• Employees and organised labour • Shareholders and providers of capital • Communities and societies
JUST TRANSITION	• Detailed and tangible actions regarding our just transition • Supporting just transition initiatives and policy framework • Stakeholder inclusion and engagement • The role of localisation in supporting South Africa's just transition imperatives • Balancing energy security with the protection of livelihoods and the environment • Alignment needed on pace and nature of the transition • Transition funding – for hard-to-abate sectors (petrochemical sector) to enable the just transition and to grow new opportunities, such as hydrogen	• **Sustainability and transition**		• Employees and organised labour • Government and regulators • NGOs • Communities • Organised business and industry • Suppliers including small, medium and micro enterprises • Business/joint ventures • Media
ECONOMIC TRANSFORMATION	• Investment, job creation and Sasol meeting its climate change obligations • Failure to deliver and meet the objectives and targets for Enterprise and Supplier Development in South Africa • Job retention	• **Stakeholder**		• Shareholders and providers of capital • Employees and organised labour • Government and regulators • NGOs • Suppliers • Communities and societies
CUSTOMER FOCUS	• Improving customer experience from realigned internal structure and improvement in systems and processes • Enhancing partnering opportunities • Energy security	• **Market** • **Safety and operational**		• Customers • Business/joint ventures
CULTURE	• Fear of speaking up • Improving communication – specifically through active listening • Caring for our employees • Entrenching our aspired corporate culture	• **People** • **Legal, regulatory and governance**		• Employees and organised labour • Suppliers • Customers



OUR MATERIAL MATTERS INFORMED BY STAKEHOLDER ISSUES CONTINUED

PLANET

MAIN ISSUE	SIGNIFICANT ISSUES OF OUR STAKEHOLDERS	GROUP TOP RISK THEME	MATERIAL MATTERS	STAKEHOLDERS
DECARBONISATION	• Air quality compliance and Sasol meeting its climate change obligations • Urgent air quality improvement and rapid decarbonisation strategy and programmes – tangible actions to deliver on emission reductions • Delivering on our decarbonisation targets for 2030 and ambition for 2050 • Progressing national incentives including carbon tax allowances	• Sustainability and transition	Safety of our people Resetting for resilience Sustainably decarbonising for Future Sasol Environmental stewardship Strengthening relationships with stakeholders and regulators	• Employees and organised labour • Government and regulators • Shareholders and providers of capital • NGOs • Customers • Communities and societies • Media
RENEWABLES	• Greening our operations by substituting fossil-based utilities with renewable energy – laying a platform for future renewable energy expansion	• Sustainability and transition		• Shareholders and providers of capital • Communities and societies • Government and regulators • Suppliers • Business/joint ventures • NGOs

PROFIT

MAIN ISSUE	SIGNIFICANT ISSUES OF OUR STAKEHOLDERS	GROUP TOP RISK THEME	STAKEHOLDERS
CAPITAL ALLOCATION/ BALANCE SHEET/ INVESTMENT ATTRACTIVENESS	• Ramp-up cash flow generation in United States post Lake Charles Chemicals Project start-up • Implementing Future Sasol to achieve long-term gearing and net debt to earnings before interest, tax, depreciation and amortisation targets • Following through on our Sasol 2.0 initiatives and managing our balance sheet • Optimising our portfolio and positioning for transition to Future Sasol • Access grant funding and incentives to support the development of green hydrogen • Positioning for long-term value creation	• Financial • Capital investment • Market	• Shareholders and providers of capital • Government and regulators • Employees and organised labour
GAS SUPPLY	• Advancing efforts to source additional gas supply • Piped gas pricing – maximum gas price implementation • Affordability of feedstock (eg liquified natural gas) and impact on value chain	• Market • Financial • Legal, regulatory and governance	• Shareholders and providers of capital • Customers • Government and regulators • Organised business and industry • NGOs
GROWTH AND INNOVATION	• Develop and grow partnerships and collaboration to promote a sustainable economy in Southern Africa • New growth opportunities (sustainable aviation fuel/green hydrogen) • Expand on green hydrogen opportunities in Southern Africa to grow the low-carbon portfolio • Establishing mindset of continuous improvement and innovation to position Future Sasol – including internal and external product innovation	• Sustainability and transition • Capital investment • Market	• Employees and organised labour • Shareholders and providers of capital • Government and regulators • Customers
REGULATORY	• Supplier non-compliance to legal and regulatory requirements, including but not limited to anti-bribery and corruption sanctions and Broad-Based Black Economic Empowerment legislation, may exclude suppliers • Potential impact of carbon tax • Bolstering corporate governance • Setting clear targets to unlock value	• Legal, regulatory and governance	• Suppliers • Governments and regulators • NGOs
OPERATIONS	• Coal quality and predictable volume delivery • Initiating agile line-led delivery • Delivering Sasol 2.0 Reset targets to drive resilience and adequate return on invested capital • Global operational stability and reducing the frequency of unplanned incidents	• Safety and operational • Financial • Capital investment • Sustainability and transition	• Employees and organised labour • Shareholders and providers of capital • Customers

OUR MATERIAL MATTERS

We periodically review the matters that are most material to us as these have the potential to help or hinder the delivery of our strategy and substantively affect our ability to create value over time. In determining or reviewing our material matters we consider both internal and external perspectives of our stakeholders by following a double materiality approach. Once the perspectives have been determined they are assessed against a materiality assessment matrix and by referencing the six capitals.

OUR FIVE-STEP DOUBLE MATERIALITY APPROACH

1. **IDENTIFY ISSUES** — INTERNAL AND EXTERNAL
2. **EVALUATE** — GUIDED BY EIGHT-FACTOR MATERIALITY MATRIX AND SIX CAPITALS
3. **APPROVE** — BY OUR GROUP EXECUTIVE COMMITTEE (GEC)
4. **DOCUMENT PROCESS** — ALIGN WITH ASSURANCE
5. **REVIEW** — MONITOR PROGRESS

PROCESS	ACTIONS UNDERTAKEN
1 IDENTIFY Whether potential issues from internal and external stakeholders necessitate a review of the material matters.	Representatives of our key stakeholders were consulted to determine stakeholder issues. **43 issues submitted for evaluation.**
2 EVALUATE An eight-factor materiality matrix referencing Sasol's Enterprise Risk Management (ERM) Framework and the six capitals used in the assessment.	Two assessment sessions held with functional, business and external stakeholder representatives to evaluate whether a review of the previous material matters was required.
3 APPROVE The proposed material matters impact verified against the prioritised SDGs and are approved by the GEC and submitted to the Safety Social and Ethics Committee (SSEC), a delegated Board Committee.	The support of the Chief Financial Officer and Executive Vice President: Strategy, Sustainability and Integrated Services is obtained. Approval by GEC and material matters submitted to the SSEC.
4 DOCUMENT The process is documented for assurance purposes and is disclosed in our Integrated Report.	Process documented throughout.
5 REVIEW We monitor progress made against material matters and disclose as relevant in our Integrated Report.	Continuous monitoring ensures that the material matters are addressed in Sasol's strategy while the development of key performance indicators enables the review of the material matters.

OUR MATERIAL MATTERS CONTINUED

Safety of our people

SDG: 8 Decent work and economic growth

HELP
- Humanising safety
- Caring for our people
- Making sure our people return home safely every day

HINDER
- Fatalities
- Occurrence of high-severity incidents
- Perception of air quality impact on health

Why this is a material matter

Ensuring that our employees, contractors and service providers operate and function safely and return to their families. Safety is not only a non-negotiable but the bedrock of a sustainable business.

The loss of one life is one too many.

Group top priority

PURSUE ZERO HARM

Impact of material matter

- Productivity
- Volume output
- Earnings
- Growth
- Risk management
- Sustainability
- Reputation

OPPORTUNITIES
- Authentically and genuinely advance 'caring' in the character of our organisation
- Deliver shared value and growth
- Enhance our reputation

Mitigating actions

- Our Zero Harm aspiration continuously reinforced as a Group top priority
- Reiterating our value 'Be Safe', for oneself and others
- Reinforcing our value 'Be Caring' and humanising safety
- Implementing and reviewing programmes that support our Zero Harm aspiration
- Including Zero Harm target as part of our executive and employee incentive schemes

Targets and metrics

Short term
Medium term
Long term

- Zero Harm
- These metrics are ongoing and will remain for the short, medium and long term as the risks remain inherent to our business. The target is set every year to improve our year-on-year performance
  – High-severity injury rate: We strive to achieve Zero Harm by focusing relentlessly on preventing high-severity injuries and eliminating fatalities
  – Recordable case rate
  – Process safety fires, explosions and releases (FERs): The decrease in the number of FERs is important as it ensures safe and reliable operations and improved energy efficiency
  – Transport indicator of safety performance
  – Introduction of leading indicators in our measurements

Resetting for resilience

SDGs: 8 Decent work and economic growth; 12 Responsible consumption and production

HELP
- Delivering Sasol 2.0 to ensure financial resilience
- Stabilising operations
- Optimal feedstock deployment
- Retaining and attracting skills
- Ensuring strong cyber security
- Restoring trust and credibility
- Enhancing leadership focus to improve collaboration across the operating model

HINDER
- Not meeting financial targets
- Operational underperformance and delivery
- Logistics infrastructure and electricity availability negatively impacting feedstock availability, product dispatch and customer centricity
- Market volatility, geopolitical uncertainty and disruption
- Inability to retain and attract talent

Why this is a material matter

We need our foundation business to be reliable and predictable. This means we need to get the basics right.

We know how our business needs to respond to ensure that as we reset we will make sure to be resilient into the future.

Group top priority

DELIVER AND MAXIMISE VALUE

Impact of material matter

- Financial stability
- Operational stability ensuring optimum returns
- Earnings
- Growth
- Risk management
- Sustainability
- Reputation
- Trust and credibility
- Employee Value Proposition

OPPORTUNITIES
- Position the organisation to be future-fit
- Deliver shared value and growth
- Be employer of choice
- Promote innovation
- Enhance our reputation

Mitigating actions

- Delivering on Reset targets
- Attending to operational stability
- Adhering to capital allocation principles to balance maintaining the integrity and reliability of our existing assets, delivering on our climate change ambitions, and protecting and growing shareholder returns
- Positive response to the employee Heartbeat survey and implementation of action plans
- Continue to deliver on our People Promise which includes developing a skills and capability plan
- Delivering on our Values 'Be Accountable' and 'Be Resilient' supporting our commitment to resetting and transitioning to Future Sasol

Targets and metrics

Short term
Medium term
Long term

- Improving cash fixed cost
- Uplifting gross margin
- Managing working capital
- Maintaining capital expenditure
- Addressing Heartbeat survey outcomes
- Maintain a reasonable employee turnover rate
- Customer engagement analysis

OUR MATERIAL MATTERS CONTINUED

Sustainably decarbonising for Future Sasol

SDGs 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

HELP

- Playing a leading role in South Africa
- Engaging and reporting on our greenhouse gas emissions (GHG) targets and roadmaps toward Future Sasol
- Actively reducing GHG emissions through energy and process efficiencies and renewable energy integration
- Improving resilience of our people, surrounding communities, supply chains and infrastructure to a changing climate
- Developed a just transition roadmap incorporating localisation and socio-economic empowerment
- Pursuing a power-to-x (PtX), green hydrogen and sustainable aviation fuel (SAF) agenda through collaborative partnerships and innovation

HINDER

- Capital availability to invest in new technology
- Enabling and accessing incentives for development of green hydrogen and transitioning initiatives
- Implications of global carbon pricing regimes
- Inability of current operations to adapt to extreme weather events resulting from climate change

Why this is a material matter

We are acutely aware that our Future Sasol strategy is dependent on, over time, shifting away from our unsustainable coal value chain. In order to decarbonise at the pace required, we will have to secure the capital resources while traversing challenging regulatory regimes and a volatile market.

Group top priority

ADVANCE SUSTAINABILITY

Impact of material matter

- Long-term viability
- Stakeholder commitments
- Risk management
- Sustainability
- Reputation

OPPORTUNITY

- Developing our technology will open new growth avenues and expand the use of our products

Mitigating actions

- Enabling the energy transition by ensuring the approved just transition roadmap is translated into a visible plan which is being actioned
- SAF partnerships being established and others vigorously being pursued
- Maintaining a pipeline of viable green hydrogen initiatives in support of South Africa's green hydrogen ambitions
- Sourcing renewable energy and low-carbon feedstock as transition fuels
- The transition risk identified as a new Group Top Risk and made visible to the organisation
- Reducing scope 1, 2 and 3 GHG emissions based on the decarbonisation targets set out in our roadmaps

Targets and metrics

Short term
Medium term
Long term

- Decarbonisation targets
- 2030 GHG emission reduction roadmap
- Renewable energy uptake
- Energy efficiency improvement
- Setting up new sustainable businesses/partnerships

Environmental stewardship

SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

HELP

- Continued focus on improving our environmental footprint
- Managing and meeting our air quality compliance obligations

HINDER

- Failure to meet regulatory timelines and our climate change roadmap milestones

Why this is a material matter

We need to operate within the regulatory and policy frameworks to maintain our licence to operate and be proactive in going beyond compliance.

Addressing our GHG emissions is crucial to our sustainability.

Group top priority

ADVANCE SUSTAINABILITY

Impact of material matter

- Earnings
- Growth
- Long-term viability
- Stakeholder commitments
- Risk management
- Sustainability
- Reputation
- Improved customer focus

OPPORTUNITIES

- Protecting our licence to operate
- Improved environmental footprint will positively impact our environmental, social and governance (ESG) ratings, increasing investment attractiveness
- Pursue emerging sustainable opportunities

Mitigating actions

The bulk of our Southern African Operations remain dependent on coal as a primary feedstock and this makes up the greatest portion of our contribution to the relevant airsheds. In addressing this we have implemented initiatives and taken actions to reduce our coal dependence and its impact. This includes but is not limited to:

- Gas being sourced alleviating the impact on the airshed
- Technical solutions being pursued
- Application for a load-based emission limit for sulphur dioxide (SO_2) in terms of Clause 12A of the minimum emission standards
- Renewable energy procurement identified as a key intervention initiative – 1,2 GW by 2030, with > 600MW progressed during 2023
- Short term water targets set and monitored for remedial action
- Biodiversity footprint assessments undertaken at our Secunda and Sasolburg facilities to understand our impact
- Continued the process of creating a baseline understanding for circularity

Targets and metrics

Short term
Medium term
Long term

- Renewable energy uptake targets
- Setting biodiversity targets
- Short-term water targets
- Baseline understanding of circularity at Sasol

OUR MATERIAL MATTERS CONTINUED

Strengthening relationships with stakeholders and regulators

SDGs: 9 Industry, innovation and infrastructure; 17 Partnerships for the goals

HELP

- Enhancing opportunities for partnership
- Strengthening partnerships for economic transformation and localisation
- Improving customer experience
- Maintaining regular and transparent communication and disclosure
- Increasing focus on our human capital talent attraction and retention
- Maintaining government engagement on regulatory matters

HINDER

- Not delivering on social investment commitment
- Unsuccessfully addressing any negative perception of Sasol
- Perceived lack of transparency regarding employment opportunities
- Limited access to our supply chain

Why this is a material matter

Strengthening relationships with all our stakeholders is an indispensable requirement to build credibility and trust. Being perceived as a credible partner will contribute to delivering shared value.

Group top priority

IMPROVE OUR CULTURE

Impact of material matter

- Long-term viability
- Improved customer focus
- Stakeholder commitments
- Risk management
- Sustainability
- Reputation

OPPORTUNITIES
- Inspire confidence and manage uncertainty
- Being experienced as an authentic credible partner

Mitigating actions

- Be transparent in our engagements and delivering on our promises including our People Promise and Promise to Society
- Co-developing sustainable solutions with partnerships and other stakeholders
- Increase the role we play in the regions in which we operate
- Tracking the delivery of our commitments to stakeholders
- Meeting Broad-Based Black Economic Empowerment ownership targets and industry-specific charters
- Putting in place local content strategies

Targets and metrics

Short term
Medium term
Long term

- Setting up new sustainable business ventures
- Establishing PtX partnerships
- Advancing feasibility studies for emerging new value pools
- Employee engagement surveys
- Customer satisfaction engagements

PROGRESSING A SUSTAINABLE FUTURE SASOL

ABOUT SASOL SPONSORSHIPS

Sponsorships play a key role in building the Sasol brand, helping to create a tangible expression of our Values and brand, while having the ability to delight and engage a broad cross-section of stakeholders, including potential and existing customers.

As a vital brand-building pillar, sponsorship of marketing assets offer a valuable platform to connect stakeholders with Sasol, our products and services to bring our Values and brand to life, while also enhancing our reputation.

CREATING VALUE USING THE SIX CAPITALS

Value created | Value preserved | Value eroded

OUTCOMES

HUMAN CAPITAL (HC)

- Work-related fatalities **two** (five)
- High-severity rate **9,96** (16,00)
- Wages and benefits **R35 billion** (R33 billion)
- Statutory reported occupational diseases **51** (38)
- Total employees – permanent and non-permanent **29 073** (28 630)
- Bursaries **602** (352)

KEY ACTIONS TO SUSTAIN VALUE

- Addressing barriers to gender equity and placing emphasis on equitable representation, skills and capability building and ensuring an inclusive culture for women
- Implemented 'Investing in the Sasol Leader of the Future' programme, partnering with experts to define the leadership capabilities required to deliver on our strategy and enhance our performance management systems
- Delivering on our 'Promise to Society', which is to be a catalyst for change, driving shared socio-economic value and by strengthening relationships with stakeholders, including regulators
- Undertaking a no compromise approach in further embedding our humanising safety initiative as we redouble our efforts on the 'Reset' horizon

SOCIAL CAPITAL (SC)

- Paid taxes of **R49,4 billion** in South Africa (R52,6 billion) and **R2,2 billion** in Mozambique (R1,6 billion)
- Spent **R1,4 billion** on skills development (R1,2 billion)
- B-BBEE **Level 3** (Level 3)
- Black-owned business spend **R41,7 billion** (R33,6 billion)
- Total social investment spend **R857,3 million** (R743,3 million)

KEY ACTIONS TO SUSTAIN VALUE

In North America:

- Exposed 80% Hispanic female mentees to same-ethnicity women thriving in science, technology, engineering, mathematics (STEM) careers
- Partnered with Chemical Education Foundation, which conducted a teacher development workshop and hosted two hands-on activities for STEM enrichment

In South Africa:

- Implemented innovative capacity-building programme for 150 Technical and Vocational Education and Training (TVET) college lecturers, combining virtual training and practical workshops to enhance skills
- Launched the virtual Sasol Techno-X, attracting over 36 000 learners
- Pioneered the Sasol-Eskom TVET bursary to foster educational opportunities

In Mozambique:

- Provided 1 200 science school kits to Temane and Mangungumete Primary Schools, with essential supplies

NATURAL CAPITAL (NC)

- Set short-term water targets which is being monitored at Sasol Energy – Secunda Operations, Sasolburg and Ekandustria Operations and Sasol Mining
- Construction started on the 69MW Msenge Wind Farm, which signed a PPA in January to supply Sasolburg Operations with renewable electricity. It is located near Bedford, Eastern Cape
- Introduced renewable electricity at Eurasia operations in 2022
- Continued with our air quality offsetting programme resulting in the avoidance of emissions of more than 207 tons PM10, 194 tons of PM2,5 and 80 tons of SO_2 in the surrounding community airshed

KEY ACTIONS TO SUSTAIN VALUE

- Developed emission reduction roadmaps for 2030 and 2050 to progressively decarbonise our operations focusing on sustainable feedstocks like green hydrogen, renewables and sustainable carbon at scale
- Improving on identified actions to short-term water targets set
- Undertook a biodiversity footprint assessment at Secunda and Sasolburg which will enable us to determine how to maintain and/or enhance biodiversity

OUTCOMES

FINANCIAL CAPITAL (FC)

- Earnings before interest and tax (EBIT) **R21,5 billion** (R61,4 billion)
- Cash generated by operating activities **R64,6 billion** (R56,1 billion)
- Headline earnings per share (HEPS) **R53,75** (R47,58)
- Over **R10 billion** payable to shareholders in dividends (over R9 billion paid)
- Attributable earnings **R9,0 billion** (R39,0 billion)
- Net debt to EBITDA **1,3 times** (1,1 times)
- Gearing **44,7%** (41,8%)
- Standard and Poor's rated Sasol at BB+ (stable outlook) and Moody's rated Ba2 (positive outlook) in August 2023

KEY ACTIONS TO SUSTAIN VALUE

- Increased targets set for Sasol 2.0
- Continue to drive strict cost and capital discipline through Sasol 2.0
- Optimise margins by identifying operational efficiencies, streamlining processes and exploring innovative value-added solutions

MANUFACTURED CAPITAL (MC)

- Secunda Operations production **6 935 kilotons** (6 852 kt)
- Natref production **17,8 mm bbl** (19,3 mm bbl)
- Liquid fuels white product sales **51,0 mm bbl** (51,0 mm bbl)
- Liquid fuels black product sales **2,7 mm bbl** (2,7 mm bbl)
- Capital expenditure **R30,9 billion** (R22,6 billion)
- Depreciation and amortisation **R16,5 billion** (R14,1 billion)
- Net impairment/(reversal of impairment) **R33,6 billion** (R1,4 billion)

KEY ACTIONS TO SUSTAIN VALUE

- Improve stability of plant operations
- Ensure continuous availability of coal from mining operations
- Bring Lake Charles Chemicals Complex (LCCC) to full potential
- Leverage advanced and differentiated Sasol FT technology for sustainable products

INTELLECTUAL CAPITAL (IC)

- Total global granted and pending patents **2 282** (2 590)
- Corporate bursaries **602** (352)
- Invested **R1,4 billion** in research and development (R1,2 billion)
- Invested **R1,4 billion** in skills development (R1,2 billion)
- Investment in employee learning **R1 092 billion** (R957 million)
- Development of an innovative Sasol catalyst, CoFT to produce a **carbon-neutral e-fuel**

KEY ACTIONS TO SUSTAIN VALUE

- By reinforcing strong value chain partnerships, we aim to deliver value through licensing our Fischer-Tropsch (FT) technology
- Continue advancing our PtX technology and product offering through in-house research and collaboration with leading companies
- Advance offerings across licensing, catalyst sales, and specialised technical services in the sustainable FT solutions space

WWW SR CCR For more detail refer to our Sustainability Report and Climate Change Report available on our website, www.sasol.com

Comparative figures for previous year indicated in brackets

EFFECTIVELY MANAGING TRADE-OFFS OF OUR CAPITALS

Contributing to the enablement of our strategy

In addressing our material matters, managing our business and delivering on our Purpose and strategy, we face trade-offs. To ensure that our decision-making is effective and leads to the most desirable outcomes, we assess the availability of the capitals on which we rely and our impact on them over the short, medium and long term.

DEFINITION

- **SHORT TERM** – UP TO FIVE YEARS AHEAD
- **MEDIUM TERM** – FIVE TO TEN YEARS AHEAD
- **LONG TERM** – MORE THAN TEN YEARS AHEAD

The only constant in our operating reality is change. In order to ensure we remain future-fit we need to continuously access our capitals and evaluate practical use to manage impacts.

There is a balancing process in managing short-term and long-term consequences.

MATERIAL MATTER: **Safety of our people**

1

TRADE-OFF

Providing a safe working environment and fulfilling our commitment to Zero Harm while maintaining production of high-value products.

While we aim for efficiency in our production processes, this can never be at the expense of our people's health and safety. We need to invest time and money to ensure we humanise safety, making it part of our daily processes. Over the long term, an embedded culture of caring to achieve Zero Harm helps eliminate fatalities and high-severity incidents, reduces our recordable case rate (RCR) and enhances operational efficiency.

CAPITALS IMPACTED

	Short-term impact		Long-term impact
FC	Decrease	Continued investment in safety training, equipment and infrastructure. As our safety culture is embedded and there are fewer incidents and work stoppages, productivity improves, supporting profitability	Increase
HC	Decrease	The loss of lives, the injuries sustained and the health issues experienced by our employees and communities	Decrease
	Decrease	Our safety RCR was broadly stable in the year, but still too high	Decrease
	Increase	Provided psychological and wellbeing support to our employees	Increase
MC	Increase	By improving the safety of our people, we record fewer work stoppages, supporting manufactured capital	Increase
SC	Increase	Our health and safety commitments support community health as well as our social licence to operate and bolster our credibility among stakeholders	Increase
IC	Increase	Our industry-leading safety standards and initiatives are in place to safeguard lives	Increase

Decrease in capital | Increase in capital | Ongoing use of capital

TRADE-OFFS CONTINUED

MATERIAL MATTER: Resetting for resilience

2

TRADE-OFF

Fixing and stabilising our foundation business is critical for success. Ensuring capital is available in the short term to undertake this in relation to our sustainability commitments is key.

We work to secure an improved financial and competitive position through prudent financial risk management and deleveraging and strengthening the balance sheet in the short term to ensure a competitive and sustainable position over the long term.

CAPITALS IMPACTED

	Short-term impact		Long-term impact
FC	∨	Reduced returns to shareholders, including pension funds, in the short term. However, by stabilising our foundation business we create the basis for competitive returns medium- to-longer term, as well as the ability to undertake our transition and reinvention	∧
HC	∨	A reduction in employee benefits as well as limited opportunities for rapid career growth and significant investment in skills in the short term. However, medium- to-longer term, this should have a positive impact on the stocks of human capital	∧
NC	∧	A steadily improving financial position, with marked improvement in the medium- to-longer, enables us to invest in decarbonisation efforts and to ensure greater resource efficiency	∧
MC	∨	While working to secure a stronger financial posture, our ability to invest in infrastructure is constrained. However, as this improves, we are better able to commit more significant resources to this capital	∧
SC	∨	In the short term, our efforts to reset for resilience negatively impact the performance of the pension – and other – funds that invest in Sasol. Longer term, this should turn around. The same is true for our contribution to revenue authorities	∧
SC	∧	Improved credibility with our stakeholders, greater engagement with our financial partners and increased support through bursaries	∧
IC	∧	Identified actions to increase the feedstock stability and production throughput of our facilities	∧

∨ Decrease in capital ∧ Increase in capital — Ongoing use of capital

MATERIAL MATTER: Sustainably decarbonising for Future Sasol

3

TRADE-OFF

Enabling a just transition through our decarbonisation journey while continuing to create shared value for our stakeholders.

We aim to create shared value even while we accelerate our transition away from coal, in support of the Paris Agreement, the United Nations' Sustainable Development Goals and the Ten Principles of the UN Global Compact. This requires significant investment in technology and new skills for the future.

CAPITALS IMPACTED

	Short-term impact		Long-term impact
FC	∨	Investing in repurposing facilities and equipment to align with long-term competitive advantage through Fischer-Tropsch (FT) technology to produce sustainable products	∧
HC	—	Retaining, developing and attracting new skills aligned with the Future Sasol strategy	∧
HC	—	Redundancy of some skills and jobs, particularly those in our coal value chain	∨
NC	∨	Continued reliance on coal and other non-renewable resources in the short term, with associated emissions from operations, and then delivering against our roadmaps to achieve our ambition to reach net zero by 2050	∧
NC	∧	Integrating renewable sources of energy and pursuing circular economy opportunities and feedstocks	∧
MC	∧	Transforming facilities for the production of low-carbon products	∧
MC	∨	Risk of some assets, equipment and infrastructure becoming stranded	∨
SC	—	Constructive engagement with stakeholders including employees and organised labour; shareholders and providers of capital; customers; governments and regulators; communities and societies; and non-governmental organisations	∧
SC	∧	Fostering entrepreneurship and skills development through our just transition initiatives as we move away from coal	∧
IC	∧	Incubating new technologies, products and green economy opportunities	∧
IC	∧	Commercialising and licensing FT technology innovatively to create low-carbon value pools	∧

TRADE-OFFS CONTINUED

MATERIAL MATTER: Environmental stewardship

4

TRADE-OFF

Continued competitive returns from our foundation business is critical in the Reset phase. This can only be achieved when we adhere to regulatory and policy frameworks and maintain our licence to operate and, at times, go beyond compliance.

Our capital allocation priorities allow for maintenance capital that is specifically directed to ensure that our operations are safe and protect our licence to operate. This falls within the first order of capital allocation.

CAPITALS IMPACTED

	Short-term impact		Long-term impact
FC	—	Developed and implementing capital allocation priorities that guide our decision making processes. We remain within the capital allocation for maintenance capital	∧
FC	∨	Maintenance capital is substantial and means that financial capital is currently limited for potential growth opportunities	∧
HC	∧	Accessing and leveraging expertise and commitment of our people with requisite technical skills	∧
HC	∨	Challenges in retaining and attracting the people with the appropriate skills	∧
NC	∨	Secunda Operations remains a coal-feedstock facility	∨
NC	∧	Construction started on the 69MW Msenge Wind Farm, we signed a PPA in January to supply Sasolburg Operations with renewable electricity	∧
NC	∧	Set water use targets for Sasolburg and Secunda sites	∧
NC	∧	Completed biodiversity footprint assessment at Secunda and Sasolburg sites	∧
NC	∧	Setting circularity baseline for Sasol	∧
MC	—	Compliance with emission standards remains an operational challenge that will affect production volumes in the medium- to-longer term	∨
SC	∨	Working to improve relationships with regulators	∧
SC	∧	Improved credibility with other stakeholders	∧
IC	∧	Encouraging and facilitating innovative and solutions-focused thinking	∧

MATERIAL MATTER: Strengthening relationships with stakeholders and regulators

5

TRADE-OFF

Our Future Sasol strategy is clear about where we are heading. This involves progressing towards a sustainable future using our Fischer-Tropsch (FT) technology, which may also entail closure of certain facilities. As a result, close collaboration and strong relationships with our stakeholders and regulators are critical.

Sasol ecoFT is one of our springboards to sustainability. Based on partnerships, it has the potential to be a strong technology platform for the future. We are also pursuing other opportunities and solutions to produce sustainable products and ultimately deliver a more sustainable future. This requires significant investment and is not without risk. The alternative is to meet our climate change commitments by closing down our FT facilities over time.

CAPITALS IMPACTED

	Short-term impact		Long-term impact
FC	∨	Less capital available during Reset for expansionary opportunities in our Fischer-Tropsch (FT) technology, but in the long term there is potential for this business to be cash generative and profitable	∧
HC	∨	A shortage of appropriate and relevant skills amid greater global competition	∨
HC	∨	Limited job opportunities	∨
HC	∧	Upskilling our people through skills transfer (including through our partnerships) and bursaries	∧
NC	∧	Contribute to the reduction of greenhouse gas emissions	∧
NC	∨	Agnostic FT technology creates the opportunity for an extended lifetime for the Secunda and Sasolburg facilities	∧
MC	∧	Repurpose existing Sasol facilities and their supporting infrastructure	∧
MC	∧	Plans to decarbonise existing facilities; should these plans fail, we may have to close them down earlier than planned	∨
SC	—	Improving Sasol's credibility and making us a more attractive employer and partner with whom to collaborate	∧
IC	∧	By developing our proprietary technology, we continue to grow our intellectual capital	∧
IC	∧	Opportunity to create partnerships using our feedstock-agnostic FT technology to decarbonise our own processes and other related technologies	∧

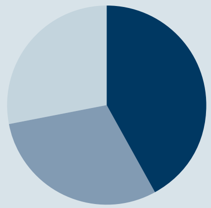
∨ Decrease in capital ∧ Increase in capital — Ongoing use of capital

Triple bottom line reporting – **People, Planet** and **Profit**

Sasol Chemicals performance summary

The Chemicals Business faced a challenging operating environment in 2023. Lower demand, high feedstock and energy costs and increased competition as supply chain constraints eased post the COVID-19 pandemic, resulted in the average sales basket price decreasing by 12% and lower overall unit margins compared to the prior year. Sales volumes were 4% lower than the prior year. After normalising for the European Wax disposal in the third quarter of 2022, sales volumes for 2022 were 1% lower, with lower Eurasia volumes offset by higher sales volumes in America and South Africa. EBIT for the Chemicals Business decreased by 51% to R15,9 billion, compared to the EBIT of R32,6 billion in the prior year.

Turnover (Rm)

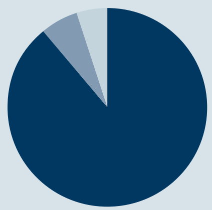


		2023	2022
CHEMICALS AFRICA	Turnover (Rm)	**67 772**	64 054
	Earnings before interest and tax (EBIT) (Rm)	**17 669**	24 072
	Total assets (Rm)	**64 912**	60 901
	Number of employees	**6 351**	6 396
CHEMICALS EURASIA	Turnover (Rm)	**47 577**	55 011
	(Loss)/earnings before interest and tax (LBIT/EBIT) (Rm)	**(1 188)**	7 552
	Total assets (Rm)	**38 608**	36 402
	Number of employees	**2 865**	2 808
CHEMICALS AMERICA	Turnover (Rm)	**44 492**	41 496
	(Loss)/earnings before interest and tax (LBIT/EBIT) (Rm)	**(543)**	981
	Total assets (Rm)	**158 237**	139 685
	Number of employees	**1 327**	1 271

Sasol Energy performance summary

The Energy Business continued to benefit from higher oil prices, refining margins and a weaker exchange rate and per barrel oil prices and fuel differentials. This benefit was partly offset by significant challenges with coal quality and plant reliability issues during the first half of the year. We saw a notable improvement in operational reliability in the second half of the year and have progressed with the external coal purchasing programme to meet the coal demand for our Secunda Operations (SO). We also made available additional natural gas to SO which contributed to the higher production in the second half. An impairment of R35,3 billion was recognised on the Secunda liquid fuels refinery CGU. Accordingly, the Energy Business EBIT decreased by 96% to R1,9 billion compared to the prior year of R46,0 billion which included gains on the disposal of assets.

Turnover (Rm)



		2023	2022
FUELS	Turnover (Rm)	**116 235**	97 996
	(Loss)/earnings before interest and tax (LBIT/EBIT) (Rm)	**(7 128)**	27 959
	Total assets (Rm)	**39 098**	56 418
	Number of employees	**4 611**	4 610
GAS	Turnover (Rm)	**7 234**	7 789
	Earnings before interest and tax (EBIT) (Rm)	**6 432**	14 622
	Total assets (Rm)	**23 090**	18 330
	Number of employees	**612**	513
MINING	Turnover (Rm)	**6 386**	6 370
	Earnings before interest and tax (EBIT) (Rm)	**2 580**	3 456
	Total assets (Rm)	**17 647**	29 893
	Number of employees	**8 768**	8 520

Corporate Centre

	2023	2022
Turnover (Rm)	**–**	30
Earnings/(loss) before interest and tax (EBIT/LBIT)*	**3 698**	(17 225)
Total assets (Rm)	**53 335**	43 356
Number of employees	**4 539**	4 512

* LBIT for the prior year mainly as a result of losses on the valuation of financial instruments and derivative contracts

PERFORMANCE SUMMARY // PEOPLE

PEOPLE

EMPLOYEES

	2023	2022
NUMBER OF EMPLOYEES	**29 073**	28 630

EMPLOYEE TURNOVER

1 725 below 7%

OCCUPATIONAL DISEASES

During the year the number of reportable occupational diseases increased.

The most commonly reported was as a result of exposure to workplace noise.

	2023	2022
Statutory reported occupational diseases	**51**	38
Occupational disease incident rate	**0,064**	0,052
Incidents of work-related noise-induced hearing loss	**17**	23
Mining occupational diseases	**28**	28
Irreversible lung disease	**15**	8

SAFETY

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

The high severity incident (HSI) programme remains a key initiative in preventing fatalities, high-severity injuries and process safety incidents.

FATALITIES

TARGET	ACTUAL
0	**Two** (2023) Five (2022)

SAFETY RECORDABLE CASE RATE (RCR)

TARGET	ACTUAL
0,26	**0,27** (2023) 0,27 (2022)

LOST WORKDAY CASE RATE (LWDCR)

TARGET	ACTUAL
0,11	**0,13** (2023) 0,10 (2022)

HIGH-SEVERITY INCIDENT – SEVERITY RATE (HSI-SR)

TARGET	ACTUAL
12	**9,96** (2023) 16,00 (2022)

FIRES, EXPLOSIONS AND RELEASES SEVERITY RATE (FER-SR)

TARGET	ACTUAL
6,2	**4,5** (2023) 3,9 (2022)

PROCESS SAFETY INCIDENTS

TARGET	ACTUAL
less than or equal to **18**	**15** (2023) 13 (2022)

SKILLS DEVELOPMENT

We continued awarding bursaries to top performing undergraduate and postgraduate students globally to secure and develop a critical talent pipeline of the future. During the year we invested in bursaries.*

Skills development (R million)	2023	2022
Total skills development expenditure	**1 431**	1 216
Investment in employee learning	**1 092**	957
Investment in Black[1] employees skills development	**724**	698

* Excludes Sasol Foundation bursaries

[1] Black employees refers to African, Coloured and Indian people – for the purposes of South African employment equity considerations

INVESTED IN BURSARIES 2023

R73,81 million
544 bursaries

R47,3 million
602 bursaries 2022

BROAD-BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE)

We continued to deliver on our commitments towards sustainable transformation and B-BBEE despite macroeconomic challenges.

	2023	2022
B-BBEE verification certificate (Sasol South Africa)	**Level 3**	Level 3
Preferential procurement (score out of 27)	**26,09**	26,48
Preferential procurement (Rands billion) from suppliers	**63,1**	55,8

B-BBEE STATUS

LEVEL	2021	2022	2023
	4	3	**3**

LIVING BY OUR VALUES

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

New employees provided with ethics training
2 068

Employees provided with Exploring Ethics and Economic Crimes training
313

Gas Sourcing Operations employees provided with customised ethics training
167

PERFORMANCE SUMMARY // PLANET

PLANET

As part of our holistic sustainability approach and endeavour to increase our environmental, social and governance (ESG) ratings year-to year, we have undertaken several initiatives. We are keenly aware that the process of becoming sustainable will not be overnight and will require additional effort.

At grassroots level in our communities we have environmental programmes dealing with education, street clean-up, waste collections and recycling in Govan Mbeki and Metsimaholo Local Municipalities. In so doing we have reached 3 769 households through house-to-house education and awareness. In the same vein, we have educated and raised awareness about waste management, water conservation, air quality, biodiversity and sustainable food system at five schools in eMbalenhle, Secunda and Lebohang.

Scope 1 and 2 emission reductions

Approximately 5% off 2017 baseline

For combined Sasol Energy and Sasol Chemicals baseline and largely due to lower production and operational issues

Electricity from renewable sources

342 000 gigajoules

Energy efficiency improvement

13,4% for Sasol Group

off 2005 baseline

In Sasolburg and Secunda

about **1 350 spekboom**

planted during the year

	2023	2022	Level of Assurance
Planet			
Total GHG CO_2 equivalents (kilotons)	64 392	63 891	Reasonable
Direct CO_2 scope 1 (CO_2 equivalents) (kilotons)	58 644	57 284	
Indirect CO_2 scope 2 (kilotons)	5 748	6 607	Reasonable
GHG CO_2 equivalent scope 3 (kilotons)*	36 664	37 557	
GHG intensity (CO_2 equivalents/ton product meant for external sale)	4,12	3,86	Reasonable
Total energy use (thousand gigajoules)†	384 669	380 475	Reasonable
Total material use (kilotons)	26 662,57	27 774,50	Reasonable
Nitrogen oxides (NO_x) (kilotons)	122,04	118,70	Reasonable
Sulphur oxides (SO_x) (kilotons)	166,9	132 562	Reasonable
Total water use (thousand cubic metres)	114 122	104 589	Limited
Water recycled (thousand cubic metres)	100 810	169 965	Limited
Total hazardous waste (kilotons)	277	255	Limited
Total non-hazardous waste (kilotons)	207	223	Limited
Recycled waste (kilotons)	139	131	Limited

* Limited assurance on four of the scope 3 categories
† Baseline for energy efficiency is 2005

OUR LAND AND BIODIVERSITY MANAGEMENT ACTIVITIES

In carrying out our commitment to responsible use, preventing pollution and exercising a duty of care in respect of managing land and biodiversity in the areas we operate, we have in partnership with the Endangered Wildlife Trust, undertaken biodiversity footprint assessments at both our Secunda and Sasolburg facilities. While we are still in the process of analysing the results, it will provide good insights into what could be done to maintain or enhance biodiversity.

OUR CLIMATE CHANGE POSITION

NET ZERO 2050

- Support the Paris Agreement and contribute to SDG 13.
- Accept the mainstream climate science assessed by the Intergovernmental Panel on Climate Change (IPCC) for net zero carbon dioxide emissions to be reached by 2050.
- Acknowledge that business has a role to play in managing the risks of climate change, as well as realising opportunities in the transition to unlock societal value.
- Recognise the importance of enabling a just and equitable transition that is appropriately paced and timed for the context within which we operate.
- Recognise the importance of adaptation and resilience in a changing climate.

In line with this position, we are on a path to progressively reduce our emissions and improve performance.

ENVIRONMENTAL INCIDENT MANAGEMENT

We follow a standardised approach to classifying, reporting and investigating environmental incidents.

The approach is a four-tier classification system

Level 1 (major) **Level 2 (significant)** **Level 3 (moderate)** **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 reoccurrence. We have not experienced major environmental incidents in the last six years.

WATER TARGETS FOR SASOL ENERGY BUSINESS

As we are committed to responsible use of natural resources such as water we are actively monitoring the achievement of the targets set. We rely heavily on water for our processes and consider it a precious resource.

WASTE MANAGEMENT

We are focused on our landfill avoidance drive of hazardous waste. At Sasol Ekandustria Operations this was increased to 48% from 29%, compared to the previous year. Similarly, Secunda Operations diverted 40% from landfill, which is in line with the previous year's performance.

WWW SR CCR For more detail on our Planet refer to our Sustainability Report and Climate Change Report available on our website, www.sasol.com

PERFORMANCE SUMMARY // PROFIT Statement of financial position at 30 June

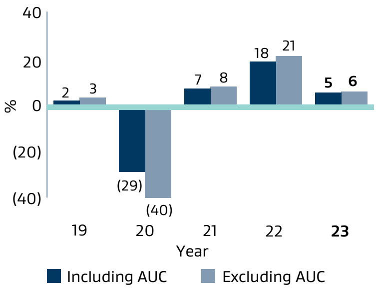
PROFIT

Non-current assets
R299 billion

Current assets
R134 billion

Total assets
R434 billion

Return on invested capital (ROIC)



The Group's ROIC for 2023 has significantly reduced as a result of net impairment of assets mainly relating to the Secunda liquid fuels refinery cash generating unit.

	2023 Rm	2022 Rm
Assets		
Property, plant and equipment	225 472	221 308
Right-of-use assets	11 685	12 629
Goodwill and other intangible assets	3 191	3 051
Equity accounted investments	14 804	12 684
Other long-term investments	2 164	2 024
Post-retirement benefit assets	784	633
Long-term receivables and prepaid expenses	3 040	3 210
Long-term financial assets	453	555
Deferred tax assets	37 716	31 198
Non-current assets	299 309	287 292
Inventories	42 205	41 110
Tax receivable	411	732
Trade and other receivables	35 905	46 671
Short-term financial assets	1 772	313
Cash and cash equivalents	53 926	43 140
Current assets	134 219	131 966
Assets in disposal groups held for sale	310	290
Total assets	433 838	419 548
Equity and liabilities		
Shareholders' equity	196 904	188 623
Non-controlling interests	4 620	4 574
Total equity	201 524	193 197
Long-term debt	94 304	82 500
Lease liabilities	14 382	14 266
Long-term provisions	15 531	16 550
Post-retirement benefit obligations	11 343	10 063
Long-term deferred income	465	372
Long-term financial liabilities	2 235	276
Deferred tax liabilities	5 294	10 549
Non-current liabilities	143 554	134 576
Short-term debt	31 758	24 184
Short-term provisions	4 319	3 144
Tax payable	1 876	3 142
Trade and other payables	48 518	53 555
Short-term deferred income	966	724
Short-term financial liabilities	1 162	6 851
Bank overdraft	159	173
Current liabilities	88 758	91 773
Liabilities in disposal groups held for sale	2	2
Total equity and liabilities	433 838	419 548

Commentary

Property, plant and equipment

Additions to property, plant and equipment amounted to R30,9 billion and current year depreciation amounted to R13,8 billion. Asset impairments in 2023 amounted to R33,6 billion, including:

- The full impairment of the South African wax CGU of R0,9 billion and the Essential Care Chemicals CGU in Sasol China of R0,9 billion, and the full reversal of impairment recognised in 2019 on the Tetramerisation CGU in Lake Charles of R3,6 billion; and
- The Secunda liquid fuels refinery CGU impairment of R8,1 billion at 31 December 2022 after being negatively impacted by an update in macroeconomic price assumptions. An additional impairment of R27,2 billion was recognised for this CGU resulting in it now being fully impaired. Sasol continues to advance implementation of its emission reduction roadmap (ERR) in South Africa to achieve a 30% reduction in greenhouse gas emissions by 2030 and comply with the requirements of the Air Quality Act. The ERR involves the turning down of boilers, implementing energy efficiency projects, reducing coal usage and integrating 1 200MW of renewable energy into our operations by 2030. With no significant additional gas to restore volumes back to historic levels, the ERR assumes lower production volumes post 2030 and also results in increased cost of coal and capital expenditure.

Deferred tax

Deferred tax assets increased by R6,5 billion compared to the prior year mainly due to our US Operations which saw an increase as a result of the weakening rand/US dollar exchange rate and tax loss carry-forwards. The deferred tax liability in South Africa decreased as a result of the Secunda liquid fuel refinery impairment.

Trade and other receivables

The year-on-year decrease in trade and other receivables is mainly due to lower sales volumes and prices in June 2023 compared to June 2022, the receipt of a dividend from ORYX GTL Limited included in the 2022 receivable and the R2,6 billion Sasol Oil slate balance receivable in 2022 while it is a payable in the current year.

Long-term debt

Our total debt was R124,3 billion compared to R105,1 billion at 30 June 2022, with approximately R120,5 billion (US$6,4 billion) denominated in US dollar. The weaker closing rand/US dollar exchange rate had a R16 billion impact on the debt balance. At 30 June 2023, gearing was 44,7% (30 June 2022: 41,8%).

Short-term debt

Short-term debt includes the US$1,5 billion bond which is repayable in March 2024.

Trade and other payables

Trade and other payables decreased compared to the prior year mainly due to the accrual in 2022 for crude oil derivatives that settled out of the money.

Short-term financial liabilities

Short-term financial liabilities decreased compared to the prior year mainly due to Sasol reverting to the use of put options for crude oil, replacing crude oil zero cost collars, for which the balance at the end of June 2022 was R6,2 billion.

PERFORMANCE SUMMARY // PROFIT Income statement for the year ended 30 June

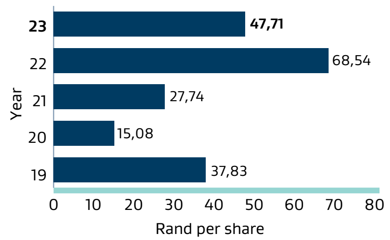
PROFIT

Turnover
R290 billion

Earnings for the year
R9,3 billion

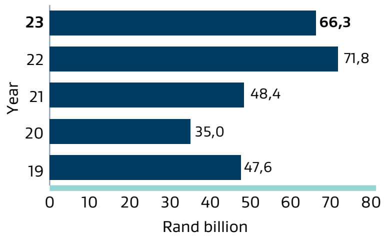
Remeasurement items of
R33,9 billion

Core headline earnings per share



Core headline earnings per share decreased by 30% mainly due to lower gross margin and higher cash fixed costs.

Adjusted EBITDA



Adjusted EBITDA is lower than the prior year mainly due to higher cash fixed costs, and lower gross margin arising from lower Brent crude oil price, increase in external coal and fuel purchases, higher distribution, feedstock and energy costs, and lower sales volumes, offset by lower realised derivative losses, and weakening of the rand/US$ exchange rate.

	2023 Rm	2022 Restated Rm	2021 Rm
Turnover	**289 696**	272 746	201 910
Materials, energy and consumables used	**(152 297)**	(123 999)	(85 370)
Selling and distribution costs	**(10 470)**	(8 677)	(8 026)
Maintenance expenditure	**(15 076)**	(13 322)	(12 115)
Employee-related expenditure	**(33 544)**	(32 455)	(32 848)
Depreciation and amortisation	**(16 491)**	(14 073)	(17 644)
Other expenses and income	**(9 023)**	(31 834)	(6 884)
Equity accounted profits, net of tax	**2 623**	3 128	814
Operating profit before remeasurement items	**55 418**	51 514	39 837
Remeasurement items affecting operating profit	**(33 898)**	9 903	(23 218)
Earnings before interest and tax (EBIT)	**21 520**	61 417	16 619
Finance income	**2 253**	1 020	856
Finance costs	**(9 259)**	(6 896)	(6 758)
Earnings before tax	**14 514**	55 541	10 717
Taxation	**(5 181)**	(13 869)	(185)
Earnings for the year	**9 333**	41 672	10 532
Attributable to			
Owners of Sasol Limited	**8 799**	38 956	9 032
Non-controlling interests in subsidiaries	**534**	2 716	1 500
	9 333	41 672	10 532

	Rand	Rand	Rand
Per share information			
Basic earnings per share	**14,00**	62,34	14,57
Diluted earnings per share	**13,02**	61,36	14,39

Commentary

Turnover
Turnover increased by 6% compared to the prior year, mainly as a result of a weaker average rand/US dollar exchange rate, offsetting lower Brent crude oil and chemical prices.

Materials, energy and consumables used
Increase of 23% relates to higher feedstock, electricity and gas prices.

Other expenses and income
Other expenses and income decreased compared to the prior year mainly due to gains on the valuation of derivative contracts of R3 billion compared to losses of R18 billion in 2022. Derivative instruments relate to our foreign currency exposure, crude oil hedging instruments, ethane swaps and the embedded derivatives in the long-term oxygen supply contracts with Air Liquide, as well as our convertible bond embedded derivative.

Remeasurement items
Remeasurement items affecting operating profit includes net impairments of R33,6 billion. Refer to property, plant and equipment under the statement of financial position for detail of the impairments.

Earnings before interest and tax
Earnings before interest and tax (EBIT) of R21,5 billion decreased by 65% compared to the prior year, driven by the inflationary impact on costs, the softening of the Brent crude oil price and refining margins in the latter part of the year. Chemicals basket prices were on a declining trend during 2023, and while we have seen some respite in lower feedstock and energy prices, gross margin and global demand remained depressed particularly in our American and Eurasian operations. In addition, EBIT was influenced by the remeasurement items mentioned above, while the remeasurement items in 2022 consisted mainly of profit on disposal of businesses of R8,5 billion.

Net finance costs
Finance income increased with 121% mainly due to higher external cash balances and increased interest rates on fixed and overnight deposits.

Finance costs increased with 34% due to higher global interest rates to counter inflation and the weaker rand/US dollar exchange rate.

Taxation
Our effective corporate tax rate increased from 25,0% at 30 June 2022 to 35,7% at 30 June 2023. The increase was mainly as a result of the effect of the full impairment of the South African wax cash generating unit (CGU) of R0,9 billion, impairment of the Essential Care Chemicals CGU in Sasol China of R0,9 billion, reversal of impairment processed in 2019 on the Tetramerisation CGU in Lake Charles of R3,6 billion; as well as the full impairment of R35,3 billion of the Secunda liquid fuels refinery CGU, on our profit before tax. The adjusted effective tax rate, excluding equity accounted investments and remeasurements items, is 30,9% compared to 31,1% in the prior year.

PERFORMANCE SUMMARY // PROFIT Statement of cash flows for the year ended 30 June

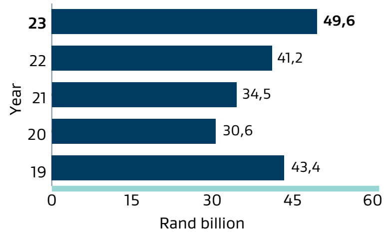
PROFIT

Cash generated by operating activities
R64,6 billion

Proceeds from long-term debt
R95,0 billion

Repayment of long-term debt
R91,6 billion

Cash available from operating activities



Cash available from operating activities increased from R41,2bn in 2022 to R49,6bn in 2023 due to a reduction in working capital. The current year reduction in working capital is due to focused management intervention to conserve cash, as well as lower trade receivables as a result of lower sales volumes in the month June 2023 compared to prior year and lower prices.

	2023 Rm	2022 Restated Rm	2021 Rm
Cash receipts from customers	298 698	263 332	194 712
Cash paid to suppliers and employees	(234 061)	(207 194)	(149 598)
Cash generated by operating activities	64 637	56 138	45 114
Dividends received from equity accounted investments	3 765	3 043	37
Finance income received	2 242	986	837
Finance costs paid	(7 083)	(5 478)	(6 173)
Tax paid	(13 952)	(13 531)	(5 280)
Cash available from operating activities	49 609	41 158	34 535
Dividends paid	(13 754)	(49)	(46)
Dividends paid to non-controlling shareholders in subsidiaries	(433)	(859)	(446)
Cash retained from operating activities	35 422	40 250	34 043
Additions to non-current assets	(30 247)	(23 269)	(18 214)
additions to property, plant and equipment	(30 726)	(22 593)	(15 945)
additions to other intangible assets	(128)	(120)	(3)
increase/(decrease) in capital project related payables	607	(556)	(2 266)
Cash movements in equity accounted investments	(95)	(67)	–
Proceeds on disposals and scrappings	799	8 484	43 214
Movement in assets held for sale	3	(549)	(427)
Acquisition of interest in equity accounted investments	–	(56)	–
Purchase of investments	(243)	(95)	(124)
Proceeds from sale of investments	156	26	168
Decrease in long-term receivables	1 393	449	476
Cash (used in)/received from investing activities	(28 234)	(15 077)	25 093
Proceeds from long-term debt	95 035	88	26 057
Repayment of long-term debt	(91 564)	(12 086)	(61 454)
Payment of lease liabilities	(2 269)	(2 264)	(2 180)
Repayment of debt held for sale	–	(704)	(980)
Proceeds from short-term debt	1 787	28	9
Repayment of short-term debt	(1 801)	(15)	(19 717)
Cash generated by/(used in) financing activities	1 188	(14 953)	(58 265)
Translation effects on cash and cash equivalents	2 424	1 759	(2 916)
Increase/(decrease) in cash and cash equivalents	10 800	11 979	(2 045)
Cash and cash equivalents at the beginning of year	42 967	30 988	34 094
Reclassification to disposal groups held for sale and other long-term investments	–	–	(1 061)
Cash and cash equivalents at the end of the year	53 767	42 967	30 988

Commentary

Cash generated by operating activities
Cash generated by operating activities increased by 15% to R64,6 billion compared to the prior year due to a decrease in working capital, partially offset by lower cash flow from operations mainly as a result of increased costs.

Dividends paid
A final gross dividend of R14,70 per share was declared for the year ended 30 June 2022 and was paid in September 2022.

Additions to non-current assets
The higher capital expenditure is largely due to the scheduled total Synfuels East factory shutdown, and ramp-up of activities in Mozambique as well as compliance programmes (Environmental Compliance Project and Clean Fuels).

Proceeds on disposals and scrappings
2023 includes proceeds from the disposal of 15,5% of our interest in the Area A5-A offshore exploration licence in Mozambique, while 2022 included proceeds received from the disposal of our investment in Republic of Mozambique Pipeline Investment Company (Pty) Ltd (ROMPCO), divestment of our full shareholding in Central Térmica de Ressano Garcia S.A (CTRG), our interest in Canadian shale gas assets and our European wax business based in Germany.

Proceeds from and repayment of long-term debt
Sasol launched and priced an offering of US$750 million guaranteed senior unsecured convertible bonds due in 2027 and issued R2,1 billion in the local debt market under the domestic medium term note (DMTN) programme during the reporting period. The inaugural paper to the value of R2,2 billion under the previous DMTN programme was repaid in August 2022 and the US$1 billion bond was repaid in November 2022. In April 2023 Sasol Financing International Limited and Sasol Financing USA LLC obtained a revolving credit facility (RCF) of US$1 987 million and a term loan of US$982 million respectively. The previous RCF and term loan were repaid. In May 2023, Sasol launched and priced a US$1 billion (R18,8 billion) bond, with a fixed interest rate of 8,75%, due in 2029.

Cash and cash equivalents
Our net cash on hand position increased from R43 billion as at 30 June 2022 to R54 billion mainly attributable to cash generated from operations and loans raised. This was partially negated by capital expenditure, loans repaid and dividends declared and paid.

SASOL CHEMICALS AT A GLANCE // Growing with our unique chemistry

// While the year was difficult, the value we have unlocked progressing our Sasol 2.0 initiatives has made us a more resilient business able to withstand volatile times and better positioned to deliver value to all of our stakeholders over the long term. //

Brad Griffith // Executive Vice President: **Chemicals Business**

SALIENT FEATURES

- Solid safety performance
- Soft demand in most markets due to global economic conditions
- Continued supply chain challenges and high energy and feedstock costs
- Strong operating results in the United States in the second half of the financial year following operational setbacks in first half
- Production rates adjusted proactively in response to lower demand and to avoid inventory build

Overview

The results for Sasol Chemicals reflected challenges posed by a combination of difficult market conditions and internal setbacks that we are successfully addressing. The first half of the year was particularly challenging, but we are encouraged by second half improvements in areas within our control, particularly in operational excellence and cash management.

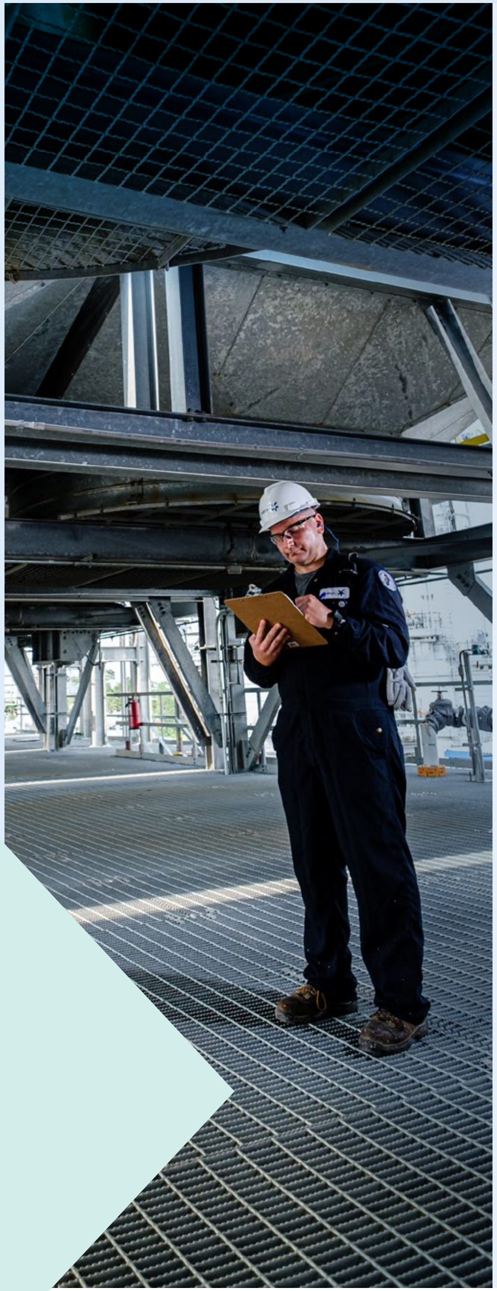
The global external environment featured an economic slowdown, decreasing consumer tolerance for inflationary prices resulting in reduced demand, increased energy and feedstock prices, and lingering supply chain difficulties. Although overall demand and supply chain constraints began to improve in the last few months of the fiscal year, prices, unit margins and demand remained below historical levels.

Internally, we also experienced operational issues in the United States and South Africa that impacted our ability to supply products to customers. These also improved in the last few months of the year.

STRATEGIC FOCUS

Sasol Chemicals' priorities for the year ahead reflect our long-term optimism for the business, balanced with short-term realism regarding the difficult market conditions that we anticipate lasting at least through the first half of the next financial year.

- Continue to emphasise process safety in our operating facilities and personal safety wherever our work takes place.
- Unlock cash flow through operational, supply chain and commercial excellence, building on the progress made in the second half of the year. Maintain a relentless focus on managing fixed costs, with every employee acting with an owner's mindset.
- Continuously improve our business by simplifying, standardising and digitising our processes and implementing a state-of-the art enterprise resource planning system.
- Advance our sustainability ambitions, focusing in the near term on integrating renewable electricity into our operations and becoming increasingly energy efficient, and on integrating more low-carbon feedstocks into our supply chain to the extent enabled by market demand.
- Build a culture of inclusivity and belonging.



A tough operating environment which improved in the second half of the financial year with better production and supply chain performance in both Africa and America. Market demand in Eurasia however remained weak.

Safety

Sasol Chemicals had a solid safety performance, with all our lagging indicators improving and below targets, except for the fires, explosions and releases severity rate which ended slightly above target. We also implemented technology to enable reporting, risk assessment and incident management. The tracking of leading indicators and combined assurances has provided valuable insights to identify and fix potential issues early.

Operating context

CHEMICALS AFRICA

Our Southern Africa operations, hosted by Sasol Energy, remained the largest contributor to our profitability.

Sales volumes were 1% higher than previous year. This despite a planned total East factory shutdown at Secunda site compared to only a phase shutdown last year. The absence of the force majeure declaration on the export of certain chemical products following the flooding in KwaZulu-Natal, South Africa during the last quarter of FY22 further contributed to increased sales volumes although second quarter sales were negatively impacted by strike action at Transnet, South Africa's state-owned port and rail operator.

While supply chain challenges eased in the latter part of the year, they remain a risk to our business, and close collaboration with Transnet continues. The average US$ sales basket price was 10% lower than FY22. This is largely attributable to lower polymer and solvents prices resulting from lower oil prices, weaker global demand, and associated inventory reduction by customers.

CHEMICALS AMERICA

Both operational and financial performance improved in the second half of the year after a very tough first half when record low margins led to a reduction in ethylene and derivative production rates and associated Base Chemicals' sales volumes. In addition, Essential Care Chemicals' volumes were negatively impacted by planned turnarounds as well as the impact of the fire that occurred at the Ziegler alcohol unit at the Lake Charles Chemicals Complex in October 2022 which led to a force majeure declaration on alcohols and derivatives.

During the second half of the year the force majeure declaration on alcohols and derivatives was lifted after all sections of the Ziegler alcohol unit started up while ethylene and derivative margins improved allowing production rates to be increased and resulted in monthly production records being set across several units at our Lake Charles Chemicals Complex. The improved margins and production performance saw an improvement in overall profitability although still below levels seen in FY22.

Despite tough conditions total sales volumes were 9% higher than FY22 mainly due to the planned ethylene cracker turnaround and improved production performance from the comonomers unit. The average sales basket price was 16% lower than FY22 due to the lower ethylene and derivative prices.

CHEMICALS EURASIA

Sales volumes within our Eurasia segment were 29% lower than FY22, partly due to the absence of wax volumes within our Performance Solutions division following the disposal of the European Wax business at the end of February 2022. After normalising for the wax transaction, sales volumes decreased by 19% compared to FY22 due to reduced demand and customer destocking across most of our business divisions, while competition increased as supply chain constraints eased post the pandemic. Production rates at several of our units were adjusted proactively in response to this lower demand and to avoid inventory build.

The average sales basket price was 4% higher than FY22 reflecting the higher energy costs in Europe because of the Russia/Ukraine war. Energy prices have subsequently decreased but remain volatile and above pre-conflict levels. Overall margins and associated profitability remained under pressure due to weak demand.

OUTLOOK

Because of the soft market and higher cost of capital experienced across our industry, we see future-proofing Sasol Chemicals by driving continuous improvement and efficiency as a key FY24 priority. While delivering on our Sasol 2.0 commitments, we have unlocked significant value, enhancing our operations and making our business more market- and customer-oriented.

Sasol Chemicals is led by an experienced team that has successfully managed through both up and down cycles in our business. Our focus on safety, operational excellence, capital discipline, cost management, customer service and continuous improvement will help ensure that we can deliver results regardless of the cycle and be ready to grow smartly when market conditions improve and opportunities present themselves.

SASOL CHEMICALS AT A GLANCE // CONTINUED

With an approach centred on partnership – coupled with innovation derived from our talented employees, unique chemistry and proprietary technology – Sasol Chemicals solves our customers' biggest challenges and turns problems into opportunities.

Changing how the world flies

Sasol Chemicals is developing optimised catalysts to enable the scale-up of sustainable aviation fuels (SAFs).

The aviation industry accounts for about 3% of all human-made emissions. By 2050, emissions from air transportation are expected to grow to around 3,1 billion tons of CO_2 annually. Unlike other forms of transportation, however, commercial aviation, with its long-distance flights, cannot rely on electric power as a significant energy source.

That is why Sasol Chemicals – together with five German and South African partners – is participating in a consortium known as CARE-O-SENE, collaborating to develop optimised catalysts to use in making green kerosene that can transform the aviation industry.

As a global leader in Fischer-Tropsch (FT) catalysts with more than 70 years of related expertise, Sasol Chemicals is ideally positioned to enable CARE-O-SENE to achieve its goal of significantly increasing the process yield of green kerosene by as much as 80% – producing more fuel with the same resource input. The development of novel FT catalysts will be instrumental in converting green hydrogen and carbon dioxide into commercial-scale synthetic fuels such as SAFs.

In addition to reducing greenhouse gas emissions, SAFs derived from the FT-production process also lower harmful nitrogen oxides, soot and condensation trails from the jet engine combustion process, which also contribute to global warming. Importantly, the move to synthetic SAFs will require only minimal changes to the aviation industry's infrastructure.

Transforming the fuel that airlines use every day to keep the world moving will require teamwork and innovation. Along with our partners in CARE-O-SENE, Sasol researchers and scientists in Brunsbüttel, Germany, and Sasolburg, South Africa, are working to make that goal a reality.

CARE-O-SENE
Catalyst Research for Sustainable Kerosene

PROGRESSING A SUSTAINABLE FUTURE SASOL

Fighting fires – while protecting the environment

The traditional foam products firefighters use against industrial fires save lives and property. But these foams contain toxic, fluorinated surfactants that remain in the environment long after the fire has been extinguished – in fact, forever.

Now, thanks to an innovative fluorine-free formulation developed by Sasol Chemicals' research and development team in Lake Charles, Louisiana, fire departments across the United States may soon be able to switch to a more sustainable and effective product.

In response to new rules phasing out older types of foam, Sasol's team developed a new product in less than 12 months, combining both nonionic and anionic surfactants to create a foam of equal quality and volume as the old fluorine-based options, without the lasting, harmful impacts to the environment. We collaborated with a major customer to demonstrate the product's effectiveness in a field test and the foam was pilot-tested by a fire department in California.

Fire protection foam is a new market for us and an example of how working together with customers to find innovative solutions to today's challenges can deliver benefits far beyond the bottom line.

Market-based solutions for enhanced sustainability

Innovation that enables customers to operate more sustainably is a key driver at Sasol Chemicals.

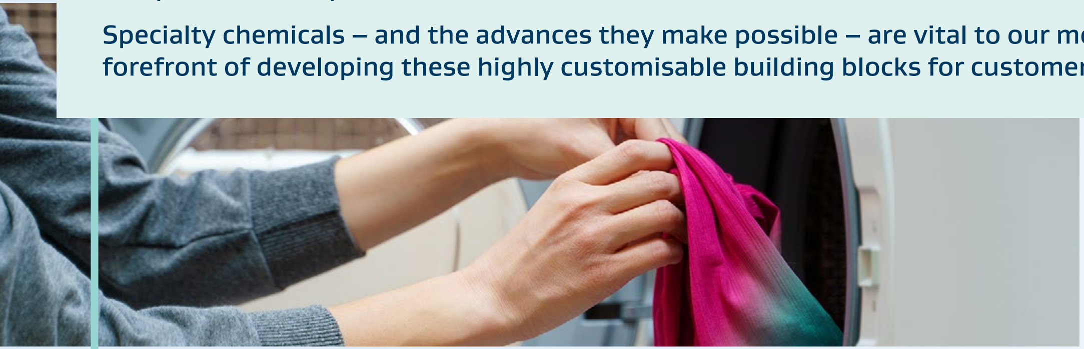
For example, Fischer-Tropsch waxes created by our Polymer Additives group are helping producers of building/construction products, automotive parts and packaging achieve faster production rates at lower temperatures, resulting in more sustainable operations.

Polyvinyl chloride, commonly known as PVC, is a key component of many building materials, including piping for potable water transport, vinyl siding and windows, and wiring and cable. Using SASOLWAX as a processing agent enables PVC manufacturers to improve production rates by 10% to 25% and reduce the amount of energy used in manufacturing. In addition, polyolefin manufacturers can lower processing temperatures by 20 to 40 degrees Celsius, depending on the end product, reducing energy usage.

We are now collaborating with customers on PVC-O, a new form of polyvinyl chloride that uses 50% less material to manufacture while being stronger, more flexible and easier to install and maintain than traditional PVC. PVC-O outperforms all piping materials for the delivery of potable water, and SASOLWAX B-52 is a key processing agent in the manufacture of this next-generation product.

Specialty chemicals are formulated to create a specific effect in an end-use product. They are found in a wide range of industrial and consumer products, including adhesives, cleaning materials, fragrances, lubricants, paints, polymers and personal care products.

Specialty chemicals – and the advances they make possible – are vital to our modern way of life. Sasol is at the forefront of developing these highly customisable building blocks for customers across a range of industries.



Sasol Chemicals' advantages

With proprietary technologies, a global asset base and a history of customer-focused innovation, we are uniquely positioned to take advantage of the long-term potential that the specialty chemicals market presents.

Our customers benefit from our:

- Significant investments in our asset base in China, Europe, South Africa and the United States over the past decade.
- Diverse alcohols and surfactants portfolio, the broadest and most customisable in the world.
- Innovation ecosystems that focus on high-margin opportunities, including a Ziegler process that has been used in more than 400 customisable specialty aluminas.
- 60+ years of knowledge and experience in the Fischer-Tropsch chemicals production, which is critical in the creation of many types of specialty chemicals.
- History of innovation, often in cooperation with our customers, to help them create more effective and sustainable end products.

Relationships make a difference

Sasol's long-standing relationships with global customers play a major role in our market leadership. Understanding our customers' business needs – both short- and long-term – and our employees' willingness to go above and beyond to provide excellent service make us a partner of choice for the world's largest manufacturers of fabric, home care, health and beauty products.

We pride ourselves on collaborating with customers to help them solve business issues and enhance their product offerings. As our customers have moved to enhance the sustainability of their offerings, they have engaged us to create meaningful solutions, and we have responded.

One example is our line of branched alcohols, which enhance the effectiveness of low-temperature laundry washing, requiring less energy. That is just one way we are creating opportunities for our customers and the consumers they serve around the world.

In addition, our high-quality calcined coke is a preferred source for battery materials, making us a strategic supplier in a rapidly growing industry.

Given our focus on collaboration and teamwork, we have been honoured with supplier awards for our commitment to innovation and sustainability.

Growing our portfolio

Our unique chemistry and asset base give us a distinct advantage in growing our specialty chemical portfolio with high-value, high-margin offerings. By understanding and adapting to evolving consumer and industrial needs, we create growth by extending our product line into new end uses and industries.

An example of this line extension is in the renewable power generation market, where we work with customers to develop lubricant packages for wind turbines based on our specialty Guerbet alcohols.

Another platform for growth is our feedstock flexibility in our assets in the Americas, Eurasia and Southern Africa. Because of that flexibility, we can continue to offer conventional feedstock-based products that enable waste reduction, enhance efficiency and reduce energy usage – while progressing toward recycled and biomass feedstocks that will be increasingly important to the marketplace.

Embedding sustainability

We continue to make significant progress in enhancing the sustainability of Sasol Chemicals' assets while making it possible for our customers – and their customers – to do more with less. That mindset is embedded in our operations, in how we think, and in the creative way we collaborate with our customers.

In the years ahead, we will be well-positioned to grow our business through continuous improvement and innovation to help our customers offer products that use less energy, produce less waste and have a smaller environmental footprint.

SASOL ENERGY AT A GLANCE // Leading the energy transition in Southern Africa

// The Energy Business is innovating for a better world by investing and transforming the energy economy in South Africa. We are striving to provide energy security while stimulating the economy in Southern Africa. We see a clear path to support the region by investing in our operations, reducing our greenhouse gas emissions and accelerating the transition to low-carbon feedstocks. //

Simon Baloyi //
Executive Vice President: Energy Operations and Technology

Riaan Rademan //
Executive Vice President: Mining

Priscillah Mabelane //
Executive Vice President: Energy Business

SALIENT FEATURES

- Regrettably two fatalities. Our pursuit of Zero Harm remains at the core of our business
- Heightened focus and decisive action taken to address coal challenges – ‘full potential’ programme initiated and technology solutions under investigation to improve coal quality
- Advanced programme on culture, diversity and promoting inclusion and belonging in the workplace
- Produced first green hydrogen from existing assets at Sasolburg complex – a first for South Africa
- Secured >600MW of renewable energy; on track for 1 200MW by 2030
- Progressed with the hybrid refinery at Natref
- Production sharing agreement (PSA) project's initial gas facility completed, within cost and time targets; beneficial operation imminent
- Made new gas discovery in PT5-C, close to facilities in southern Mozambique
- Improved convenience offerings for fuel customers; loyalty programme yielding positive results
- Addressing legal and regulatory challenges
- Spent R137 million on enterprise supplier development

OUR COMPELLING PROPOSITION

We are uniquely positioned to convert a wide range of feedstocks into diverse product pools. This allows us to meet the changing energy needs of our customers, leveraging our positions in mining and gas as well as our facilities in Secunda, Sasolburg and Natref.

By using South Africa’s endowment of renewable resources, we can offer all South Africans a vision of a just, low-carbon, more sustainable energy future. At the same time, we can assist in putting South Africa on a competitive footing to take its place in the global energy transition.

SASOL ENERGY AT A GLANCE // Leading the energy transition in Southern Africa CONTINUED

STRATEGIC FOCUS

Safety is a top priority for Sasol Energy. We are focusing on strengthening process safety in our operating facilities, embedding leading indicators in the business and promoting personal safety across the organisation. We believe that Zero Harm is possible.

Since 2020, we have taken several steps to reset and position Sasol Energy for long-term success. This includes resizing the portfolio through the divestment of non-core assets; delivering on Sasol 2.0; growing the mobility and commercial businesses which will position us to extend our market leadership by 2030; and building key capabilities.

The success of this business is dependent on Mining. Our focus in FY24 therefore remains on improving the quality of coal from Mining. We are far advanced with a technological solution which will reduce the amount of sinks in existing coal supply. We aim to make a final investment decision later this calendar year.

IR Refer to Sasol Mining feature, page 61

To remain competitive, we are considering investing in a hybrid refinery at Natref that will bring the first hybrid fuel to the country and comply with Clean Fuels 2 at a low capital investment.

IR Refer to Natref feature, page 60

Our focus on the break-even cost at Secunda Operations (SO) remains undimmed and we are investigating options to improve our cost position.

OUR PRIORITIES FOR THE YEAR AHEAD REFLECT:

- An immediate focus on **safe and reliable operations**
- A reset of our business to **maximise profitability** in existing operations by **increasing production volumes,** unlocking cash through **operational and commercial excellence** and **driving a lower cash break even**
- Advancing our **decarbonisation ambition to 2030** to reduce greenhouse gas emissions **by 30%**, integrating **1 200MW of renewable energy** and **low-carbon feedstocks** into our operations and progressing our green hydrogen projects at a more measured pace
- Building a **culture of diversity, inclusivity** and belonging with a One Sasol mindset

Overview

The first half of the year was extremely challenging, marked by a combination of coal feedstock, plant reliability and regulatory challenges. We implemented a number of interventions and allocated our best resources to address the issues. As such, we are encouraged by the significant improvement across the business in the second half, particularly operational excellence, gas production, cost containment and cash management. We have exceeded our production, working capital and sales volume forecasts guided to the market across most areas. Our focus on customer centricity remains paramount as we transform the business to low-carbon solutions.

The global economic landscape remains volatile, including fluctuating oil and petrochemical prices, an unstable product demand environment and inflationary pressure. In South Africa, the underperformance of state-owned enterprises, loadshedding and socio-economic challenges continue to impact volumes, margins and resultant profitability. Despite this, we were able to increase our sales volumes to the higher yielding margin channels through our Sasol Rewards loyalty programme and improved customer convenience offerings.

Energy landscape

Energy markets are fundamentally shifting towards low-carbon and are impacted by ongoing supply chain challenges and geopolitical tensions. Crude oil prices and refining margins have declined from the highs of 2022 amid an easing of supply uncertainty. In South Africa, supply dynamics have fundamentally shifted with the shutdown of the South African Petroleum Refineries (SAPREF) and Engen Oil Refinery (ENREF), while energy demand has been impacted by frequent loadshedding.

Diesel demand has surpassed pre-pandemic levels, driven by power demand and increased use of road freight transport due to constraints in rail logistics. Petrol demand remains weak, with a shift towards work-from-home, high prices and the improved efficiency in technology. The outlook for petrol is not encouraging as sales of smaller and more fuel-efficient passenger cars are likely to continue, exacerbated by hybrid and electric vehicles in the latter part of the decade. Electric vehicles will not require petrol but rather electricity from charging units. A significant part of our product slate is petrol, we are assessing various technological options to mitigate the risk of an oversupply of petrol to the country.

The global energy transition is gaining momentum with several partnerships announced. Gas is seen to be a transitionary feedstock and as such we continue with exploration and drilling activities in Mozambique to ensure a sustainable gas supply to external customers and our own operations.

Challenging legal and regulatory issues

The regulatory and legal landscape is very challenging particularly relating to the uncertainty on the National Energy Regulator of South Africa (NERSA) Maximum Gas Price (MGP) regulation. Despite the impact of rising inflation, higher capital costs and commodity prices, we have charged R68,60/GJ for two years. Sasol submitted FY23 and FY24 MGP applications to NERSA, both of which were published for public comment. We await NERSA's approval of the MGP for both applications.

On 11 July 2023, the Competition Commission referred to the Competition Tribunal complaints regarding excessive pricing from certain Sasol Gas customers. Sasol launched review proceedings, currently before the Competition Appeal Court so that the Court may consider NERSA's jurisdiction to regulate gas prices.

As communicated, Sasol's application in terms of Clause 12A of the Minimum Emission Standards (MES) for alternative emission load basis for sulphur dioxide from the SO boilers has recently been declined by the National Air Quality Officer (NAQO). Sasol appealed the decision to the Minister of Forestry, Fisheries and the Environment and submitted its appeal to the Appeals Directorate on 31 July 2023 as provided for in Section 43(1) of the National Environmental Management Act, 107 of 1998.

Decarbonising and developing low-carbon energy solutions

In 2023, we made significant progress on the execution of our 2030 greenhouse gas roadmap. Notably, we signed power purchase agreements (PPAs) to procure renewables of more than 600MW for delivery in 2026 or earlier. We are also investing US$1 billion over the next few years in Mozambique to ensure a stable supply of gas to South Africa while also progressing with several energy efficiency projects.

We are shaping the development of South Africa's green hydrogen ecosystem, which includes applications in fuel cell hydrogen mobility studies to reigniting the steel industry and creating a global sustainable aviation hub at OR Tambo International Airport in Johannesburg. The re-purposing of existing assets presents opportunities to fulfil the growing demand for sustainable products.

The prefeasibility study on the Boegoebaai green hydrogen project in the Northern Cape Province has advanced and nearing completion as we await certainty on the port development from Transnet. An update on the port was provided by Transnet in July 2023, however further details are required before the prefeasibility study can be concluded. There has been good momentum by the South African government to develop a green hydrogen economy for South Africa and we are supporting this through various studies.

IR Refer to green hydrogen export – Boegoebaai feature, page 60

RESET ACTIVITIES //

Safety

We are relentless in our commitment to pursuing Zero Harm as an operational reality.

Regrettably, we lost two colleagues in work-related incidents – one at Sasol Mining, one at Secunda Operations (SO).

Secunda Operations volume improvement plan

Over the past 24 months, our production volumes at SO have been significantly impacted by the erratic quality and availability of coal as well as by issues of plant reliability. We implemented comprehensive plans to restore plant stability and have seen a significant improvement since January 2023. To increase productivity, we implemented a 'full potential' plan at Mining which – along with additional gas supply into the facility – enabled improved production volumes at SO.

Advancing Mozambique gas production

We made good progress at our operations in Mozambique where gas production is coming off its plateau in 2028. The drilling campaign was executed safely amid dire weather, including Cyclone Freddy. The team completed five new wells, bringing the total well count to 24. To ensure security of supply to South Africa, the drilling campaign will continue and we will extend drilling to other areas adjacent to the existing fields. Our exploration also resulted in a positive gas discovery in PT5-C, which is in southern Mozambique with closer integration to our existing facility.

Delivery of Sasol 2.0

COST MANAGEMENT – We made progress in delivering on our Sasol 2.0 targets by focusing on efficiency, digitalisation and by challenging external spend through dedicated programmes using agile principles and global category benchmarks. We embedded Sasol 2.0 as a way of working and are on track to deliver on the FY25 full ambition target.

GROSS MARGIN – We made very good progress in identifying opportunities that increase volumes and margins. These include a review of the product slate from SO as well as improving the operational performance of the production assets. We will continue our efforts and capture higher margins through improved customer offerings and improved yields, efficiencies and throughput.

CAPITAL – Our Southern Africa business is capital intensive and in the year we continued to invest in statutory maintenance, a full shutdown at SO, compliance activities and advancing the drilling programme in Mozambique. As such, our capital spend was slightly higher than in prior years.

Performance

Our EBITDA for the year of R43,1 billion is 2% higher than the prior year due to higher rand oil prices and product crack spreads. This benefit was partly offset by internal challenges that we faced in the first half of the year. We have responded to this difficult environment with decisive actions, unwinding inventories, sourcing additional gas to compensate for poor coal quality and implementing volume recovery plans. Accordingly, the improvement in our performance in the second half of the year was significant. We have seen a notable improvement in operational reliability and have progressed with the external coal purchasing programme to supplement Mining's production and meet the coal demand for our Secunda Operations (SO).

Secunda Operation's production increased by 14% in the second half and we exceeded the volume targets communicated in December 2022. The volume recovery plan and demonstrated performance over the past six months confirms our ability to run complex plants efficiently and reliably consistent with our historical performance. This recovery gives us a clear path forward to consistently run our operations at maximum rates. Coal quality however remains a key variable and focus area.

In the year, the business recorded an impairment of R35,3 billion relating to the liquid fuels component of the Secunda refinery. The implementation of the emission reduction roadmap (ERR) to achieve a 30% reduction in greenhouse gas emissions by 2030 and comply with the requirements of the Air Quality Act results in lower production volumes post 2030 and as such an impairment was recognised on the liquid fuels component of the Secunda complex. Further, the increasing cost of coal, capital investment to implement the ERR and cost of compliance was included in the impairment calculation. Optimisation of the ERR is ongoing and there are a number of technology and feedstock solutions underway to partially recover volume post 2030 however, the maturity thereof needs to be progressed before it can be incorporated in the impairment calculation. The chemical assets in the Secunda complex however remain resilient given the higher margin yielding products that are produced.

In our **upstream gas operations** in Mozambique, we delivered a strong production performance achieving the upper end of our market guidance range of 111 – 114 bscf. Production was 2% higher than the prior year, underpinned by additional wells being brought online. Construction on the gas supply infrastructure of the PSA project was completed, and we await third party verification to confirm volume estimates before beneficial operation is achieved. We have invested US$530 million in Mozambique in our plateau extension projects, securing future gas supply to South Africa. More recently we had a discovery in PT5-C in Mozambique close to our operations. This was the first discovery for Sasol since 2008. Natural gas and methane-rich gas sales volumes in South Africa were 3% and 1% lower respectively when compared to the prior year due to lower customer demand largely associated with loadshedding.

In **marketing and sales,** we continued to progress our work to place molecules in the highest yielding margin portfolios. Liquid fuels sales volumes for the year was 53,7 million barrels, which is within our market guidance range of 52 – 55 million barrels and 2% lower than previous year. The improved performance in the second half of this year was underpinned by the implementation of our approach to shift volumes to higher margin portfolios in mobility and commercial, and supported by improved customer convenience offerings and marketing initiatives, in turn supported by higher production at SO. We continued to invest in enhancing customer offerings, scaling of the loyalty programme and driving the use of digitalisation.

The changing liquid fuels landscape – marked by a decline in demand for petrol and the rapid increase of new entrants into the market – continues to pose a risk to our inland refineries.

OUTLOOK

We have demonstrated that our asset base in South Africa is strong and can deliver maximum proven volumes with the optimum coal quality. Our asset reliability issues have improved and the run-rates over the past six months demonstrated that the plants are capable of running at historically high production rates.

However, we need to focus on fixing the coal quality and have made good progress with a technology solution on which we anticipate taking a final investment decision by the end of calendar 2023. We see the 'Reset' as a critical priority for FY24 to build resilience in the business. While delivering on our Sasol 2.0 commitments, we have unlocked significant value by enhancing our operations and making our business more market and customer oriented.

We have a highly experienced technical, commercial and marketing team who can navigate through the challenges associated with coal quality, free cash flow generation, legal and regulatory matters and progressing the emission reduction roadmap with technical solutions that are affordable. We see the potential in this business and are excited by the opportunity to reinvent and provide sustainable energy solutions to the country.

Our focus in FY24 on safety, operational excellence, capital discipline, cost management, customer service and continuous improvement will help ensure that we can deliver results and be ready to grow smartly when market conditions improve and opportunities present themselves.

Progressing Sasol's renewable energy programme

Renewable energy is a key lever for reducing Sasol's GHG emissions and moving towards producing products in a more sustainable manner in Southern Africa. In our effort to decarbonise our operations, we aim to procure up to approximately 1 200MW of renewable energy by 2030.

In January 2023, we signed a long-term power purchase agreement (PPA) for 69MW of wind-powered renewable power to our Sasolburg Operations. Financial close was achieved in March 2023. This is key to achieving the scaled production of green hydrogen from renewable energy sources at Sasolburg complex, progressing our ambition of a green hydrogen economy in Southern Africa.

As part of the decarbonisation of Sasol's South African value chain, Sasol and Air Liquide jointly signed PPAs for more than 600MW of renewable energy comprising of solar photovoltaic (PV) and wind with deployment expected from 2025.

Natref hybrid refinery

Natref is a joint venture between Sasol (64%) and TotalEnergies (36%). Our share out of the refinery is approximately 3 billion litres of fuels and related product s per annum. This refinery uses crude oil to produce liquid fuels. In response to the tighter Clean Fuel specifications (CF2) and high carbon intensity of the product, we are considering investing to convert the refinery to a hybrid (crude and biofuels) green facility. This provides an e-fuel solution for the country and will aid in reducing emissions while at the same time complying with CF2. Our customers, particularly in the mining sector, are demanding a low-carbon intensity fuel and this hybrid solution could address expectations. The initial investment was estimated to be R9 – 11 billion to meet the CF2 compliance requirements however, through innovation and technology, we are advancing with a low-carbon solution.

Green hydrogen export – Boegoebaai

The Boegoebaai Green Hydrogen Hub is part of South Africa's national Green Hydrogen programme to produce low-cost green hydrogen for the export market. Situated in the Northern Cape, the project is well-located for accessing export markets through a new deepwater port (to be developed by private-sector partners under a process initiated by Transnet in 2022) to serve the green hydrogen and mining industries. In 2021, Sasol signed a Memorandum of Understanding with the Northern Cape provincial government to lead a prefeasibility study exploring the potential for the region to serve as an export hub for green hydrogen derivatives. It is expected that, initially, Boegoebaai exports will focus on green ammonia (a rapidly expanding global market as a wide range of value chains need to move away from the grey equivalent). The prefeasibility study on the Boegoebaai green hydrogen project has advanced and is nearing completion as we await certainty on the port development from Transnet. Sasol is supporting the Northern Cape government's masterplan to develop the region as a green hydrogen industrial cluster.

Sasolburg green hydrogen

We are working to decarbonise and repurpose Sasolburg complex's grey assets to produce green hydrogen and derivatives. This entails producing first-to-market green hydrogen at scale to stimulate local demand and catalyse local industry value chains (including fuel cells).

We have three focus areas:

- pilots and demonstrations;
- green hydrogen mobility; and
- studies to repurposing Sasolburg Operations.

We produced the first green hydrogen from our Sasolburg assets in June 2023 by converting an existing chlor-alkali electrolyser, powered by greenfield renewable energy, to produce green hydrogen.

Further, while construction of the 69MW renewable energy wind farm (via the PPA) is under way, the team designed and implemented our own solar PV plant on site to be able to produce green hydrogen in June 2023. This demonstrates the innovation and skill of our people and ability to consider building our own solar PV renewables.

Focusing on customer experience to grow our mobility channel

Our focus is to change the Sasol forecourt from a typical fuel station to an omni-channel customer experience. As customer demands are changing, we too need to innovate and offer our customers a differentiated service that focuses on convenience, loyalty to enable cash back with the customer and strategic partnerships where customers can benefit.

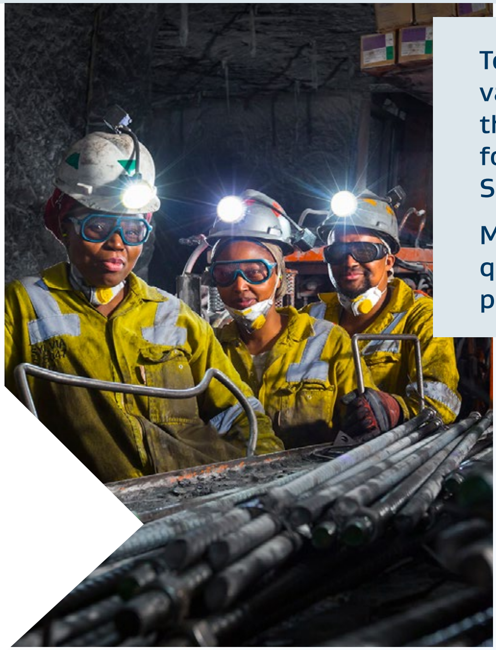
Sasol Rewards

The Sasol Rewards programme ended the year with 1,3 million registered customers. Since April 2022 launch, our customers earned points valued at R219 million.

Best forecourt and convenience stores

Sasol was awarded Best Convenience Store and Best Forecourt in the Petrol Station Industry category at the Ask Afrika Orange Index® 2022/23 Awards.

The Pantry by Marble was named Best Forecourt Store in the recent Best of Joburg Readers' Choice Awards to honour how Sasol and The Pantry have revolutionised the fuel-stop shopping experience.



To support the stability and resilience of our South African value chain, we will continue with initiatives to improve the performance of our Mining operations. We aim for the continuous supply of suitable coal so that Secunda Operations (SO) can achieve its production targets.

Maintaining a healthy stockpile level and improving coal quality through operational controls and external coal purchases are key.

Mining productivity in the year declined due to unplanned safety and operational stoppages in the first half. In the second half, productivity and coal quality delivered to SO improved, albeit at a slower pace than planned.

Nevertheless the coal stockpile remained above our target throughout the year, which supported consistency in coal blending and supply to SO. In the last quarter, the stockpile increased to end the year at 2,0 mt.

To supplement volumes from our Secunda collieries and improve overall coal quality, we increased external coal purchases by 9% compared to 2022. Export sales were lower mainly because of logistical challenges and the diversion of export coal to SO.

Our operations

Sasol's Sigma Colliery was established at Sasolburg in 1950, initially producing 2 Mt a year, with production peaking at 7,4 Mt in 1991. Coal mining activities in Secunda started in 1975 and we currently produce approximately 32 Mt per annum at our five Secunda mines and 1,2 Mt at Sigma's Mooikraal Colliery – making us the third-largest coal producer in South Africa. To supplement our production volumes and improve the coal quality blend, we purchase coal from the neighbouring Isibonelo Colliery in Secunda, as well as from other coal producers.

Our customers

Coal supplied to SO from our Secunda collieries is mainly used as gasification feedstock and to generate electricity. Our Sigma Mooikraal Colliery supplies coal to the Sasolburg complex for the generation of electricity and steam.

Coal from our Thubelisha Colliery is beneficiated at our Twistdraai Export Plant in Secunda, generating high-value thermal coal which is exported to international power-generation customers.

RESET ACTIVITIES //

Safety

Safety remains our indisputable priority. After the tragic fatalities that occurred in the past few years, we are making good progress in implementing our safety remediation programme and addressing findings from high-severity incidents. The programme includes technical and cultural interventions, with a focus on humanising safety through a bottom-up employee engagement approach.

We are seeing a positive impact of the culture change towards high care and high standards with more employees taking ownership at the coalface and speaking up on safety issues. We are encouraged by the positive trend.

Long-term coal deployment

We are evaluating various alternatives to address coal supply when the Thungela coal sales agreement for Isibonelo Colliery comes to an end in June 2025. A decision on the best option will be taken during FY24.

The planned reduction in coal usage from 2030 has been incorporated into our long-term mining complex deployment and coal sourcing plans and production from existing mines is aligned with the long-term coal demand profile.

'Full potential' programme

To improve productivity we implemented the first phase of our 'full potential' programme at Syferfontein Colliery from January 2023, noting incremental improvements in productivity and the quality of the coal delivered. The programme's objective is to improve productivity and realise the potential of our mines and focus on optimising and embedding safe production processes, capability upliftment and prioritising basic mining process skills.

The initiative was prompted by a range of factors influencing productivity in the broader South African coal mining industry. These include coal resource depletion; mining progressing into geologically challenging areas; improved safety standards requiring a significant increase in roof support; and shortages in underground coal mining skills. We are on track with the phased roll-out. Implementation at our four remaining Secunda collieries will commence in the first half of the new financial year and is planned to be completed by the end of June 2024. In the meantime, we are continuing with complex-wide initiatives to improve cutting time and reduce production losses.

Coal quality

Since 2020, there has been a structural shift of increased ash and sinks* in the coal we have delivered. We have an enhanced understanding of these coal-quality issues and are working to rectify them through a combination of interventions, namely improving in-section quality controls; securing better quality coal through external coal purchase contracts; and implementing technological solutions.

Technological solutions such as coal destoning have the potential to become major enablers for better value chain performance by reducing ash and sinks* content.

We will continue with operator training to improve quality awareness; implementing mechanical horizon control technologies on our in-section mining equipment; and improvements in our coal quality sampling processes.

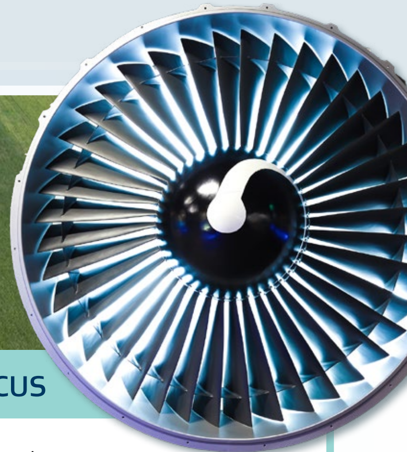
Our Integrated Quality Management centre will leverage digital and Artificial Intelligence technologies to influence the blending of coal at mine source and improve the quality of the overall blended product.

Cost management

To realise cost savings we have established a dedicated cost task team focusing on pinpointing and implementing cost management measures.

* 'Non-coal' or inorganic rock within Run-of-Mine (ROM) coal with a relative density >1.95

SASOL ecoFT AT A GLANCE // Developing sustainable aviation fuel ventures globally using our advantaged FT technology



"Airline manufacturers and operation alike are favouring drop-in sustainable aviation fuel (SAF) solutions with minimum engine and infrastructure adaptation requirements. Sasol's Fischer-Tropsch technology can provide such SAF solutions based on our proven technology and wealth of project and operational experience."

Marius Brand // Executive Vice President: Sasol 2.0 Transformation

Overview

Our 70-year-old institutional knowledge in applying Fischer-Tropsch (FT) technology to produce synthetic fuels and chemicals can provide sustainable aviation fuel (SAF) solutions that have exceptional abatement characteristics as well as feedstock adaptability, and in the future can be produced from almost unlimited sustainable feedstocks as renewable energy costs are expected to become increasingly more competitive.

The global power-to-X (PtX) market, which is a combination of power-to-liquids and power-to-chemicals technology, is developing rapidly through increasing demand for SAF. It presents a global growth opportunity as power-to-liquids is likely to be one of the first and most attractive applications of our FT technology.

Our FT technology has scalable potential as it provides solutions in hard-to-abate sectors. Having led the industry in large-scale FT technology applications, we are well positioned to succeed in the emerging SAF market. We will do this by providing differentiated solutions across the globe and playing a key role in the defossilisation/decarbonisation of the aviation industry. This, as drop-in aviation fuels are deemed to be the preferred long-term energy solution for long-distance flights.

Operating context

Sustainable aviation fuel is seen as an essential lever in the decarbonisation of the aviation sector. Globally, considerable advances have been made in providing the enabling policy and regulatory environment for SAF.

The European Union is setting standards through its renewable energy directive (RED) and SAF-specific policies like ReFuelEU, which specifies SAF blending mandates and tax penalties for fossil jet fuel use.

These standards could influence global regulatory guidelines and mandates. Sasol participates in policy consultation platforms in the European Union, United States, United Kingdom and Canada. These advocate for a level playing field that will allow more SAF solution providers to participate in the fast developing global SAF market.

In the United States and European Union the level of ambition for the reduction of greenhouse gases in the aviation transport sector is favourable for Sasol ecoFT's feasibility project studies.

STRATEGIC FOCUS

- We are committed to accelerate our transition to a low-carbon world in support of the objectives of the Paris Agreement and our ambition to achieve net zero* emissions by 2050.
- We are driving our intention to produce low-carbon fuels and chemicals globally through Sasol ecoFT. This will help us build sustainable businesses and leverage our advantaged FT technology.
- Sasol ecoFT's focus is to develop, build and operate assets that produce SAF and market the products globally.
- We are driving efforts to maximise catalyst yields and maintain operational efficiencies of our complex integrated facilities.
- By reinforcing strong value chain partnerships, we aim to deliver value through licensing our FT technology.

OUTLOOK

The production costs for sustainable fuels and chemicals will remain higher than existing alternatives. As a result, financing will be a challenge and fuel producers will need public funding in the initial phase of developing the industry if they are to meet future demand. Initially, the emerging industry will rely on legislated blending mandates and grant funding from governments, although country-specific CO_2 commitments and regulatory frameworks are driving demand for both sustainable fuels and chemicals.

* Net zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets

Exploring new value pools

We accelerated the exploration of new value pools to strengthen our competitive advantage. We also established several new key relationships with players across the value chain. Our focus is to create a diversified and resilient portfolio of SAF asset opportunities in attractive geographies with competitive feedstock offerings. These include abundant renewable energy and supportive regulatory dispensations.

We are pursuing prefeasibility studies in the United States and feasibility studies in Europe to accelerate the development of SAF asset opportunities and to support our proprietary FT technology. Managing capital demands and mitigating risk exposure, Sasol ecoFT has from inception focused on pursuing partnerships through co-ownership models, coupled with grant funding for the development and execution of projects.

The Inflation Reduction Act (IRA)

In the United States, we prioritised a number of new opportunity assessments based on the supportive regulatory landscape emanating from the Inflation Reduction Act (IRA). These included power-to-liquids and biomass power-to-liquids FT opportunities.

The IRA lowers the costs of adopting clean technologies and accelerates the deployment of clean electricity generation, electric vehicles and several emerging technologies, including carbon capture and hydrogen. We are considering an early United States SAF market entry play, using hydroprocessed esters and fatty acids (HEFA) technology.

Joint venture established with Topsoe*

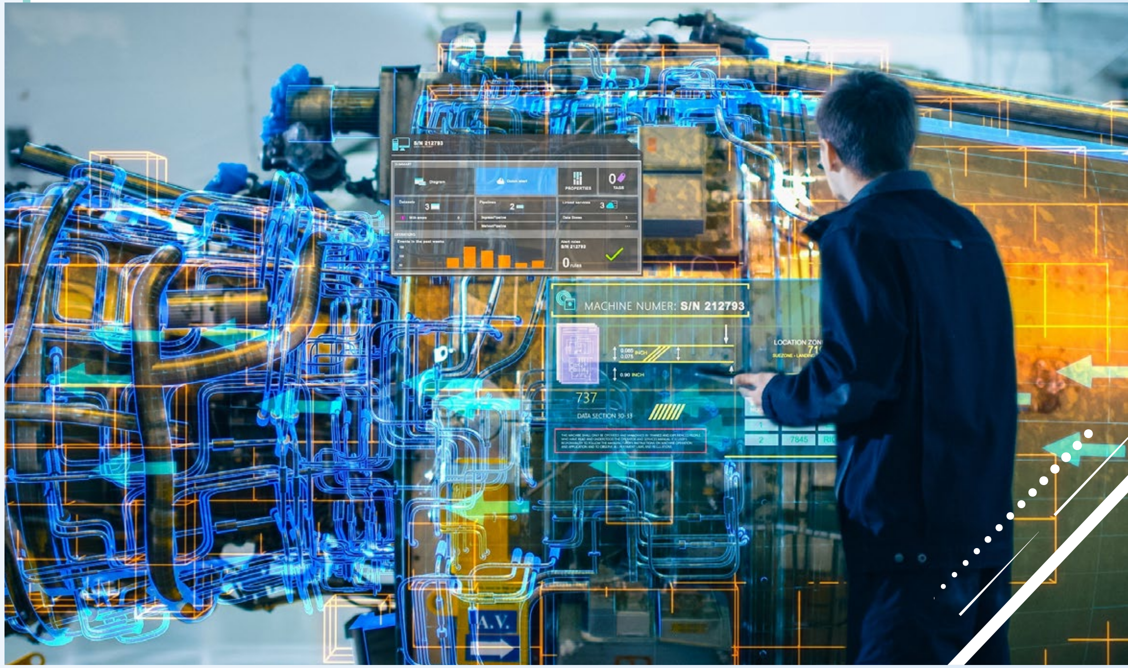
TOPSOE

Sasol and Topsoe, leaders in greenhouse gas emission reduction technologies, signed a landmark agreement to establish a 50/50 joint venture, solidifying a commitment to produce SAF and contribute to global efforts in combatting climate change. The joint venture* will go beyond the unique combination of technologies, capabilities and deep industry experience, to lay the foundation for industrial-scale SAF production facilities.

The aspiration is to develop, build, own and operate SAF assets and market sustainable aviation fuels derived primarily from non-fossil feedstocks, utilising green hydrogen, sustainable sources of CO_2 and/or biomass with a specific focus on Sasol's FT and Topsoe's related technologies.

The joint venture will seek partnerships with feedstock suppliers, technology and service providers, and long-term customers to develop projects in geographies with favourable policy and regulatory environments.

* Subject to approval by relevant authorities



Expanding licensing structures

We signed several 'Single Point Licence studies' with third parties for our FT and Topsoe's hydrocracking technology solutions. One opportunity in Denmark entered the front-end engineering phase.

GOVERNANCE // GOVERNANCE AT A GLANCE

Reliable governance

We encourage an open, honest environment that promotes structured planning, agility in execution and encourages investment in the sustainability of the organisation. Good governance is embedded in the sound judgement and good behaviour of those who are charged with ensuring the success of Sasol.

The focus of the Board is to ensure that strategy, sustainability, risk and performance considerations are appropriately balanced and effectively integrated in all we do.

WE REMAIN COMMITTED TO:

- The safety of our people.
- The sustainability of our organisation and promoting environmental, social and governance (ESG) considerations.
- Ensuring an ethical culture.

Human Rights

We align our practices with the United Nations Guiding Principles on Business and Human Rights and, as asserted in our Code of Conduct, we do business in an ethical way.

Sustainability

Our commitment to sustainability is unwavering, driven by our Purpose to 'innovate for a better world'. We are committed to improving the social, economic and environmental wellbeing of the communities in which we operate.

Stakeholder communication

The Board takes the legitimate interests and expectations of stakeholders into account when making decisions. We are committed to maintaining transparency and engaging extensively with our stakeholders to help us understand stakeholders' concerns and expectations in order to make informed decisions regarding Sasol's sustainability approach, reporting and other matters of importance to stakeholders.

GOVERNANCE CONTINUED

Compliance

The Board confirms that Sasol complies in most significant respects with the governance standards imposed on domestic United States' companies listed on the NYSE and that we apply all the principles of the King IV™ Report on Corporate Governance for South Africa 2016 (King IV™).

www A statement on Sasol's application of the principles of King IV™ is available on www.sasol.com

The Board further confirms that the Company is in compliance with the provisions of the Companies Act 71 of 2008 (the Companies Act) specifically relating to its incorporation and is operating in conformity with its Memorandum of Incorporation.

As a company listed on the Johannesburg Stock Exchange (JSE) and on the New York Stock Exchange (NYSE) for purposes of our American Depositary Receipt programme, Sasol is subject to, and has implemented controls to provide, reasonable assurance of its compliance with all relevant requirements in respect of its listings.

Specific areas of law that have been identified as key Group legal compliance risk areas (safety, health and environmental laws, anti-bribery and anti-corruption laws and competition law). We have implemented controls, aimed at achieving a balanced approach to compliance and to mitigate the risks in these areas. The Board and its Committees closely monitor the implementation of the Company's legal compliance policy and processes and improve thereon, as and when required, to mitigate the risk of non-compliance with the laws in the various jurisdictions in which Sasol does business.

In the year under review, there were no material violations of any laws or regulations, nor were any material penalties or fines imposed on the Company or its Directors for contraventions of any laws or regulations.

www For more detail on the responsibilities, powers, policies and processes of the Board, its Directors and the Company's executives and other officials, refer to the Board Charter, together with the Company's memorandum of incorporation on our website, www.sasol.com

Governance

The Board is satisfied that it fulfilled all its duties and obligations during the 2023 financial year.

We are a values-based organisation and are committed to the highest standards of business integrity and ethics in all our activities. The Board ensures that Sasol is governed effectively through ethical consciousness and conduct, in accordance with good corporate governance practice, appropriate and relevant non-binding industry rules, codes and standards and internal control systems.

Our governance structure

The Group's governance structures are reviewed regularly and provide for the assignment of authority while enabling the Board to retain effective control. The structures support ethical and efficient leadership and good corporate citizenship and are applied in the best interests of Sasol and its stakeholders. The necessary policies and processes are in place to ensure all entities in the Group adhere to essential Group requirements and minimum governance standards. As ultimate shareholder of all subsidiaries in the Sasol Group, Sasol Limited exercises its rights and is involved in the decision-making of its subsidiaries on material matters. Subsidiaries have adopted the governance framework as appropriate and have aligned their memoranda of incorporation and shareholder agreements with the Group's governance framework.

RISKS/OPPORTUNITIES

CONTROL/ASSURANCE

DISCLOSURES

SASOL LIMITED SHAREHOLDERS

SASOL LIMITED BOARD

Audit Committee	Capital Investment and Digital Committee	Nomination and Governance Committee	Remuneration Committee	Safety, Social and Ethics Committee

PRESIDENT AND CHIEF EXECUTIVE OFFICER

GROUP EXECUTIVE COMMITTEE[1]

Capital Structuring and Allocation Committee	Disclosure Working Group	Ad hoc GEC Mandating and Steering Committees	Safety Committee	Sanctions Compliance Committee

EXECUTIVE VICE PRESIDENTS

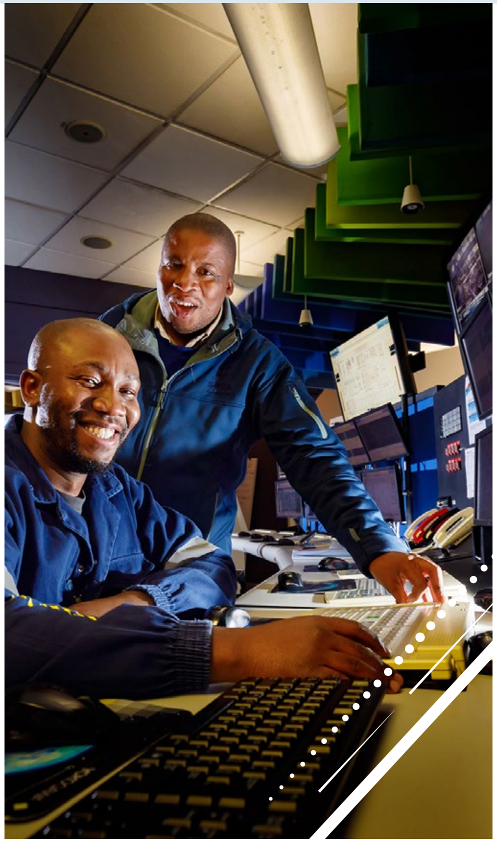
Subsidiaries (wholly-owned), Sasol Energy, Sasol Chemicals and Sasol ecoFT Businesses and Corporate Centre

Subsidiaries (wherein external shareholder) and JV Boards and shareholders

STAKEHOLDERS

ETHICAL FOUNDATION

[1] The Board appoints Group Executive Committee members on the recommendation of the CEO and the Nomination and Governance Committee



The Company Secretary

The effective functioning of the Board is facilitated and supported by the Company Secretary, Ms Michelle du Toit, who was appointed as the Group Company Secretary of Sasol Limited on 1 January 2021. The Company Secretary is not a Director of Sasol Limited and provides a central source of guidance and support to the Board on matters of good governance and changes in legislation while maintaining an arm's length relationship with the Board and the Directors.

Having considered the competence, qualifications and experience of Ms du Toit, the Board is satisfied that she is competent and has the appropriate qualifications and experience to serve as the Company Secretary.

GOVERNANCE // Our Board

Our Board of Directors is responsible for the strategic direction and control of the Company and brings independent, informed and effective judgement to bear on material decisions reserved for the Board. Our Directors set the tone for ethical and effective leadership to ensure value creation that is accomplished in a sustainable manner.

Sipho Nkosi
Independent non-Executive Director and Chairman (appointed: 2019)

Date of birth: 1954 (69)
Nationality: South African
Qualifications: BCom, BCom Economics (Hons), MBA

Chairman of the Nomination and Governance Committee

Committee member:
- Remuneration Committee

Manuel Cuambe
Independent non-Executive Director (appointed: 2016)

Date of birth: 1962 (61)
Nationality: Mozambican
Qualifications: BEng (Electrical), Postgraduate Certificate in Management Studies

Committee member:
- Capital Investment and Digital Committee
- Safety, Social and Ethics Committee
- Remuneration Committee

Muriel Dube
Independent non-Executive Director (appointed: 2018)

Date of birth: 1972 (51)
Nationality: South African
Qualifications: BA (Human Sciences), BA (Hons) (Politics), MSc (Environmental Change and Management), Executive Certificate: Climate Change and Development, HIID

Chairman of the Safety, Social and Ethics Committee

Committee member:
- Capital Investment and Digital Committee
- Nomination and Governance Committee

Martina Flöel
Independent non-Executive Director (appointed: 2018)

Date of birth: 1960 (63)
Nationality: German
Qualifications: MSc (Chemistry), PhD (Chemistry)

Committee member:
- Capital Investment and Digital Committee
- Safety, Social and Ethics Committee
- Remuneration Committee

Fleetwood Grobler
Executive Director and President and Chief Executive Officer (appointed: 2019)

Date of birth: 1961 (62)
Nationality: South African
Qualifications: BEng (Mechanical)

Committee member:
- Capital Investment and Digital Committee
- Safety, Social and Ethics Committee

Kathy Harper
Independent non-Executive Director (appointed: 2020)

Date of birth: 1963 (60)
Nationality: American
Qualifications: BSc (Industrial Management), MBA, Certificate in cyber security oversight (NACD)

Committee member:
- Audit Committee

Vuyo Kahla
Executive Director (appointed: 2019)

Date of birth: 1970 (53)
Nationality: South African
Qualifications: BA, LLB, AMP

Committee member:
- Capital Investment and Digital Committee
- Safety, Social and Ethics Committee

COMMITTEE

In terms of our memorandum of incorporation, the Board shall consist of a maximum of 16 Directors. Up to five may be Executive Directors. One-third of Directors must retire at every Annual General Meeting and are eligible for re-election. The Board determined that it would comprise a maximum of 14 Directors.

Trix Kennealy
Independent non-Executive Director (appointed: 2017)

Date of birth: 1958 (65)
Nationality: South African
Qualifications: BCom (Accountancy), (Hons)

Chairman of the Audit Committee

Committee member:
- Capital Investment and Digital Committee
- Nomination and Governance Committee

Nomgando Matyumza
Independent non-Executive Director (appointed: 2014)

Date of birth: 1963 (60)
Nationality: South African
Qualifications: BCom, BCompt (Hons), CA(SA) LLB

Committee member:
- Remuneration Committee
- Audit Committee

Mpho Nkeli
Independent non-Executive Director (appointed: 2017)

Date of birth: 1964 (59)
Nationality: South African
Qualifications: (Environmental Science), MBA

Chairman of the Remuneration Committee

Committee member:
- Safety, Social and Ethics Committee
- Nomination and Governance Committee

Hanré Rossouw
Executive Director and Chief Financial Officer (appointed: 2022)

Date of birth: 1975 (48)
Nationality: South African
Qualifications: BEng (Chemical), BCom (Hons), MBA

Committee member:
- Capital Investment and Digital Committee

Andreas Schierenbeck
Independent non-Executive Director (appointed: 2023)

Date of birth: 1966 (57)
Nationality: German
Qualifications: AMP (Applied Mathematics and Physics), MA, Electrical Engineering

Committee member:
- Capital Investment and Digital Committee
- Safety, Social and Ethics Committee

Stanley Subramoney
Independent non-Executive Director (appointed: 2021)

Date of birth: 1958 (64)
Nationality: South African
Qualifications: BCompt (Hons) (Accounting Science), CA(SA)

Committee member:
- Audit Committee
- Remuneration Committee

Stephen Westwell
Independent non-Executive Director and Lead Independent Director (appointed: 2012)

Date of birth: 1958 (65)
Nationality: British
Qualifications: BSc (Mechanical) MSc (Management), MBA

Chairman of the Capital Investment and Digital Committee

Committee member:
- Audit Committee
- Safety, Social and Ethics Committee
- Nomination and Governance Committee

COMMITTEE

WWW The roles and functions of the Chairman, the Lead Independent Director and the President and CEO are described in the Board Charter available on our website, www.sasol.com

GOVERNANCE CONTINUED

Policy on diversity

The Board's diversity and skills ensure that it guides Sasol to deliver a sustainable organisation. Directors are chosen by the Board with the support of the Nomination and Governance Committee for their corporate leadership skills, experience and expertise. A combination of different business, geographic and academic backgrounds as well as diversity in age, gender and race allow for robust debate and more considered decision-making, supporting the sustainable growth of the business.

It is the Board's policy that broader diversity at Board level is promoted; all facets of diversity are considered in determining the optimal composition of the Board and, where possible, are balanced appropriately. All Board appointments are made on merit, having due regard for the benefits of diversity, which the Board as a whole requires to be effective.

Tenure, independence and succession

All non-Executive Directors are considered to be independent.

The Board has determined that Directors may serve on the Board for up to nine years, extendable annually up to a maximum of 12 years. The Board's succession plans aim to achieve an optimal balance between independence and continuity on both the Board and its Committees. It is for this reason that the Board extended the terms of Mr S Westwell and Ms NNA Matyumza following a review and confirmation of their independence. Their experience, knowledge and independent judgement continue to benefit the Company.

The Nomination and Governance Committee is of the view that no Director is over-committed.

The Nomination and Governance Committee considers the other commitments of Directors when they are first appointed, as well as annually, or at any other time when a Director's circumstances change and warrant re-evaluation. This is done to determine whether a Director has sufficient time to discharge his/hers duties effectively and is free from conflicts that cannot be managed satisfactorily. Should the Nomination and Governance Committee be of the view that a Director is over-committed or has an unmanageable conflict, the Chairman will meet with that Director to discuss the resolution of the matter to the satisfaction of the Committee.

Focus areas of the Board and its Committees

The Board Charter and the terms of reference of its Committees are reviewed as and when required but at least every second year to ensure they remain relevant and aligned with all relevant regulatory requirements and governance best practices.

The Board uses its meetings to discharge its governance and regulatory responsibilities. Its work plan and those of its Committees outline the matters which should be dealt with at meetings and are aligned with the responsibilities and requirements set out in the Board Charter and the terms of reference of its Committees. Matters considered include safety, operational and financial performance, matters of strategy, risk and opportunity, ESG and compliance.

The Board has purposefully assumed direct responsibility for the governance of risk. To support the Board in ensuring effective risk management oversight, not only one Committee, but all Board Committees are responsible for ensuring the effective monitoring of risks within the ambit of each Committee's scope. In monitoring and providing oversight on Sasol's risks, each Committee will consider potential opportunities as appropriate.

There are seven Board meetings a year. The Board also meets twice a year to discuss strategy. For the reporting period, the Board held eight meetings, two strategy meetings and three additional special meetings.

MEETINGS AND ATTENDANCE

13 meetings

97% attendance*

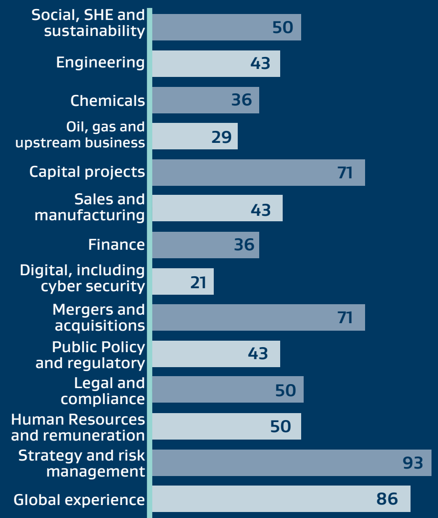
* Due to prior commitments, Ms KC Harper, Ms NNA Matyumza, Mr SA Nkosi and Mr S Westwell could not attend certain of the additional meetings.

SKILLS AND EXPERIENCE OF OUR BOARD

Maintaining an ethical culture and collective perspective are essential. The Board follows a risk-based approach. Our Directors must: have strong values, ethics and integrity; ask critical questions; and facilitate open and frank communication with each other and management.

By setting an example of doing business responsibly, Directors demonstrate their continued commitment to Sasol's Values.

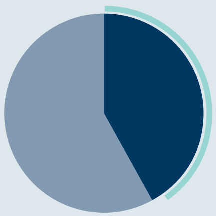
Our Board has the following skills and experience (% of Directors)



20-F For more details refer to our Form 20-F available on our website, www.sasol.com for the skills and experience of each Director

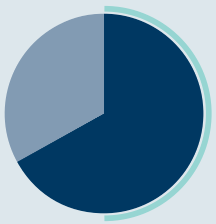
Diversity

Women (%)



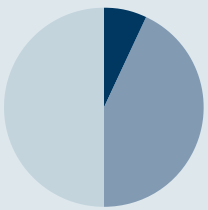
42% Achieved
40% Target

Historically disadvantaged individuals
(% of South African Directors)



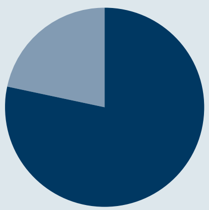
67% Achieved
50% Target

Age (years)



1 40 – 50 years
6 51 – 60 years
7 61 – 70 years

Independence



11 Non-Executive Directors
3 Executive Directors

AVERAGE TENURE OF DIRECTORS

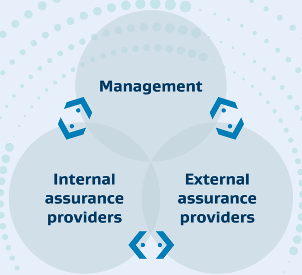
4,7 years

GOVERNANCE CONTINUED

INTERNAL CONTROL FRAMEWORK AND ASSESSMENT

The Board, with the support of the Audit Committee, is ultimately responsible for Sasol's system of internal control, designed to identify, evaluate, manage and provide reasonable assurance against material misstatement and loss. We apply a combined assurance model, which seeks to optimise the assurance obtained from management as well as internal and external assurance providers while fostering a strong ethical context and mechanisms to ensure compliance. Through the Risk Policy and strategic intent of risk management approved by the Board, management identifies key risks facing Sasol and implements the necessary internal controls.

OUR COMBINED ASSURANCE MODEL



The process is monitored and evaluated under the direction of internal audit, while external audit teams cover key controls and accounting matters in the course of their audits. Other levels of external assurance are obtained as and when required.

The consolidated financial statements present fairly, in all material respects, our financial position, results of operations and cash flows as of and for the period.

However, the Company's internal control over financial reporting was ineffective due to the continued existence of the material weakness with respect to the South African Integrated Value Chain impairment process, identified during financial years 2020 and 2021.

AFS Refer to the report from the Audit Committee in the Annual Financial Statements for more information in relation to the material weakness that was identified in financial year 2020.

Key issues the Board focused on in 2023 and remains invested in going forward

1 Safety of our people

Making sure our people return home safely is the top priority of the Board. Fatalities are unacceptable. Significant time is devoted to monitor processes implemented to ensure Zero Harm.

2 Transforming for resilience

Resilience, operational stability and performance and cash flow improvement remain essential, especially in view of continued market volatility, geopolitical uncertainty and disruptions, and the deepening global energy crisis. Progressing Sasol 2.0 is a priority. We are also re-focusing on Sasol Mining's performance and on improving the stability of our South African value chain.

3 Caring for our planet

We have invested significant time in implementing our air quality improvement plans, including the development of an integrated air quality and greenhouse gas (GHG) reduction solution, and plotting our path to deliver on our GHG emission-reduction targets. It is essential that we align with an integrated just transition programme and incorporate localisation and economic empowerment in our journey. We need to expand our growth opportunities through partnerships and source affordable feedstock; for this we need capital to invest in new technologies and attract suitable talent.

4 Strengthening relationships with stakeholders and regulators

Our people are the cornerstone to realising our ambitions, thus capability retention is a key focus area. Strengthening our partnerships and co-developing sustainable solutions with our stakeholders for economic transformation and localisation remain crucial. Delivering on our commitments is essential and we are committed to maintain regular and transparent communication with our stakeholders.

PEOPLE

PLANET

PROFIT

Board effectiveness

Newly appointed Directors are apprised of Sasol's business and their duties and responsibilities as Directors. Our Directors are also given the opportunity to visit Sasol's plants and operations. The development of industry and Group knowledge is a continuous process and Directors are briefed on legal developments and changes in the risk and general business environment on an ongoing basis. The Board, its Committees and Directors are entitled to seek independent professional advice concerning the Company's affairs and to gain access to any information they may require in discharging their duties as Directors.

The Board formally evaluates its performance and effectiveness, and that of its Committees, Directors and the Chairman, every second year. A formal evaluation was conducted this year, firstly to assess whether there had been improvement in the areas identified during the evaluation conducted in 2021 and secondly, to identify any further areas to enhance.

The Board concluded that it is effective and the Directors are satisfied that the evaluation process is contributing to the improvement of the Board's performance and effectiveness.

Progress was made on the following key considerations identified to be addressed during the previous formal evaluation in 2021:

- The quantity and focus of material being provided to the Board and its Committees were reviewed to ensure the material enables constructive dialogue and prioritisation during meetings. The number of meetings has also been increased to ensure that Directors are kept abreast of developments.
- Key skills and competencies have been identified that would be required for Future Sasol. The succession plan takes into consideration these required skills and competencies. As a first step, Mr Andreas Schierenbeck has been appointed and we are comfortable that his past experience as a Chief Executive Officer in charge of an energy company's transition will greatly benefit the Board.
- The Board determined that the maximum number of Directors will be 14 for the time being. The ideal size of the Board is an ongoing matter for consideration, especially given the key skillsets and competencies required, the composition of the Committees, as well as international footprint and complexity.
- Respect and open and honest discussions enhance trust. Team dynamics and culture remain key focus areas for the Board. A number of engagements took place during the year to strengthen cohesion among Directors and promote engagement with executives.

Some key questions considered to ensure the Board remains effective and adds value included:

- What can be done to ensure the success of our current and future leaders? The Board should ensure that there is focus not only on the succession of executives, but the level below them. Our people are the cornerstone to realising the Company's ambitions.
- What are we missing? The Board will continue to focus on the nature and extent of risks faced by the organisation, the impact of these risks on the strategy, performance and sustainability of the Company and the effectiveness of the risk management process.
- Are we agile enough and solutions driven? Adaptation of our strategic direction taking into consideration risks, opportunities, market dynamics and performance is crucial to ensure the sustainability of the Company.

Another key consideration identified to further enhance the value of the Board going forward was:

- Further evolving the Board's role of overseeing the effective execution of strategy and ensuring that the strategy translates into adding value to shareholders and building a sustainable business. Enhancing data based strategic decision-making and the outside, diverse perspective provided by Directors to add value to management's integrated thinking is crucial to ensure resilience.

GOVERNANCE // Our Board Committees

The Committees established by the Board play an important role in enhancing standards of governance and effectiveness within the Group

Audit Committee

CHAIRMAN: **GMB Kennealy**

MEMBERS

KC Harper
NNA Matyumza
S Subramoney
S Westwell

7 meetings › 99% attendance^

^ Due to a prior commitment, Ms KC Harper could not attend a special meeting that had not been scheduled in advance

MANDATE

Mandate

- To oversee the quality and integrity of Sasol's integrated and financial reporting
- To oversee the qualification, independence and effectiveness of the internal and external audit functions
- To oversee compliance with legal and regulatory requirements to the extent that it might have an impact on financial statements
- To oversee financial market risk management and hedging matters

KEY MATTERS DEALT WITH IN 2023 AND FOCUS AREAS FOR 2024

Key matters dealt with in 2023 and focus areas for 2024

- Successfully managing the mandatory audit firm rotation and recommending the nomination for appointment of KPMG with effect from 1 July 2023
- Ensuring the integrity and effectiveness of reporting
- Financial management, key audit matters and significant areas of judgement. The Committee will continue to ensure financial systems, processes and controls operate effectively and respond to changes in the operating and regulatory environment
- Financial performance, specifically considering the impact of market volatility, geopolitical uncertainty and disruption
- Balance sheet and liquidity management. It is key to drive resilience and cash flow improvement through the delivery of Sasol 2.0 targets, and essential that capital allocation principles prioritise and strengthen our balance sheet, reducing net debt to EBITDA to below 1,5 times and maintaining the dividend
- Ensuring effective combined assurance, internal control and risk management

AFS For more detail refer to the Report of the Audit Committee in our Annual Financial Statements available on our website www.sasol.com

Capital Investment and Digital Committee

CHAIRMAN: **S Westwell**

MJ Cuambe
M Flöel
VD Kahla
HA Rossouw*
MBN Dube
FR Grobler
GMB Kennealy
A Schierenbeck**

* Appointed as Executive Director and member on 1 July 2022
** Appointed as member of the Committee on 1 April 2023

6 meetings › 99% attendance^

^ Due to a prior commitment, Mr Cuambe could not attend a special meeting that had not been scheduled in advance

Mandate

- To evaluate mergers, acquisitions, investments, divestments and disposals prior to approval by the Board
- To monitor these mergers, acquisitions and Board-approved investments, divestments and disposals, as well as the Company's capital allocation and asset review programmes
- To lead the strategic direction of digital and Information Management (IM) development in a manner that supports the Group in achieving its strategic objectives and ensures the optimal return on digital and IM investment
- To oversee that the control environment of information and technology is appropriately managed and that any risks posed by pursuing or not advancing certain digital strategies are addressed

Key matters dealt with in 2023 and focus areas for 2024

- Overseeing investments and divestments and ensuring prioritisation of investments that best support the sustainability of the organisation
- Overseeing the further development of Sasol's digital strategies and technology solutions and monitoring cyber security and information and operating technology issues
- Monitoring progress of Mozambique projects and strategic approaches to developing large-scale natural gas import opportunities of South Africa
- Monitoring the Group's capital performance and guiding on prioritised capital expenditure

Nomination and Governance Committee

CHAIRMAN: **SA Nkosi**

MBN Dube
GMB Kennealy
MEK Nkeli
S Westwell

4 meetings › 100% attendance

Mandate

- To ensure effective corporate governance
- To assist with the composition of the Board and its Committees, succession planning and the appointment of Directors
- To manage the performance of the Board, its Committees and the Directors
- To monitor compliance and provide reasonable assurance regarding the quality, integrity and reliability of compliance risk management
- To assist with ensuring all stakeholders' needs and interests are taken into account and are balanced

Key matters dealt with in 2023 and focus areas for 2024

- Ensuring general corporate governance mechanisms and the framework are appropriate and effective in view of developments in the Group and its business environment
- Reviewing the composition of the Board and its Committees and succession planning
- Ensuring optimal performance by the Board and its Committees, the Directors and addressing areas identified for improvement during the evaluation process
- Strengthening our stakeholder relationships to ensure – among others – economic transformation, localisation and a Just Transition and balancing our stakeholders' needs and interests while also maintaining regular and transparent communication and disclosure
- Chief Executive Officer succession

Remuneration Committee

CHAIRMAN: **MEK Nkeli**

MJ Cuambe*
M Flöel
SA Nkosi
NNA Matyumza
S Subramoney**

* Appointed as a member on 19 November 2022
** Appointed as a member on 1 October 2022

4 meetings › 100% attendance

Mandate

- To ensure the Group remunerates employees fairly, responsibly, and transparently
- Ensuring the implementation of affordable, competitive, and fair reward principles to promote the achievements of strategic objectives and positive outcomes in the short, medium and long term
- To monitor and ensure remuneration related governance is maintained
- To provide a channel of communication between the Board and management on remuneration matters

Key matters dealt with in 2023 and focus areas for 2024

- Ensuring effective reward practices and governance around execution of the Remuneration Policy
- Continuing to engage in relation to the Group's key focus areas with our shareholders on our Remuneration Policy and Implementation Report and ensuring the appropriateness of our reward
- Comprehensive review of the long-term incentive plan rules as well as the introduction of the post-termination service shareholding requirements for members of the Group Executive Committee including Executive Directors
- Reviewing short-term and long-term incentive plan targets and design principles to ensure ongoing relevance
- Reviewing the status of healthcare and retirement plans in the Group
- Reviewing people retention risks and approved mitigation plans
- Reviewing NED fees as presented by management

IR For more detail refer to the Remuneration Report on page 70

Safety, Social and Ethics Committee

CHAIRMAN: **MBN Dube**

MJ Cuambe
FR Grobler
MEK Nkeli
S Westwell
M Flöel
VD Kahla
A Schierenbeck*

* Appointed as member on 1 April 2023

7 meetings › 100% attendance

Mandate

- To perform the role of a Social and Ethics Committee as required in terms of the Companies Act
- To ensure that the manner in which Sasol governs social and ethics performance promotes an ethical culture and that Sasol conducts itself as a responsible corporate citizen
- To monitor the Group's policies and standing in relation to ethical and optimal labour and employment practices and care for our people
- To monitor Sasol's strategies, policies, performance and the progressive implementation of its sustainability, SHE, social and ethics practices
- To ensure effective risk management oversight, specifically in relation to material risks within the Committee's scope
- To review assurance obtained regarding the integrity, reliability and validation of the Sustainability Report
- To provide strategic oversight of matters relating to people within the organisation, with the main objective of creating a globally competitive workforce and to ensure employees work towards accomplishing the strategic objectives of the Company

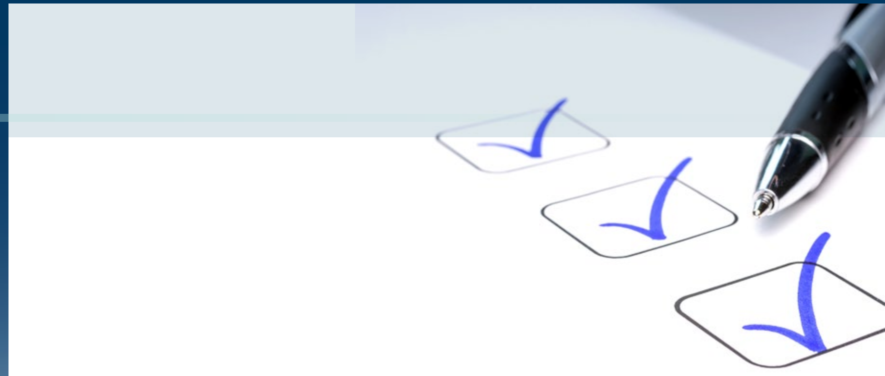
Key matters dealt with in 2023 and focus areas for 2024

- Ensuring processes are in place to promote an ethical culture which encourages safety
- Humanising safety and ensuring the safety of our employees, suppliers, customers and communities – the Committee continues to closely monitor the processes being put in place to avoid the occurrence of high-severity incidents
- Driving transformation and an ethical work environment
- Monitoring the Group's activities relating to good corporate citizenship
- Ensuring Sasol's sustainability, specifically focusing on climate change, biodiversity and Sasol's impact on the environment as well as air and water compliance obligations
- Delivering on our emission-reduction targets and meeting our air quality compliance obligations is of utmost importance
- Continuing with identifying, assessing and monitoring stakeholders' expectations and ensuring meaningful engagement
- Reviewing existing business risk profiles with the intention to integrate human rights into our business processes with follow up monitoring and reporting on human rights

WWW The complete terms of reference of the Committees are available on Sasol's website, www.sasol.com. The CEO is not a member of the Audit Committee, Remuneration Committee nor the Nomination and Governance Committee but attends meetings by invitation. He is requested to leave the meeting, where appropriate, before any decisions are made that relate to him personally.

SR For more detail refer to the Report of the Chairman of the Safety, Social and Ethics Committee in our Sustainability Report available on our website, www.sasol.com

Our intent is to ensure that **remuneration is aligned** with our **Purpose** as well as People, Planet and Profit outcomes.



REMUNERATION AT A GLANCE //

Our Remuneration Policy

Our Remuneration Policy (the policy) is a crucial enabler of Sasol's strategy. A sustainable, high-performance and value-driven culture remains a key objective which underscores the policy. The policy's design strives to provide competitive, market-aligned rewards while balancing the need for cost containment, risk management and value creation for stakeholders.

In FY23 we made some changes which related to:

- updates to the long-term incentive (LTI) plan, which were approved by shareholders at the Annual General Meeting (AGM) in December 2022;
- the introduction of post-cessation shareholding requirements for Executive Directors and Prescribed Officers;
- revision of targets applicable to incentive awards to align with key priorities;
- aligning the short-term incentive (STI) formulae for the President and CEO and the CFO; and
- extending the notice period for newly appointed employees in the Group Leadership and Leadership role categories from one month to three months, aligned to the legislative framework of the jurisdictions within which we operate.

Our remuneration philosophy

Our remuneration philosophy is to use internally equitable and externally competitive, affordable salary, benefits and incentive structures to attract, retain and motivate qualified, skilled and engaged employees to work towards achieving the Group's strategic objectives in a values-driven manner and to create stakeholder value responsibly and sustainably.

REMUNERATION AT A GLANCE CONTINUED

Remuneration Policy principles

- Reward is a cornerstone of our Employee Value Proposition (EmpVP) and is well integrated with the total employment offering.
- We strive to offer a balanced mix of remuneration programmes to all employees benchmarked against the market median with actual distribution around the median based on performance, competence and scarcity of skills.
- No form of unfair discrimination is accepted, and salary differentials are substantiated through defensible principles included in our policy.
- Entry-level salaries are either determined by the Company, negotiated through collective bargaining processes, or determined by national legislation. Our minimum wage is higher than what is considered a living wage for each jurisdiction and is enhanced by benefits offered under our EmpVP.
- The remuneration mix depends on the position in the organisational structure as well as geographical market practices.
- Executive remuneration has a strong link to shareholder interests, particularly through the design of variable pay structures.
- In setting incentive metrics, we consider value drivers which are mostly within management's control while ensuring financial performance meets predetermined targets and results in sufficient cash flow to afford incentive pay-outs.
- Appropriate approval processes are in place to prevent conflicts of interest and to mitigate risks that may unintentionally result from our remuneration programmes.
- The Remuneration Committee (the Committee) is empowered to intervene in circumstances when formulaic outcomes appear to be inappropriate, not aligned with business performance, and those circumstances unduly influenced by factors outside of management's control.

Shareholder feedback

We are pleased with the feedback from shareholders on our Remuneration Policy and Implementation Report, and their increased support for these at our last AGM.

Non-binding advisory votes on the Remuneration Policy and Implementation Report

DECEMBER 2022

	REMUNERATION POLICY	IMPLEMENTATION REPORT
2022	**92,92%**	**94,89%**
2021	86,90%	86,11%
2020	71,46%	43,21%

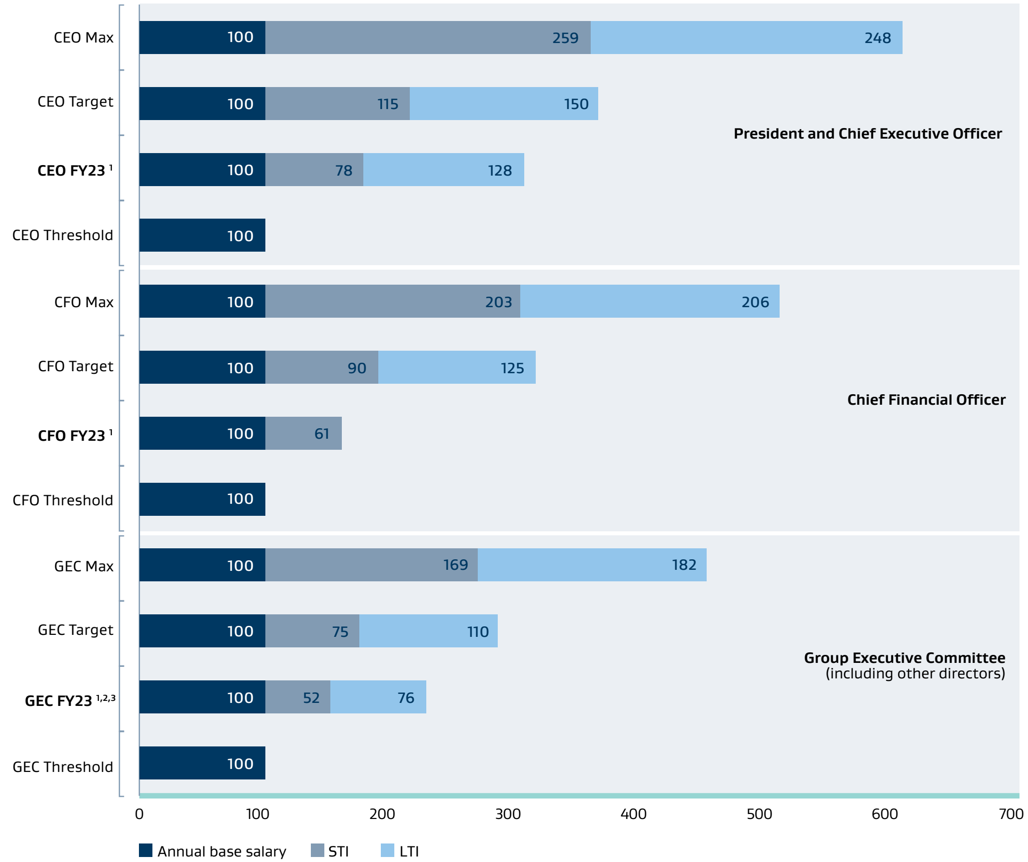
Remuneration overview

Apart from Mr HA Rossouw being appointed as the Group CFO effective 1 July 2022, there was no other change to the constitution of our Group Executive Committee (GEC), or to the target remuneration of their roles. Mr CF Rademan's initial 16 month contract to serve as the EVP: Sasol Mining, was extended to 31 October 2023.

We have again benchmarked the remuneration data and applied market adjustments to salaries where required. The following graph sets out the remuneration earned at threshold, target and potential maximum earnings at stretch level. A review of the quantum and mix have formed part of the benchmarking process.

The graph below indicates the threshold, target and stretch percentages as well as the actual remuneration earned for FY23.

Remuneration earned vs policy remuneration set at threshold, target and stretch levels



[1] The percentages achieved for FY23 are reflected as an average percentage of base salary/TGP.
[2] Value for the non-SA GEC member was converted to rand using June 2023 average daily exchange rates.
[3] Average remuneration outcomes across all other Executive Directors and Prescribed Officers.

REMUNERATION AT A GLANCE CONTINUED

Remuneration Policy summary and outcomes

STRATEGIC INTENT

Fixed pay	Short-term incentives[1]	Long-term incentives[1]
• Attraction and retention of key employees • Internal equity and external competitiveness • Recognition of relative individual performance, experience and competence • Benchmarked to location market median	• Promote value creation including safe and sustainable performance • Alignment with Group and Business financial and non-financial performance targets • Personal performance is used as a multiplier in the final calculation • Additional penalty for fatalities	• Attraction and retention of senior employees and scarce and critical skills • Alignment with shareholders' long-term interests • Market related total package • Three- to-five-year vesting periods • Additional performance targets are linked to 65% of the award which have to be achieved to trigger vesting of the award • Minimum shareholding and post-cessation shareholding requirements for Executive Directors and Prescribed Officers

ELIGIBILITY

Fixed pay	Short-term incentives	Long-term incentives
• All permanent employees	• All permanent employees excluding Mining employees participating in a production bonus plan	• Senior management and above

FREQUENCY OF PAYMENT/SETTLEMENT

Fixed pay	Short-term incentives	Long-term incentives

• Monthly/bi-weekly (United States only)	• Annually in September	• Subject to achievement of performance and time targets:
		  • Senior management and leadership: three years
		  • Senior leadership performance shares:
		    • 50% after three years
		    • 50% after additional two years
		  • Group Executive Committee (GEC) performance shares:
		    • 50% after three years
		    • 50% after additional two years
		    • restricted shares after five years

EMOLUMENTS

Fixed pay	Short-term incentives	Long-term incentives
• Cash/base salary and benefits	• Cash	• Cash or equity-settled (Region dependent)

MINIMUM SHAREHOLDING REQUIREMENT (MSR) % OF ANNUAL PENSIONABLE REMUNERATION AT THE TIME OF APPOINTMENT

- President and CEO: 300%
- Chief Financial Officer: 200%
- Other Executive Directors and Prescribed Officers: 100%

- Vested LTIs to be retained (after settlement of taxes) until MSR is achieved
- 18-month post-cessation shareholding requirements

OUTCOMES

Fixed pay	Short-term incentives	Long-term incentives (LTIs)
Non-bargaining unit • Annual salary increases granted were aligned with or below inflation for employees outside of collective bargaining sectors **Bargaining unit** • Typically for employees covered by collective bargaining agreements increases awarded were slightly higher than the consumer price index (CPI) inflation	• President and CEO and CFO: 65,5% (after adjusting for fatalities) • Other Executive Directors and Prescribed Officers varying between 64% and 69,82% (after adjusting for fatalities) • Rest of employees: calculated on a weighted average basis dependent on combined Group and Business Performance varying between 60,17% and 75,34% (after adjusting for fatalities, to be applied in accordance with policy)	• LTIs granted in FY21, subject to corporate performance targets (CPTs) will vest at 67,34% in FY24. This excludes the performance against the climate change target. As previously reported, among these CPTs was a target of implementing 200MW of renewable energy capacity by 30 November 2023. Despite, by 12 June 2023, having signed Power purchase agreements (PPAs) for nearly 775MW of renewable projects, Sasol's ability to deliver on this target was hampered by a number of factors which included the inclusion of Air Liquide as a partner in our Secunda renewable energy programme (post the sale of the air separation units), severely restricted grid capacity and being one of the largest renewable energy (RE) procurers in the country, setting the benchmark for securing these type of transactions. Although the most recent relaxation of the NERSA licensing requirement benefitted the programme, the June 2023 Eskom announcement on the Interim grid capacity allocation rules (IGCAR) has led to the Committee deciding to postpone an assessment of performance against the renewable energy target, until more clarity is available in this regard. • The Committee pro-actively requested an independent assessment of potential windfall gains on the FY21 LTI awards. On the basis of the independent assessment, the Committee agreed that no windfall gain arose as the subsequent recovery of the share price coincides with the business recovery as well as the corresponding improvement in total shareholders' return over the period.

[1] Clawback and Malus policy applies to all variable pay awards and is being reviewed to align with latest SEC and NYSE requirements

REMUNERATION COMMITTEE CHAIRMAN'S STATEMENT

> "The Committee is tasked primarily with ensuring that management delivers on the performance objectives set by the Board delivering value for all stakeholders and is consequently appropriately rewarded for such performance within the ambit of the Remuneration Policy. We are confident that the reward outcomes approved by the Committee for FY23, reflects the performance outcomes."

Mpho Nkeli // Chairman of Remuneration Committee

KEY MESSAGES

- Reward outcomes aligned with Company performance.
- Reward acts as an important anchor in the comprehensive EmpVP and people promise.
- Pay gaps are reviewed and addressed as appropriate.
- Executive and non-Executive remuneration benchmarked against a diverse group of peer companies reflecting the business model of Sasol.
- Implemented the revised long-term incentive plan (LTIP) rules as approved by shareholders at the 2022 AGM.
- Executive Directors and Prescribed Officers progress positively to meeting the minimum shareholding requirements.

Dear stakeholders

An overview

Reward outcomes are assessed in consideration of business performance in the context of macro-economic dynamics and factors outside and inside of management's control. The Committee takes its responsibility to ensure that management is fairly and appropriately rewarded very seriously, balancing this with the need to ensure that there is shareholder value creation over the same period.

The performance outcomes on the Group STI plan, aligned with the Group's performance over the period. The Committee was again very concerned with the plan outcomes being below target. Performance against safety, climate change, net working capital and the capital expenditure targets were satisfactory, but energy efficiency, sales volumes, cash fixed costs and free cash flow generation over turnover results were below target. Energy efficiency directly relates to the performance of our operations. The Committee will in FY24 further scrutinise the setting of targets and specifically whether these are too ambitious in the context of our daily realities.

The Committee was pleased that performance improved against the LTI targets although the external factors which hamper our efforts to implement renewable energy projects remain concerning.

Engaging with shareholders

At our AGM in December 2022, support for the policy increased to 92,92% from 86,90% in FY21 and 71,46% in FY20. There was also an increase in shareholder support for the Implementation Report, with 94,89% of votes in support of the non-binding advisory resolution, compared to 86,11% in FY21 and a low of 43,21% in FY20.

The consistent improvement in the level of support received over the past two years for our policy and the way it is implemented is encouraging; it shows that most shareholders believe that our approach to remuneration and the interests of our shareholders are now better aligned.

Through targeted engagements, Sasol continued to engage with investors, although not required, to discuss the policy, hear any concerns, and explain the rationale behind any policy decisions. In the year we engaged with shareholders representing approximately 44% of Sasol shares. We greatly appreciate this feedback which is duly considered by management and the Committee and plays an active role in the shaping of our decisions.

REMUNERATION COMMITTEE CHAIRMAN'S STATEMENT CONTINUED

The year under review

Prioritising our people and reward principles

In line with the Company's focus on 'Progressing a Sustainable Future Sasol', in FY23 the Board devoted much time and energy to the Group's overall reward related initiatives and their role in addressing the material matters identified in the year. This included a review of the EmpVP; updates to Sasol's wellbeing programmes; a continued commitment to safety; and the adherence to our clearly defined remuneration principles. The feedback from our engagement survey, the 'Heartbeat survey' was considered by the Safety, Social and Ethics Committee. All decisions on people related policies and benefits are taken considering the holistic sustainability strategy of the Company. The Committee also annually reviews the status of all benefit plans offered in the Group ensuring well-governed plans enhancing the EmpVP.

PROGRESSING A SUSTAINABLE **FUTURE SASOL**

In FY23 the Committee devoted much time and energy to the Group's overall reward related initiatives and their role in addressing the material matters identified in the year.

Key Remuneration Committee decisions

FIXED PAY

In a year in which global inflation remained persistently high, increases awarded to employees were higher than in previous years. For employees outside collective bargaining sectors, the Committee approved annual salary increases mostly aligned with market increases. For those employees covered by collective bargaining agreements, settlements were reached on salary increases higher than inflation. Additional budget was approved to address pay gaps, as well as adjustments for salaries which are uncompetitive, compared to similar key skill roles in the market.

SHORT-TERM INCENTIVES

Performance against the Group STI targets was mostly below target, with a total score of 71,5% of the 150% maximum on the Group STI scorecard. The Committee applied no discretion on the final score. Details are provided in the Implementation Report.

IR For more detail refer to the Implementation Report on page 83

Following the tragic fatalities of Mr Kgauta Mhlaba, a service provider employee, at our Secunda Polypropylene Bagging Warehouse, and Mr Stiffi Ndlovu an underground mobile diesel machine operator at our Thubelisha Colliery in Secunda, a 6% fatality penalty was applied to the Group STI score for the GEC.

Excluding the President and CEO and the CFO, members of the GEC also participated in Business scorecards. The STI score for Business EVPs, was calculated on a combination of the Group (60%) score and the respective Businesses' (40%) score; the Corporate Centre EVPs' STI scores was a weighted average between the Group and the three Businesses' STI scores. The final approved score for Chemicals was 71,1%, for Energy 76,3% and for Mining was 59,7%.

Individual performance is assessed against a balanced scorecard, in the range of 0% – 150% which is a multiplier in the STI calculation.

IR For more detail refer to the calculations provided in the Implementation Report on page 83

The Committee believes that these STI outcomes are a fair representation of the results achieved across all financial and non-financial metrics in FY23.

LONG-TERM INCENTIVES

For GEC members, subject to performance and service criteria being met, LTIs granted will vest in FY24, at 67,34%. The performance period was from 1 July 2020 – 30 June 2023. As previously reported, among these CPTs was a target of implementing 200MW of renewable energy capacity by 30 November 2023. Despite, by 12 June 2023, having signed PPAs for nearly 775MW of renewable projects, Sasol's ability to deliver on this target is hampered by a number of factors which included the inclusion of Air Liquide as a partner in our Secunda renewable energy programme (post the sale of the air separation units), severely restricted grid capacity and being one of the largest RE procurers in the country, setting the benchmark for securing these type of transactions.

Although the most recent relaxation of the NERSA licensing requirement benefitted the programme, the June 2023 Eskom announcement on the IGCAR has led to the Committee deciding to postpone an assessment of performance against the renewable energy target, until more clarity is available in this regard.

The Committee also considered that in light of the PPAs already signed, should grid access be available, Sasol should be in a position to exceed its 2025 energy emission reduction targets; however, there are many moving goal posts in this regard which hamper progress.

The Committee remains firmly committed to incentivising progress against our renewable energy and energy reduction targets; a key strategic priority.

As part of our role to determine vesting, the Committee also considered whether a windfall gain occurred for FY21 awards as a result of awards having been granted at a share price which was negatively impacted by the outbreak of the Covid-19 pandemic.

The Committee noted that Sasol's share price experienced significant volatility in the periods before and after the awards were made in FY21; however, no awards were made when the share price dropped below R100 in this period.

Furthermore, the Committee noted that Sasol's share price stabilised from 1 June 2020; for the rest of the year, it averaged R130,60; and all FY21 LTI grants were made when the share price was close to or above this level. As a result, supported by the independent assessment, the Committee is satisfied that a windfall gain did not occur for any of the LTI awards granted in FY21.

Following shareholder approval at the 2022 AGM of the new LTI plan, Sasol took the lead in the South African market by introducing an 18-month post-termination shareholding requirement for members of the GEC to ensure longer-term exposure to the Sasol share price, even after service termination.

The Committee is pleased with the progress made towards meeting the minimum shareholding requirements for members of the GEC.

The Committee also reviewed the portion of the LTIs which have both performance and continued employment conditions attached and approved changes in this regard for FY24, reducing the percentage allocation related to restricted shares.

BOARD FEES

In 2021, Sasol reduced Board remuneration after an extensive review of the structure and quantum of non-Executive Directors' (NED) fees. As approved, the fees were adjusted in line with inflation in January 2023. An inflationary adjustment to the Board fees will be proposed for shareholder approval at the 2023 AGM. This increase follows a comprehensive review of the NED fees.

EXTENDED NOTICE PERIOD

In the year, the Committee extended the notice period for new appointees in Group leadership and leadership role categories from one month to three months. This was to ensure sufficient time for a smooth handover of responsibilities as well as longer lead times to appoint suitable external candidates.

REMUNERATION COMMITTEE CHAIRMAN'S STATEMENT CONTINUED

Social and risk considerations

Conscious of widening inequality across the world, we continuously monitor internal pay gaps – comparing the median Total Target Remuneration (TTR) of the highest 10% of Sasol earners with that of the lowest 10% – and approved interim adjustments in April 2023 to address pay gaps where identified. Line manager and employee training material on understanding how salaries are determined, and how salaries can be interpreted within pay bands, have been developed to ensure that educated discussions on pay can be held ahead of the pay gap information being reported publicly. We have also added the proposed pay gap methodology stated in the draft Companies Amendment Bill, 2023 to our existing assessments.

The Group top risk theme of 'People' IR refer to page 34, includes key risks relating to the retention of critical skills, emigration, labour instability due to socio-economic factors specifically in South Africa, and employee wellbeing with a specific emphasis on an increase in the number of mental health cases reported. Mitigating plans are in place and these risks are monitored on a continuous basis. One of the mitigating plans, is the introduction of a progressive pay and career model for our engineers, an enhanced employee wellbeing programme focusing on mental, financial and physical health and further enhancements to the EmpVP.

The historically low levels of unemployment in our northern hemisphere locations sometimes lead to difficulty in immediately finding suitable candidates to place in vacancies, as well as longer lead times. This has led to a decision to increase the notice period for our Leadership and Group Leadership categories to three months where the legislative framework permits.

On 1 July 2023, we were the first South African headquartered company that introduced a global cloud-based people management platform to enhance the delivery of our human resources services, enabling the business to make better data-driven decisions and improve the overall employee experience in digital HR solutions.

Mindful of employee feedback from our Heartbeat survey in 2022, in the year ahead we will remain focused on delivering on our People Promise.

The Group Executive Committee (GEC)

The initial 16 month contract period for Mr CF Rademan as EVP: Sasol Mining was extended to 31 October 2023 to allow sufficient time for handover to his successor and to use his experience over many decades to help stabilise the Mining business. Mr Rademan will continue to support Mining as a consultant on an ad hoc basis until June 2024.

Mr HC Brand retired effective 30 June 2023 and will continue to support the Sasol/Topsoe Joint Venture which is still subject to approval by the relevant authorities, as a consultant on an ad hoc basis until June 2024.

Independent advisors

Mr David Tuch, Managing Director at Alvarez & Marsal Taxand UK LLP (A&M), continued to act as an Independent External Advisor to the Committee in FY23. A&M provided information on global reward trends as well as market insights into discussions on executive reward matters. It did not provide any other services to Sasol and the Committee was satisfied with A&M's independence.

Looking forward FY23/FY24

Mindful of employee feedback from our Heartbeat survey in 2022, in the year ahead we will remain focused on delivering on our People Promise. We will ensure that our key performance indicators (KPIs) are aligned to our Group top priorities, strategic objectives and address our material matters.

We will continue to embed our Values, culture, enhance our EmpVP and promote diversity, equity and inclusion in the workplace to ensure that we attract and retain the skills we need to deliver on our strategic objectives. Additionally, we will focus delivery on our targets by prioritising shareholder returns as we restore the foundation business and reset. Safety will continue to be positioned as the foundation across which all elements of the priorities are to be delivered.

The Committee continually strives to simplify reward practices in order to enhance the effectiveness thereof in our organisation.

In closing

The improved voting outcomes at the 2022 AGM regarding remuneration at Sasol indicated that a substantial majority of our shareholders are satisfied with the work of the Committee. We do not take this endorsement for granted and remain committed to ensuring that the policy and the implementation thereof is fair and responsible; supports the delivery of the Group's strategy; addresses material matters; and creates and preserves value for our stakeholders.

The Committee is satisfied that the Policy meets the agreed objectives. It is also satisfied that the remuneration outcomes for FY23 reflect alignment between the 'pay for performance' requirements of both Sasol and our shareholders.

On behalf of the Committee, I would like to express appreciation to all Sasol's people for their dedication to create value under often trying conditions. I thank shareholders for their continued engagement and look forward to their endorsement of the advisory votes on our Remuneration Policy and Implementation Report at the 2023 AGM. I extend my thanks to the Committee members for their wise counsel in FY23. The Committee is grateful to management, and specifically the Reward team for their assistance.

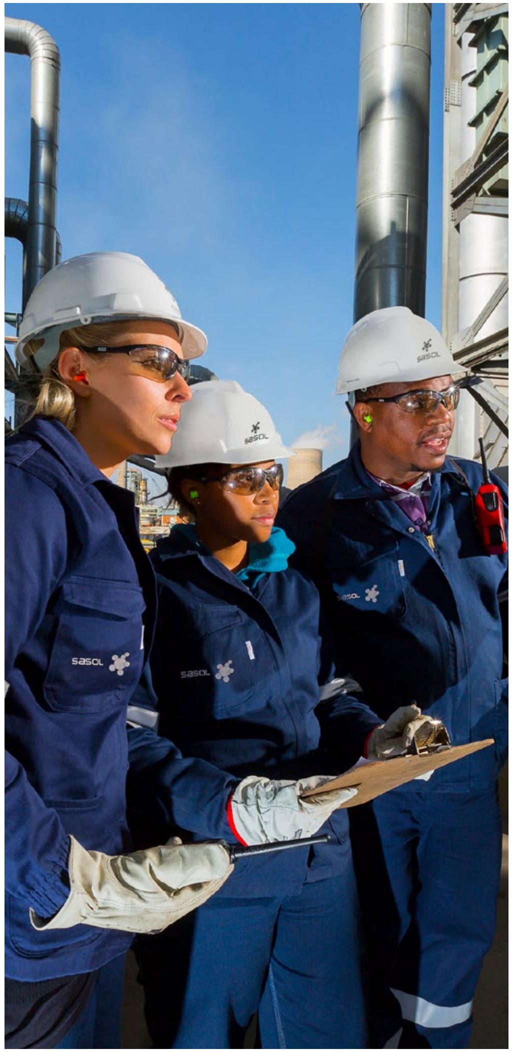
Mpho Nkeli
Chairman of Remuneration Committee
25 August 2023

REMUNERATION POLICY //

OVERVIEW OF REMUNERATION ELEMENTS

FIXED PAY → BENEFITS AND ALLOWANCES → SHORT-TERM INCENTIVE (STI) → LONG-TERM INCENTIVE (LTI) PLAN

We provide a comprehensive overview of remuneration elements, the strategic intent of each component and the decisions taken in FY23:



FIXED PAY

STRATEGIC INTENT

- **Attraction and retention of key employees**
- **Internal equity and external competitiveness**
- **Affordability**
- **Recognition of competence and/or individual performance**

Policy

Base salary or total guaranteed package (TGP) depending on location.

Broad pay bands set with reference to location and sector median benchmarks that reflect the complexity, scope and scale of our business to ensure that we attract and retain the employees required to drive the Group's strategic objectives.

The Committee approves the cost of annual increases after considering market and economic data as well as affordability.

Mandates are provided for salary increase negotiations with recognised trade unions and works councils.

Application

Employees in countries other than South Africa and employees in the South African bargaining sectors are paid a base salary rather than a TGP.

In South Africa, the minimum wage we pay is compared with the living wage for a family as provided by Trading Economics.

Salaries are paid monthly to all employees except for those in the United States who receive bi-weekly payments.

Employees who are promoted are considered for salary adjustments as justified.

Increases are applicable as follows:

- Employees outside the collective bargaining sectors: effective 1 October.
- Employees in collective bargaining structures receive across-the-board increases effective 1 July or 1 October.
- Outside South Africa, annual salary increases are also negotiated with trade unions and/or works councils in the United States, Germany, Italy and Mozambique.

Outcomes FY23

An executive remuneration benchmarking exercise was conducted and market adjustments, where appropriate, were implemented.

In South Africa, the cost of increases, which include market adjustments, for staff outside of collective bargaining units was 6,24% of the South African salary bill. Of this, 5,2% was allocated towards annual inflation-linked adjustments, and 1,04% was used to address internal and external pay inequity.

Employees in collective bargaining structures received increases of between 4% and 8,1% across various countries, as well as adjustments to allowances.

International increase costs were in line with the organisation's forecast inflation numbers and applicable market progression practices.

Increases awarded were higher than in previous years, influenced by the persistent high levels of global inflation.

A separate budget was approved to address internal equity matters.

OVERVIEW OF REMUNERATION ELEMENTS CONTINUED

BENEFITS AND ALLOWANCES

STRATEGIC INTENT

- **Compliance with legislation or co-determination agreements**
- **Strengthening of the EmpVP**
- **To protect cost of living for employees on expatriate assignments**

Policy

Benefits include, but are not limited to, membership of a retirement plan, healthcare and risk cover which in some cases are partly subsidised by the Company.

Allowances are paid in terms of statutory compliance or as are applicable in a sector/ jurisdiction.

Several special allowances including housing, cost of living, home-leave and child education are included in the Group's Expatriate Policy.

Application

Benefits are offered for retirement, for reasons of sickness, disability or death. Beneficiaries of employees who pass away while in service receive an additional insurance payout. The quantum depends on which retirement plan they belonged to.

Allowances are linked to roles within specific locations and are paid together with salaries.

Expatriate benefits and allowances are offered in terms of country and assignment policies.

Employee wellbeing is the core of labour stability. Sasol continues to roll out emotional, financial management, physical and safety culture interventions as both preventative and reactive measures to matters identified in the workplace. The employee assistance programme (EAP) is offered in most countries where we have large operations.

Outcomes FY23

An increase in the funeral benefit value for South African employees was approved in FY23.

Sasol uses different options to provide healthcare to employees and their families by means of medical insurance and/or public health plans, as well as additional insurance in different countries as appropriate.

The Committee confirmed that in all countries where employees participate in private retirement funds, the governance of these funds meets fiduciary requirements, and all defined benefit fund liabilities are appropriately detailed.

WWW AFS For more detail refer to our Annual Financial Statements – Statement of Financial Position, available on our website, www.sasol.com

SHORT-TERM INCENTIVE (STI) PLAN

STRATEGIC INTENT

- **Enable delivery of performance targets in a safe and sustainable manner**
- **Promote value creation for all stakeholders against pre-determined targets in the short term**

Policy

For most of our permanent employees across the world, we apply a single STI structure.

The exception is the non-managerial mining employees who earn a production bonus which is processed bi-weekly, subject to safe production volumes against mining targets.

Target incentive levels align with the market median.

The STI structure consists of a weighting towards Group and Business STI scorecards; the weighting depends on the employee's role category. Individual performance is a multiplier in the range of 0% – 150%, applied to the final STI score. All targets are approved at the start of the new financial year. A safety penalty of 3,0 percentage points per fatality is deducted from the final STI score.

The Committee can exercise discretion to vary incentive outcomes as deemed appropriate and based on affordability.

Approved pay-outs are processed with the September salary.

Application

Every quarter, the Committee reviews year-to-date performance against the Group and Business STI scorecards to ensure ongoing focus and commitment on key priorities.

Individual performance is assessed informally on a regular basis and formally at least twice in the financial year.

To ensure appropriate line of sight, people metrics are included in Business and individual scorecards.

The Committee approves the final Group and Business STI outcomes in the August meeting after the end of the financial year, also considering affordability after all factors were taken into account.

No discretion was applied by the Committee in FY23.

Outcomes FY23

The Committee approved a Group STI scorecard focused on achieving the Future Sasol priorities. In addition to the Group factor, Business scorecards were approved as applicable. 100% of the STI weighting for both the President and CEO and the Group CFO was based on the Group scorecard. For other members of the GEC, the split was 60% Group and 40% Business factor. For GEC members who do not head up a Business, the weighted average score in respect of the Chemicals (40%), Mining (20%) and Energy (40%) Business' STI outcomes was used.

In line with our commitment to actively reduce greenhouse gas emissions (GHG), relevant incentive targets have been included in the Group, Business and individual scorecards to ensure that milestones achieved on the climate change journey receive the appropriate focus.

In addition to people, leadership, safety and sustainability metrics, the following metrics are included in the individual performance scorecards:

- safe transportation of hazardous chemicals;
- occupational health measures; and
- leaks or spills of hazardous materials.

These metrics balance safety, other people KPIs, environmental sustainability, and financial and operational performance criteria.

The Group STI score was reduced by 6% for members of the GEC and 3% for leadership roles in Mining and Secunda Operations.

The individual performance factor (in a range of 0% – 150%), is a multiplier in the final calculation.

IR STI performance outcomes for FY23 are set out on page 84

OVERVIEW OF REMUNERATION ELEMENTS CONTINUED

LONG-TERM INCENTIVE (LTI) PLAN

STRATEGIC INTENT

- **Attraction and retention of senior employees and scarce and critical skills**
- **Alignment with shareholders' long-term interests with reference to the Sasol share price and the underlying performance metrics**

Policy

Equity- or cash-settled awards are granted annually, on appointment or upon promotion to an eligible role category, where the underlying value is tied to the market value of a Sasol ordinary share or American Depository Receipt (ADR) for international participants, subject to vesting conditions.

Annual awards are made with reference to a percentage of base salary or TGP, which is role category dependent; the eligible employee's performance over the preceding year; and the organisation's requirement for skills retention.

Vesting of awards is subject to the achievement of CPTs and/or service criteria.

A split vesting period of three to five years applies to performance shares awarded to members of the GEC and Senior Vice Presidents.

For members of the GEC, 35% of the annual award is granted in the form of restricted shares with a cliff vesting period of five years. The use of restricted shares supports the achievement of MSR as well as improved alignment with shareholders' interests over the long term.

For FY24 this percentage will reduce to 30% of the award.

Post-cessation shareholding requirements were introduced in FY23 for members of the GEC.

Application

LTIs form an important part of our reward mix and target awards are reviewed annually to ensure ongoing market competitiveness.

Participants may sell or retain the vested shares once vesting conditions and MSR have been met.

MSRs are in place for Executive Directors and Prescribed Officers.

The MSRs are extended to 18 months post-service termination date for Executive Directors and Prescribed Officers.

The Committee reviews the LTI targets every year to ensure continued alignment with strategic objectives.

Outcomes FY23

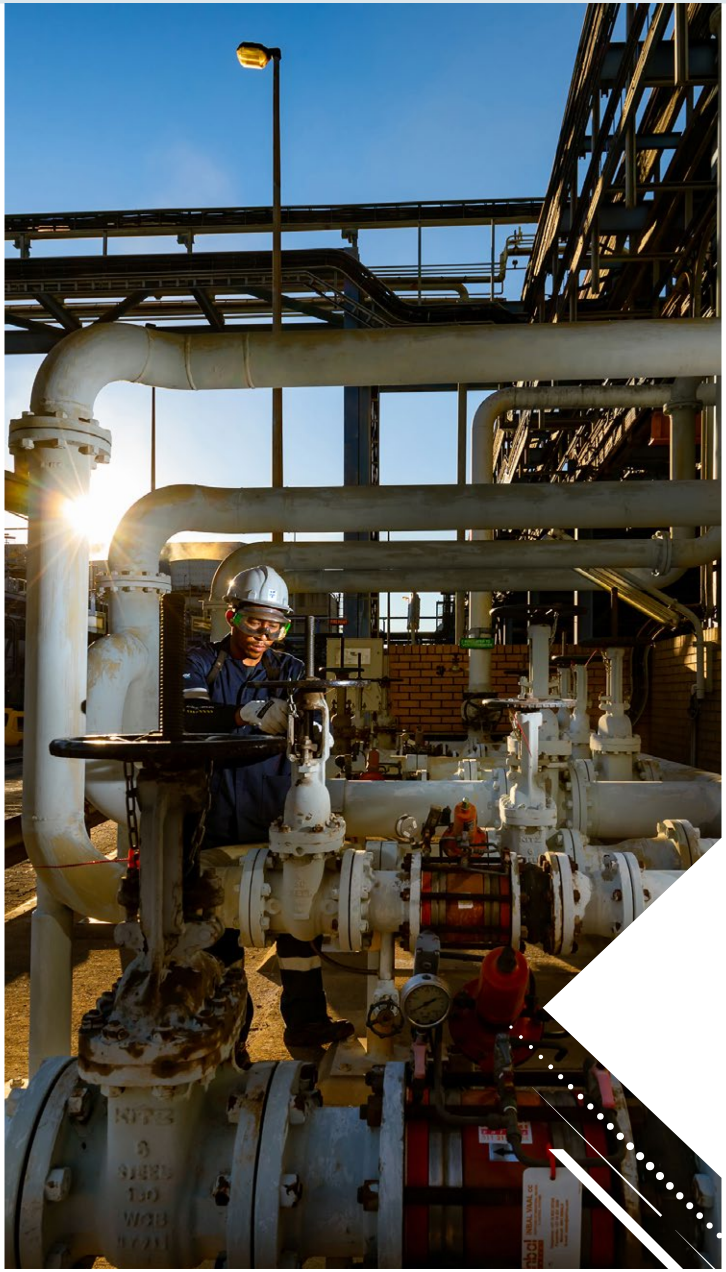
The performance shares awarded to members of the GEC in FY21, will vest in FY24, subject to the achievement of performance and time vesting conditions. The performance period was set from 1 July 2020 – 30 June 2023. Subject to the meeting of these targets, 50% of the performance shares will vest in FY24, and the balance in FY26. Restricted shares awarded in FY20 will vest, subject to time vesting conditions, in FY25.

The vesting percentage for the performance shares was approved at 67,34%, subject to a further review of the renewable energy targets later in FY24.

Participants who leave the Group for reasons other than retirement, retrenchment, death, disability or ill-health, or for any other reason approved by the Committee, will forfeit unvested awards.

IR For more detail refer to the FY23 metrics set out on page 86

Members of the GEC have made good progress towards meeting the requirements set under the minimum shareholding requirement policy. GEC members have only sold vested shares to settle tax liabilities in respect of the vesting of the award, or once the MSR was met. IR For more detail refer to the MSR disclosed on page 88 and 90



OVERVIEW OF REMUNERATION ELEMENTS CONTINUED

Globally, there is an increased focus on pay gap reporting as many believe, as we do, that this will promote a fairer and more equal society.

Pay gaps

Globally, there is an increased focus on pay gap reporting as many believe, as we do, that this will promote a fairer and more equal society.

The Group's pay gap methodology compares the median TTR of 10% of the highest Sasol earners per country with the median TTR of the lowest 10% Sasol earners per country. This is similar to the methodology used in Form EEA4 which has to be submitted annually to the South African Department of Employment and Labour. Target remuneration rather than actual remuneration is used for year-on-year comparisons to exclude the impact of, in particular, macroeconomic factors that impact on the LTI awards.

The Committee regularly reviews the internal pay gaps to ensure that there are no systemic adverse practices. In FY23, a separate increase budget was made available to address salaries which are low in the pay range.

As an additional lens, the proposed methodology under the draft Companies Amendment Bill, 2023, was also applied and assessed.

The Committee committed to ensuring that the wages of our lowest-paid employees are sufficient to accommodate a decent standard of living. We will continue to track the pay gap from this perspective.

Regulatory compliance

Our reporting complies with:

- South African Companies Act and other relevant statutory requirements;
- Principles and recommended practices of King IV™;
- Requirements of the United States Securities and Exchange Commission (SEC) for foreign private issuers; and
- The Johannesburg Stock Exchange (JSE) Listings Requirements.

Remuneration Committee Risk and Governance

Sasol complies with applicable remuneration governance codes and statutes that apply in the various jurisdictions within which it operates.

The Committee is appointed by the Board to assist in ensuring that the Group remunerates its employees fairly, responsibly and transparently by implementing affordable, competitive and fair reward practices to promote the achievement of strategic objectives and positive outcomes in the short, medium and long term. WWW The Committee's Terms of Reference and the Group Remuneration Policy are available at www.sasol.com

All incentive pay-outs and the vesting of performance LTIs are approved after due consideration of performance against the pre-approved targets that were set for the performance period.

The President and CEO, EVP: Human Resources and Stakeholder Relations, and VP: Group Reward and Human Resources Information System (HRIS) attend Committee meetings by invitation. Members of management are recused from meetings when matters impacting their own remuneration is discussed. In all meetings, the Committee discusses and confirms all decisions taken without management present. A&M Managing Director Mr D Tuch acts as an independent advisor for the Committee. The Committee is comfortable with Mr Tuch's independence. The contract with A&M has been extended for a further two years.

At the end of each financial year, the President and CEO tables the performance of all Prescribed Officers to inform the decisions on annual increases and incentive pay-outs. External market benchmark data is also provided to the Committee to ensure competitive reward practices. The Chairman of the Board tables the performance outcomes and proposed rewards for the Executive Directors and the Company Secretary. The Committee then recommends them for approval to the Board.

The Board (excluding the NEDs) considers and recommends for approval by shareholders any fee adjustments for the NEDs.

The Committee ensures effective risk management oversight in relation to material remuneration risks within its scope and will exercise its discretion within the Group's overall risk framework. The following processes mitigate against unintended outcomes:

- The policy is transparent and made available to all stakeholders.
- All executive reward policy exceptions are approved by the Committee or the Board, as appropriate.
- Incentive plan design principles and targets as well as the reward mix are reviewed annually.
- The vesting of LTI plans is subject to performance and/or time-based criteria and awards are never backdated.
- Executives do not approve their own benefits or remuneration and are recused from all discussions relating to their own remuneration.
- The maximum incentive awards, based on performance outcomes, are capped by a pre-approved formula.
- The Committee retains discretion to alter any reward outcome.
- MSRs and post-cessation shareholding requirements are implemented for Executive Directors and Prescribed Officers.
- A comprehensive Clawback and Malus Policy is in place.
- Except in the case of death, there is no accelerated vesting of LTIs for executives at retirement, and the vesting periods of three and five years continue post the date of retirement allowing for continued exposure to the share price performance, as well as the application of the Clawback and Malus Policy if required.
- The Committee considers reward-related risks on a quarterly basis which includes a five year forecast reward heat map.

The use and application of remuneration benchmarks

One of the Committee's key tasks is to preserve the relevance, integrity and consistency of benchmarking. Management also consults survey reports from various large remuneration firms.

In addition to survey data, we use benchmark data from the approved peer group to develop pay bands and incentive plans as well as for the comparison of employee benefits. For the remuneration of GEC members and the Chairman and NED fees, we select a peer group of companies which includes those with a broadly similar geographic footprint and/or product suite and/or size.

The peer group includes a balanced combination of companies that have a primary listing on the JSE Ltd and international chemicals and energy companies.

The following peer group was adopted for Executive and NED remuneration benchmarking effective 1 July 2021 and no changes were made for FY23.

JSE primary listed companies	Chemicals companies	Energy companies
Anglo American Platinum	Albemarle Corp	Continental Resources
AngloGold Ashanti	Covestro AG	Devon Energy Corporation
Gold Fields	Eastman Chemicals Co	Hess Corporation
Impala Platinum Holdings	Evonik Industries AG	Imperial Oil
MTN Group	Lanxess AG	Origin Energy
Sibanye Stillwater	Solvay SA	Repsol

OVERVIEW OF REMUNERATION ELEMENTS CONTINUED

Effective 1 July 2021, the Committee considered and approved a separate peer group to be used for the relative total shareholder return (rTSR) measurement in our LTI award. Some larger competitors (not included for benchmarking purposes) were also included in place of some smaller companies. No changes were made to the peer group for FY23.

JSE primary listed companies	Chemicals companies	Energy companies
AECI	BASF	Continental Resources
Anglo American Platinum	Dow Chemicals	Devon Energy
AngloGold Ashanti	Eastman Chemicals Co	Hess Corporation
Glencore	Lanxess AG	Imperial Oil
MTN Group	Lyondell Basel	Origin Energy
Sibanye Stillwater	Solvay SA	Repsol

Variable pay plans

SHORT-TERM INCENTIVE (STI) PLAN

The President and CEO's and the Group CFO's STI calculations are based on the Group STI Scorecard, with a multiplier in respect of individual performance.

For all other Executive Directors and Prescribed Officers differentiated weightings are applied in respect of Group and Business STI scorecard outcomes, as indicated:

Designation	Group scorecard weighting %	Business scorecard weighting %
President and CEO and CFO	100%	–
Business Prescribed Officers[1]	60%	40%
Other Executive Directors and Prescribed Officers in the Corporate Centre[2]	60%	40%
All other role categories in the Corporate Centre[3]	50%	50%
All other role categories Business[4]	20%	80%

[1] Mr Rademan's STI is calculated on Mining's performance only. He was appointed on a fixed-term contract specifically to lead the turnaround of Sasol Mining.
[2] The Business calculation for Corporate Centre Prescribed Officers and Executive Directors are done on a weighted average of the Energy, Chemicals and Mining STI outcomes.
[3] Applicable to employees in Corporate Centre.
[4] Applicable to employees in Businesses.

THE FOLLOWING FORMULAE WAS APPROVED FOR SHORT-TERM INCENTIVES:

STI Award = Annual Base Salary or Annual TGP x Role Category Target STI % x [Group Performance Factor (0% – 150%)[1] Weighting + Business Performance Factor (0% – 150%)[1] Weighting] x Individual Performance Factor (0% – 150%)[2]

[1] Outperformance in respect of financial and non-financial targets must be achieved to provide funding for the score > 100%.
[2] Unless otherwise agreed for specific countries, or within collective bargaining structures.

LONG-TERM INCENTIVE (LTI) PLAN

The LTI Plan gives participating employees the opportunity, subject to the vesting conditions, to receive Sasol ordinary shares or ADRs. After the vesting period, which varies between three and five years, participants may sell or retain the shares.

In jurisdictions where we do not offer an equity-settled award due to legislative restrictions, or where we choose not to make an equity-settled award, eligible employees may participate in a cash-settled LTI plan with the same conditions that are applicable to equity instruments, except that they are settled with cash.

The maximum number of shares to be made available for awards to eligible participants equated to approximately 5% of the issued shares of the Group at the time.

Special retention awards and sign-on or buy-out awards

The Sign-on Payment and Retention Policy may be used in the recruitment and retention of candidates in specialised or scarce skill positions. Cash retention payments are linked to retention periods of at least two years. Retention shares may be granted under the LTI Plan.

Executive service contracts

- Members of the GEC have permanent employment contracts with notice periods of three to six months.
- The contracts provide for salary and benefits as well as participation in incentive plans based on Group, Business and individual performance as approved by the Board.
- EVPs who are members of the South African Sasol Pension Fund are required to retire from the Group and as Directors from the Board at the age of 60, unless they are requested by the Board to extend their term.
- Perquisites offered to the members of the GEC are disclosed in the Implementation Report.

OVERVIEW OF REMUNERATION ELEMENTS CONTINUED

Termination arrangements applicable to Group Executive Committee (GEC)

Remuneration policy component	Voluntary termination i.e., resignation	Involuntary termination i.e., retrenchment, redundancy, retirement or other reasons included under the definition of 'good leaver'
Base salary	Payable up to the last day of service including the notice period either in exchange for service or in lieu of the notice period.	Payable up to the last day of service including a three-to-six-month notice period.
Health insurance	Benefit continues up to the last day of service.	Benefit continues up to the last day of service; SA employees who qualify for a post-retirement subsidy continue to receive the employer's contribution post retirement.
Retirement and risk plans	Employer contributions are paid up to the last day of service. In most countries, the employee is entitled to the full value of the investment fund credit and any returns thereon; alternatively benefits under (now closed) Defined Benefit Funds in our European operations.	
Other benefits	Not applicable.	A severance package equal to three weeks' salary per completed year of service is offered which may be increased for voluntary retrenchments or mutually agreed terminations.
STI	If the executive resigns on or after 30 June there is an entitlement for consideration of the STI which may have been approved for the previous financial year, subject to the achievement of performance targets. No pro-rata incentive is due if the executive leaves prior to the end of the financial year for reasons of dismissal, resignation or mutual separation.	A pro-rata incentive may be considered for the period in service during the financial year subject to the meeting of performance targets and only if approved for the rest of employees.
LTI	All unvested LTIs are forfeited.	All vesting conditions remain unchanged.

Chairman and NED remuneration

NEDs are appointed to the Sasol Limited Board based on their competencies as well as insight and experience appropriate to assist the Group in setting the long-term strategy, providing independent oversight in respect of performance against Group top priorities and holding Executives accountable to deliver business results over the short, medium and long term. Consequently, fees are set at levels to attract and retain the calibre of NEDs necessary to contribute to a highly effective board of a complex, multi-dimensional and multinational organisation. NEDs do not receive STIs and do not participate in LTI plans. No arrangement exists for compensation in respect of loss of office.

NEDs are paid a fixed annual fee in respect of their Board membership and supplementary fees for Committee membership or Chairmanship. The annual fee is divided by four and a quarterly fee is paid at the end of every Board cycle regardless of the number of meetings held in that quarter.

Board fees tabled at the 2021 AGM were approved effective 1 January 2022. The approved fees will be effective until the 2021 resolution is replaced, but no longer than two years from the date that the resolution was passed.

The approved NED fees include a cost-of-living factor which is applied to the fees payable to NEDs who live outside of Europe, United Kingdom and North America. Furthermore, a fixed exchange rate is used to convert the US dollar fees to the denomination used for payment to eliminate significant exchange rate variances. In accordance with the resolution passed at the 2021 AGM, a 4,5% adjustment equal to an average consumer price index percentage was implemented effective 1 January 2023.

	JANUARY 2022 TO DECEMBER 2022		JANUARY 2023 TO DECEMBER 2023	
	A. NEDs permanently residing outside of Europe, the United Kingdom and North America[1,2,3]	B. NEDs residing permanently in Europe, the United Kingdom and North America[2,3,4,5]	C. NEDs permanently residing outside of Europe, the United Kingdom and North America[1,2,3]	D. NEDs residing permanently in Europe, the United Kingdom and North America[2,3,4,5]
Chairman of the Sasol Limited Board (all inclusive)	US$285,000	US$345,000	US$297,824	US$360,524
NED	US$100,000	US$120,000	US$104,500	US$125,400
Lead Independent Director (additional fee)	US$40,000	US$48,000	US$41,800	US$50,160
Audit Committee Chairman	US$30,000	US$35,000	US$31,352	US$36,576
Audit Committee member	US$20,000	US$24,000	US$20,900	US$25,080
Remuneration Committee Chairman	US$20,000	US$24,000	US$20,900	US$25,080
Remuneration Committee member	US$12,000	US$14,500	US$12,540	US$15,152
Other Committee Chairman	US$20,000	US$24,000	US$20,900	US$25,080
Other Committee member	US$12,000	US$14,500	US$12,540	US$15,152

1 Included solely for comparative purposes.
2 Fees are stated as an annual amount but were paid in quarterly instalments.
3 Fees are exclusive of value added tax (VAT) which was added for Directors who are registered for VAT.
4 Fees were adjusted effective 1 January 2023 as approved at the November 2021 AGM. As the fees are stated in US dollars, a CPI adjustment of 4,5%, aligned with what has been implemented for employees in our Northern hemisphere offices.
5 The exchange rate between the US dollar fee and home country currency was fixed for a period of 12 months, using the USD:ZAR of 1:15,6 (average exchange rate for preceding 18-month period), to prevent exchange rate fluctuations in the actual fees paid.

ALIGNMENT BETWEEN THE GROUP TOP PRIORITIES AND THE TARGETS SET FOR FY23 AND FY24 STI AND LTI AWARDS

The combination of financial and non-financial metrics allows for value to be created for our shareholders, customers, employees and communities in a sustainable manner. This means that Sasol will be able to provide chemicals and energy products in a responsible way // Respect people, their health and safety, and the environment // Contribute to the socio-economic development of the countries within which we operate.

	FY23 GROUP TOP PRIORITIES	FY23 GROUP AND BUSINESS INCENTIVE KEY PERFORMANCE INDICATORS	FY24 GROUP TOP PRIORITIES	FY24 KEY INCENTIVE PERFORMANCE INDICATORS[1]
PEOPLE	• Ensure safety, operational discipline and care for our people in our strive for Zero Harm • Continue to strengthen our Values, culture and enhance our EmpVP • Promote diversity, equity and inclusion in the workplace • Accelerate our capability-building programme to enable our strategy • Strengthen stakeholder trust through continued delivery on community, regulatory and shareholder promises • Define people and community plans for decarbonisation roadmaps and emerging value pools	**STI:** ▪ Health and safety of our employees and communities ▪ Process safety ▪ Operational safety ▪ Safety Remediation plan ▪ Just transition roadmap ▪ Broad based black economic empowerment diversity, equity and inclusion ▪ Preferential Procurement ▪ Customer Centricity	• Continue to embed our Values, culture and enhance our EmpVP • Promote diversity, equity, and inclusion in the workplace • Deliver on our capability building inclusive of leadership development programs • Strengthen stakeholder trust through continued delivery on community, regulatory, and shareholder promises	**PURSUE ZERO HARM AND ENHANCE AN INCLUSIVE PERFORMANCE CULTURE** ▪ Continue to enhance our EmpVP ▪ Promote diversity, equity and inclusion in the workplace ▪ Deliver on our capability building leadership and critical skills development programmes ▪ Operational Safety ▪ Continuously improve our service delivery and customer experience
PLANET	• Deliver on 2030 GHG emissions reduction programme and environmental compliance commitments • Define pathways to meet 2050 net zero GHG ambition • Progress opportunities to enable sustainable growth by strengthening our technology, partnering and sustainability solutions (including coal value chain) • Deliver optionality relating to flexible, sustainable feedstock opportunities	**STI:** ▪ Energy efficiency improvement ▪ Sourcing of carbon credits ▪ Shifting to lower-carbon products and green hydrogen ▪ Renewable energy sourcing strategy ▪ Advancing climate action ▪ Advance circular solutions **LTI:** ▪ Reduction in scope 1 and 2 emissions	• Deliver on 2030 GHG emissions reduction program and environmental compliance commitments • Progress opportunities to enable sustainable growth by strengthening our innovation and technology, partnering and sustainability solutions	**ADVANCE SUSTAINABILITY TOWARDS MEETING OUR ENVIRONMENTAL ROADMAP COMMITMENTS** ▪ Deliver on 2030 GHG emissions reduction programme and environmental compliance commitments through carbon offset frameworks ▪ Improved energy efficiency
PROFIT	• Deliver Sasol 2.0 in a prioritised, sequenced manner and mature the value creation plan for FY24/25 • Maintain balance sheet flexibility through all aspects of cash flow management while maintaining dividends • Advance our future growth value streams and deliver sustainable returns through disciplined capital allocation • Enhance operational discipline, efficiency and effectiveness, and drive reliable feedstock supply and operations across all value chains • Continuously improve our service delivery and customer experience	**STI:** ▪ Sales volumes ▪ Cash fixed costs ▪ Free cash flow/turnover ▪ Sustainable net working capital ▪ Capital expenditure **LTI:** ▪ Return on invested capital (ROIC) > WACC +1% for SA and the US respectively ▪ rTSR to exceed peer group median	• Deliver Sasol 2.0 commitments • Deliver coal deployment and quality remediation plans • Enhance operational reliability, efficiency and effectiveness • Maintain balance sheet flexibility, cash flow management while driving selective growth • Unlock value by continuously improving service delivery and customer excellence	**DELIVER AND MAXIMISE VALUE** ▪ Deliver Sasol 2.0 'Reset' commitments ▪ Deliver coal deployment and quality remediation plans ▪ Enhance operational and functional performance, efficiency and effectiveness ▪ Maintain balance sheet flexibility, cash flow, cost management while ensuring reliable operations

1 Performance indicators are included in the Group scorecard and individual performance agreements of employees as appropriate

IMPLEMENTATION REPORT //

This section provides an overview of the implementation of the Remuneration Policy. It sets out the relationship between company performance and Executive Directors' and Prescribed Officers' remuneration outcomes as well as progress against the MSR.

The tables in this section provide information on all amounts received or receivable by members of the GEC for FY23 (including the President and CEO, Executive Directors and Prescribed Officers).

The structure of the Implementation Report, is as follows:

Incentive Plan outcomes	• Group performance targets for STI awards made in FY23 and performance results. • Performance vs. Corporate Performance Targets in respect of LTIs that are due to vest in FY24, as at the end of the performance period 30 June 2023.
Executive Directors and Prescribed Officers (tabulated separately)	• Disclosure of remuneration and benefits paid in terms of the single total figure methodology including the STI amount awarded for FY23 and an estimated value relating to the vesting of LTIs in FY24, in respect of the performance period ended 30 June 2023. • Outstanding LTI holdings. • Progress against MSR.
NEDs	• Fees paid during FY23.

Key Remuneration Outcomes[1]

Salary/TGP adjustments	Included a market review as well as consideration of the fact that for two years, low or no increases were granted, in a period of high inflation.
STI (excluding fatality penalty) Group: Energy: Chemicals: Mining:	**Outcomes in respect of Group and Business scorecards:** 71,5% (CEO and CFO) 76,3% 71,1% 59,7%
LTI	67,34% out of 75%; performance assessment on the balance of 25% postponed until more clarity is obtained on Eskom's grid access.

[1] In total, the actual total remuneration for members of the GEC, varied between 51% and 84% of target remuneration for FY23

IMPLEMENTATION REPORT CONTINUED

Short-term incentive (STI) plan outcomes

The following table provides the outcomes against the FY23 performance targets that were set for the Group STI plan.

		KPI – KEY PERFORMANCE INDICATOR FY23	WEIGHTING FY23	THRESHOLD	TARGET	STRETCH	ACHIEVEMENT	WEIGHTED ACHIEVEMENT
PEOPLE	ESG (10%)	PROCESS SAFETY	5%	21	18	16	Fires, Explosions and Releases amounted to 15	7,5%
PEOPLE	ESG (10%)	OCCUPATIONAL SAFETY	5%	14	12	9	Sasol achieved a high-severity injury – severity rate (HSI-SR) of 9,96	6,7%
PLANET	ESG (20%)	ADVANCING SUSTAINABILITY: CLIMATE CHANGE	7,5%	Energy Efficiency Improvement using 30 June 2022 as the basis for assessment of FY23	FY23 Energy Efficiency Improvement = 1%	FY23 Energy Efficiency Improvement = 1,5%	An energy efficiency improvement of 0,05% was achieved as compared to prior year	0,34%
			7,5%		1. Sign cooperation agreement with at least one partner to support global sourcing of quality carbon credits 2. Obtain Sasol Ltd Board approval for medium-term Just Transition roadmap by 30 June 2023	Approved RE Sourcing Strategy for Energy Business delivered by 30 June 2023 which aligns with the Group's energy transition plans	Sasol signed one cooperation agreement during the year. The board approved the medium-term Just Transition roadmap Renewable energy sourcing strategy delivered by 30 June 2023	11,25%
			5%	The achievement of a FEED milestone for at least one PtX partner project by start Q4 FY23	Achieve FEED milestone (CSAC considered) on two partner PtX projects by 30 June 2023 Realise external/grant funding on one of the PtX projects by 30 June 2023	Sign one MoU for a prefeasibility or Feasibility study, equity opportunity in support of development of SAF (pathway based on FT PtL or biomass or MSW gasification followed by FT or HEFA pathway) by 30 June 2023	Threshold and target partially achieved. Realised external/grant funding, and achieved one FEED milestone	3,75%
PROFIT	Group Financials (70%)	SALES VOLUMES PRODUCED	15%	Actual Fuels and Chemicals sales volumes (excl imports), from 5% below target to target (scoring range of 0% – 7,4% in respect of each of the Chemicals and Fuels sales volumes targets)	FY23 Fuels sales volumes = 52.3mm bbls	Actual Fuels & Chemicals Sales volumes from target to 5% over FY23 sales volumes' targets (scoring range from 7.5% – 11.25% in respect of each of Chemicals and Fuels sales volumes targets)	FY23 Fuels and Chemicals sales volumes 3% and 12% below target, respectively	3,20%
		CASH COST OPTIMISATION	15%	CFC of <=R63,9bn	FY23 CFC target = R61,9bn	FY23 CFC > = R59,9bn	Cash Fixed Costs were 2,1% above target	5,11%
		CASH FLOW GENERATION	20%	3% below the targeted FY23 FCF (before growth)/Turnover ratio	FY23 FCF (before growth)/Turnover = 10%	Up to 3% over the FY23 FCF (before growth)/Turnover ratio	We achieved a Free Cash Flow before growth to turnover ratio of 8,86%	12,4%
		AVERAGE NET WORKING CAPITAL	10%	Average NWC % = 19%	Average NWC % = 18%	Average NWC % = 17%	Average Net Working Capital for the year of 16,6%	15%
		CAPITAL ALLOCATION	10%	FY23 First order capital expenditure <=R21bn or >R30bn	Capital expenditure = R23,5bn or R28,5bn	First order capital expenditure between R25bn and R27bn	Capital Expenditure target partially achieved at R29,1bn. Normalised for exchange rate impact	6,23%
100%		SAFETY ADJUSTMENT – PENALTY FOR FATALITIES						(6%)
		FINAL SCORE						65,5%

The Short-term Incentive Policy allows for the normalisation of performance outcomes for macroeconomic factors (Brent crude oil price, ZAR/$ exchange rate), factors impacting performance outside of management's control (eg Eskom outages, extreme weather events, force majeures) and alignment of baselines or budgets with the impact of divestitures or acquisitions. The Committee did not apply any discretion to performance outcomes.

IMPLEMENTATION REPORT CONTINUED

Other than for the President and CEO, CFO and EVP Mining, the STI amount approved is a combination of performance under the Energy business, Chemical business, Mining business and Group STI scorecards for FY23; finally modified by the individual performance factor (IPF), which is an outcome of achievements against the personal performance contract.

	Component	Group (0 – 150%)	Chemicals (0 – 150%)	Energy (0 – 150%)	Mining (0-150%)
PEOPLE	Safety	14,2%	10,8%	7,5%	12,5%
	Safety remediation plan	–	–	–	4,8%
	Environmental incidents	–	–	–	3,8%
	Health: Dust Compliance	–	–	–	3,1%
	Customer Experience/Centricity	–	12,5%	0%	–
	Preferential Procurement	–	–	7,5%	5,2%
	B-BBEE/Diversity and inclusion	–	11,7%	5,8%	4,8%
PLANET	Climate Change	0,3%	7,5%	–	3%
	Circular & Sustainable solutions	–	5%	–	–
	Reduce GHG emissions/Progress green hydrogen	11,3%	–	20,6%	–
	Advance renewable energy	–	–	1,2%	–
	Shifting to lower carbon products and green hydrogen	3,8%	–	–	–
	Develop solutions to address GHG scope 3 emissions	–	2,5%	–	–
PROFIT	Gross Margin	–	0%	5,5%	–
	Controllable Cash fixed costs	–	9,8%	11,2%	–
	Working Capital	–	6,3%	–	–
	Production volumes	–	–	3,7%	0%
	Inventory days	–	–	5,8%	–
	Receivables	–	–	7,5%	–
	Sales volumes	3,2%	–	–	–
	Absolute cash fixed costs	5,1%	–	–	–
	Free cash flow	12,4%	–	–	–
	Net working capital to Turnover	15%	–	–	–
	Capital expenditure	6,2%	5%	0%	5%
	Mining cost per ton	–	–	–	0%
	Mine reliability	–	–	–	15%
	Fulco programme	–	–	–	2,5%
	Achieved score (excluding fatalities)	71,5%	71,1%	76,3%	59,7%

The following outcomes are applicable to the President and CEO, CFO and Executive Vice Presidents as indicated in the table below:

Role	Split Group/ Business	Group score (including fatality penalty)	Chemicals score	Energy score	Weighted average of Chemicals, Energy and Mining score	Final incentive multiplier (including fatalities, excluding IPF)
President and CEO and CFO	100% Group	65,5%	–	–	–	65,5%
EVP Chemicals Business	60% Group/ 40% Business	65,5%	71,1%	–	–	67,74%
EVPs Energy Business	60% Group/ 40% Business	65,5%	–	76,3%	–	69,82%
EVPs Corporate centre	60% Group/ 40% Business[1]	65,5%	–	–	70,9%	67,66%
EVP Mining	100% Mining[2]	–	–	–	–	64%

[1] Combined weighted percentage of the Energy, Chemicals and Mining Business' final score respectively, calculated as (40% x 76.3%)+(40% x 71.1%)+(20% x 59.7%).

[2] Performance agreement focused on agreed targets to be delivered at Sasol Mining.

IMPLEMENTATION REPORT CONTINUED

Long-term incentive (LTI) plan outcomes

The following table provides the outcomes against the corporate performance targets (CPTs) which were linked to the FY21 LTI awards, which are due to vest in FY24 in respect of the performance period 1 July 2020 – 30 June 2023.

Measure	Weighting	Threshold[3]	Target[3] (100%)	Stretch Target[3] (200%)	Achievement	Weighted Achievement
Climate Change	25%	Deliver 150MW of renewable energy by 30 June 2023	Deliver 200MW of renewable energy by 30 June 2023	Deliver 300MW of renewable energy by 30 June 2023	The measurement of the renewable energy target has been deferred[4]	–
ROIC[2] Rest of Sasol	35%	ROIC (excl AUC) at SA WACC of 13,5% per annum	ROIC (excl AUC) at SA WACC of 13,5% + 1% = 14,5% per annum	ROIC (excl AUC) at SA WACC 13,5% + 2% = 15,5% per annum	FY21 and FY23 were impacted by impairments. Sasol achieved ROIC stretch target for FY22	23,34%
ROIC[2] USA	10%	ROIC (excl AUC) at US WACC of 8% per annum	ROIC (excl AUC) at US WACC 8% + 0,5% = 8,5% per annum	ROIC (excl AUC) at US WACC 8% + 1% = 9% per annum	Below threshold, averaging 1,5% over three years	0%
Relative TSR measured against the new peer group	30%	Below the 50th percentile of the index	60th percentile of the index	75th percentile of the index	Above target achievement at 67th percentile against the peer group	44%
Achievement						0 – 200% range[1] = 67,34%

1 In respect of LTIs issued to members of the Group Executive Committee including the Executive Directors, 100% of the award was subject to the achievement of CPTs. Of the vested portion, 50% will be released in FY24 and the balance in FY26 subject to continued employment.
2 ROIC was measured annually.
3 Straight line vesting is applied between threshold, target and stretch target.
4 The Committee has decided to postpone the assessment of performance against the renewable energy target until more clarity is available in respect of Eskom's grid access.

FY23 LTI awards

For members of the GEC including Executive Directors, 65% of the LTI awards granted in September 2022 are subject to the achievement of the following CPTs in addition to time-based vesting criteria of between three and five years. The balance of the award (35%) is subject to a five-year, time-based vesting criteria.

The performance targets for the FY23 award are as follows:

KPI – Key performance indicator	Weighting	Threshold (Rating = 0%)[1]	Target (Rating = 100%)	Stretch (Rating = 200%)
Holistic focus on ESG matters	25% (equally divided between Energy and Chemicals targets)	Achieve a sustainable 3,55% reduction (equating to 2,3mtpa CO_2e) in scope 1 and scope 2 emissions off a 2017 baseline by end FY25	Achieve a sustainable 4,18% reduction (equating to 2,7mtpa CO_2e) in scope 1 and scope 2 emissions off a 2017 baseline by end FY25	Achieve a sustainable 4,9% reduction (equating to 3,2mtpa CO_2e) in scope 1 and scope 2 emissions off a 2017 baseline by end FY25
Return on Invested Capital (ROIC)[2]	Sasol SA 30%	ROIC (excl AUC) at SA WACC of 13,5% per annum	ROIC (excl AUC) at SA WACC of 13,5% +1% = 14,5% per annum	ROIC (excl AUC) at SA WACC of 13,5% +2% = 15,5% per annum
	Offshore 10%	ROIC (excl AUC) at US WACC of 8% per annum	ROIC (excl AUC) at US WACC of 8% +0,5% = 8,5% per annum	ROIC (excl AUC) at US WACC of 8% +1% = 9% per annum
Relative TSR vs the peer group[3]	35%	50th percentile of the index[1]	60th percentile of the index	75th percentile of the index
Total	100%			

1 Threshold = 50% vesting at median performance for rTSR; 0% for ROIC; 50% for ESG targets - straight line scoring to be applied between threshold, target and stretch.
2 ROIC will be measured at the end of each FY. The extent to which the target is met, or not, will be assessed and the performance period will be restarted on 1 July of the following year. Three different assessments to be done over the performance period.
3 TSR peer group as approved by the Sasol Remcom for FY22.

IMPLEMENTATION REPORT CONTINUED

Executive Directors

A. Executive Directors' remuneration and benefits

Executive Director	FR Grobler 2023 R'000	FR Grobler 2022 R'000	VD Kahla[3] 2023 R'000	VD Kahla[3] 2022 R'000	HA Rossouw[4] 2023 R'000	HA Rossouw[4] 2022 R'000	P Victor[5] 2023 R'000	P Victor[5] 2022 R'000
Salary	13 117	11 328	7 762	7 301	7 468	1 737	–	8 351
Risk and Retirement funding	–	–	380	373	844	196	–	391
Vehicle benefit	–	–	–	–	–	–	–	100
Healthcare	143	117	114	108	–	–	–	56
Vehicle insurance fringe benefit	6	6	6	6	–	–	–	6
Security benefit	18	30	507	515	–	–	–	–
Other benefits	20	5	122	1	25	8 001	–	1 998
Total salary and benefits	13 304	11 486	8 891	8 304	8 337	9 934	–	10 902
Annual short-term incentive[1]	10 364	10 008	4 242	5 272	5 060	–	–	7 411
Long-term incentive gains[2]	17 028	21 451	14 681	9 399	–	–	–	–
Total annual remuneration	40 696	42 945	27 814	22 975	13 397	9 934	–	18 313

[1] Short-term incentives approved based on the Group results for FY23 and payable in FY24. Incentives are calculated as a percentage of total guaranteed package/base salary as at 30 June 2023 x Group and BU STI achievement (as appropriate) x Individual Performance achievement.

[2] LTIs for FY23 represent the annual award made on 4 December 2020 and Mr Kahla's on-appointment award, in terms of his appointment as an Executive Director, made on 6 October 2020. The illustrative amount is calculated in terms of the number of LTIs x Corporate performance target achieved where relevant (67,34%) x June 2023 average share price. The vesting date is during FY24, 3 years after the award date in FY21, subject to the Company being in an open period. Dividend equivalents accrue at the end of the vesting period, to the extent that the LTIs vest. 50% of the vested LTIs and accrued dividends will be released on 4 December 2023 and the balance in 4 December 2025, subject to the rules of the LTI plan. As there are no further performance conditions attached to the balance of the 50%, the full amount is disclosed in the single figure table.

[3] Other benefits for Mr Kahla include the private use of the Company-owned accommodation in London (R121 255) on which fringe benefit tax was charged and paid by Mr Kahla.

[4] The 2022 disclosed earnings of Mr Rossouw are for the period 4 April to 30 June 2022, in the position of CFO designate. From 1 July 2022 Mr Rossouw was appointed as CFO. Other benefits for Mr Rossouw in 2022 include a buy-out payment of R8 000 000, tied to a retention period of twenty-four months from date of payment, as compensation for incentives forfeited upon resigning from his previous employer.

[5] Mr Victor resigned as CFO effective 30 June 2022. Other benefits in the prior year include accumulated leave encashment as well as other additional benefits in line with Sasol's contractual commitment.

B. Unvested long-term incentive holdings (number)

Executive Directors	Cumulative balance at the beginning of the year	Granted in 2023[1]	Effect of corporate performance targets	Dividend equivalents	Long-term incentives settled[2]	Effect of changes in Executive Directors	Cumulative balance at the end of the year
FR Grobler	313 344	57 976	(45 494)	3 025	(32 156)	–	296 695
VD Kahla	184 205	28 728	(19 934)	1 391	(15 519)	–	178 871
HA Rossouw[3]	–	–	–	–	–	32 734	32 734
Total	497 549	86 704	(65 428)	4 416	(47 675)	32 734	508 300

[1] LTIs granted on 10 November 2022.

[2] 50% of the award that vested in FY23 is still subject to a continued employment period of two years.

[3] Mr Rossouw was appointed as CFO and Executive Director on 1 July 2022.

C. Unvested long-term incentive holdings (intrinsic value)

Executive Directors	Intrinsic cumulative value at beginning of year[1] R'000	Intrinsic value of awards made during the year[2] R'000	Change in intrinsic value for the year[1] R'000	Effect of corporate performance targets R'000	Dividend equivalents R'000	LTIs settled[3] R'000	Effect of changes in Executive Directors[4] R'000	Intrinsic cumulative value at end of year[1] R'000
FR Grobler	116 464	17 407	(43 725)	(13 081)	870	(8 728)	–	69 207
VD Kahla	68 465	8 625	(25 774)	(5 732)	400	(4 261)	–	41 723
HA Rossouw[4]	–	–	(4 531)	–	–	–	12 167	7 636

[1] Change in intrinsic value for the year results from changes in share price. Intrinsic values at the beginning and end of the year have been determined using the closing price of:
30 June 2023 R233,26
30 June 2022 R371,68

[2] LTIs granted on 10 November 2022.

[3] LTIs settled represent LTIs that vested with reference to the Group results for FY22 that was settled in FY23. Difference between the long-term incentive gains disclosed in FY22 and the amount settled in FY23 is due to difference in actual share price at vesting date and the share price at date of disclosure.

[4] Mr Rossouw was appointed as CFO and Executive Director on 1 July 2022.

Executive Directors CONTINUED

D. Progress against Minimum Shareholding Requirement (MSR)

Beneficial Shareholding	Minimum Shareholding Requirement (MSR) (R'000)	MSR Achievement period (CY)	Units	Beneficial share-holding – 30 June 2023 (R'000)	Post tax vesting – September to December 2023[1, 2, 9] (R'000)	Beneficial shareholding value (including CY2023 post tax vesting) (R'000)	% MSR Achieved – end CY2023[10]	Outstanding shares subject to continued employment only until 2027 (excluding accrued dividend equivalents, includes RLTIs): Number of shares to vest in CY2024[3]	Number of shares to vest CY2025 – 2027[4, 5, 6, 7, 8]	Total number of vested shares subject only to continued employment	Pre-tax value of vested shares subject only to continued employment (up to CY2027)[9] (R'000)
FR Grobler	22 050	2024	45 299	16 240	5 248	21 488	97%	–	152 427	152 427	**37 347**
VD Kahla	5 099	2025	16 419	6 282	2 458	8 740	171%	–	68 331	68 331	**16 742**
HA Rossouw	11 200	2027	–	–	–	–	–	–	11 457	11 457	**2 807**

1 Includes the 2nd tranche of the award made in September 2018. The CPT applied to this award was 44,7%.
2 Includes the 1st tranche of the award made in December 2020. The CPT applied to this award is 67,34%. (The annual September award of 2020 was delayed to December 2020 for EVPs who were subject to a closed trading period).
3 Awards made in September 2021, vesting in CY24 remain subject to the CPT outcome.
4 Includes the 2nd tranche of the award made in March 2020. The CPT applied to this award is 54,31%.
5 Includes the Restricted award made in December 2020. This award is only subject to a 5 year vesting period, no CPTs.
6 Includes the 2nd tranche of the award made in December 2020. The CPT applied to this award is 67,34%. (The annual September award of 2020 was delayed to December 2020 for EVPs who were subject to a closed trading period).
7 Includes the Restricted awards made in September 2021 and November 2022. These awards are only subject to a 5 year vesting period, no CPTs.
8 Includes the Restricted portion of the on-appointment award made to Mr Rossouw in May 2022. This award is only subject to a 5 year vesting period, no CPTs.
9 Average June 2023 share price used of R245,01.
10 Once the MSR has been achieved, the executive will be allowed to sell vested shares held in excess of the MSR.

IMPLEMENTATION REPORT CONTINUED

Prescribed Officers

A. Prescribed Officers' remuneration and benefits

Prescribed Officers	S Baloyi[3] 2023 R'000	S Baloyi[3] 2022 R'000	HC Brand[4] 2023 R'000	HC Brand[4] 2022 R'000	BV Griffith[5] 2023 R'000	BV Griffith[5] 2022 R'000	BE Klingenberg[6] 2023 R'000	BE Klingenberg[6] 2022 R'000
Salary	**4 773**	956	**5 088**	4 704	**11 023**	8 745	–	6 647
Risk and Retirement funding	**1 017**	215	**1 492**	1 487	**812**	618	–	2 074
Vehicle benefit	**300**	75	**234**	234	–	–	–	212
Healthcare	**126**	29	**101**	92	**365**	314	–	136
Vehicle insurance fringe benefit	**6**	2	**6**	6	–	–	–	6
Security benefit	–	–	–	6	–	–	–	200
Other benefits	**173**	332	**2 525**	4	**546**	409	–	7
Total salary and benefits	**6 395**	1 609	**9 446**	6 533	**12 746**	10 086	–	9 282
Annual short-term incentive[1]	**3 672**	2 494	**3 553**	4 415	**6 087**	6 418	–	4 390
Long-term incentive gains[2]	**4 103**	3 687	**6 045**	13 169	**7 169**	11 940	–	9 912
Total annual remuneration	**14 170**	7 790	**19 044**	24 117	**26 002**	28 444	–	23 584

Prescribed Officers	BP Mabelane[7] 2023 R'000	BP Mabelane[7] 2022 R'000	CK Mokoena 2023 R'000	CK Mokoena 2022 R'000	CF Rademan[8] 2023 R'000	CF Rademan[8] 2022 R'000
Salary	**7 778**	7 317	**6 283**	5 927	**6 753**	2 027
Risk and Retirement funding	**380**	372	**357**	350	–	–
Healthcare	**60**	56	**143**	115	–	–
Security benefit	–	–	**12**	9	–	–
Other benefits	**1 008**	5 004	**3**	2	**2**	1 500
Total salary and benefits	**9 226**	12 749	**6 798**	6 403	**6 755**	3 527
Annual short-term incentive[1]	**4 227**	5 389	**3 380**	3 740	**3 200**	1 503
Long-term incentive gains[2]	**15 876**	–	**5 929**	6 985	–	–
Total annual remuneration	**29 329**	18 138	**16 107**	17 128	**9 955**	5 030

B. Unvested long-term incentive holdings (number)

Prescribed Officers	Cumulative balance at beginning of year	Granted in 2023[1]	Effect of corporate performance targets	Dividend equivalents	Long-term incentives settled	Awards forfeited	Effect of change in Prescribed Officers	Cumulative balance at the end of the year
S Baloyi	52 040	10 681	(1 943)	448	(6 463)	–	–	54 763
HC Brand	139 064	24 060	(23 152)	1 860	(23 346)	(24 060)	(94 426)	–
BV Griffith	144 426	37 603	(14 043)	1 389	(22 513)	–	–	146 862
BP Mabelane	120 403	28 595	–	–	–	–	–	148 998
CK Mokoena	113 178	23 598	(14 815)	1 001	(10 836)	–	–	112 126
Total	**569 111**	**124 537**	**(53 953)**	**4 698**	**(63 158)**	**(24 060)**	**(94 426)**	**462 749**

[1] LTIs granted on 10 November 2022.

Prescribed Officers' remuneration and benefits notes

[1] Short-term incentives approved based on the Group results for FY23 and payable in FY24. Incentives are calculated as a percentage of total guaranteed package/base salary as at 30 June 2023 x Group and BU STI achievement (as appropriate) x Individual Performance achievement.

[2] Long-term incentives for FY23 represent the annual award made on 4 December 2020 and Ms Mabelane's on-appointment LTI award on 6 October 2020, at time of her appointment as EVP: Energy Business. The illustrative amount is calculated in terms of the number of LTIs x Corporate performance target achieved where relevant (67,34%) x June 2023 average share price. The vesting date is during FY24, 3 years after the award date in FY21, subject to the Company being in an open period. Dividend equivalents accrue at the end of the vesting period, to the extent that the LTIs vest. 50% of the vested LTIs and accrued dividends will be released on 4 December 2023 and the balance in 4 December 2025, subject to the rules of the LTI plan. As there are no further performance conditions attached to the balance of the 50%, the full amount is disclosed in the single figure table.

[3] Other benefits for Mr Baloyi include the taxation gross up of the relocation allowance paid in terms of the Sasol Relocation policy, in the previous financial year and R150 000 toward reimbursement of property transfer fees per the Relocation policy.

[4] Mr Brand retired on 30 June 2023. Other benefits include accumulated leave encashment to the value of R2 516 801 in line with Sasol's contractual commitment.

[5] Mr Griffith is appointed in the USA. Dollar denominated salary and benefits have been converted to ZAR using the monthly average of daily closing exchange rates. ZAR/USD depreciation contributes to increase in year-on-year totals.

[6] Mr Klingenberg, stepped down from the position of EVP Energy Operations on 31 March 2022, but remained in service until his retirement on 31 August 2022. In the interest of transparency his remuneration was disclosed for the 2022 financial year.

[7] Other benefits for Ms Mabelane include her subsidised business transport (R8 299) and the final payment of her sign-on/buy-out award partially compensating for the loss of incentives and shares when she resigned from her previous employer (R1 000 000). Other benefits for Ms Mabelane in 2022 include her subsidised business transport (R2 150), sign-on/buy-out award partially compensating for the loss of incentives and shares when she resigned from her previous employer (R5 000 000).

[8] Other benefits for Mr Rademan in 2022 include a sign-on payment of R1 500 000 compensating for the incentive which he would have received from his previous employer if he did not resign.

IMPLEMENTATION REPORT CONTINUED

Prescribed Officers CONTINUED

C. Unvested long-term incentive holdings (intrinsic value)

Prescribed Officers	Cumulative intrinsic value at beginning of year[1] $'000 and R'000	Intrinsic value of awards made during the year[2] $'000 and R'000	Change in intrinsic value for the year[1] $'000 and R'000	Effect of corporate performance targets $'000 and R'000	Dividend equivalents $'000 and R'000	LTIs settled[3] $'000 and R'000	LTIs settled[3] $'000 and R'000	Effect of change in Prescribed Officers $'000 and R'000	Cumulative intrinsic value at end of year[1] $'000 and R'000
S Baloyi	19 342	3 207	(7 393)	(559)	129	(1 952)	–	–	12 774
HC Brand[4]	51 687	7 224	(18 589)	(6 657)	535	(6 562)	(5 612)	(22 026)	–
BV Griffith	$3 330	$654	($1 588)	($228)	$23	($373)	–	–	$1 818
BP Mabelane	44 751	8 585	(18 581)	–	–	–	–	–	34 755
CK Mokoena	42 066	7 085	(16 069)	(4 260)	288	(2 955)	–	–	26 155

[1] Change in intrinsic value for the year results from changes in share price. Intrinsic values at the beginning and end of the year have been determined using the closing price of:
30 June 2023 R233,26 ($12,38)
30 June 2022 R371,68 ($23,06)
[2] LTIs granted on 10 November 2022.
[3] LTIs settled represent long-term incentives that vested with reference to the Group results for FY22 that was settled in FY23. Difference between the long-term incentive gains disclosed in FY22 and the amount settled in FY23 is due to differences in actual share price at vesting date and the share price at date of disclosure.
[4] Mr Brand retired effective 30 June 2023. In terms of the 2022 LTI Plan rules, his 10 November 2022 award lapsed on 30 June 2023 as retirement was within 270 days of the award date. The balance of unvested awards at 30 June 2023 is 94 426 with an intrinsic value of R22 025 809.

D. Progress against Minimum Shareholding Requirement (MSR)

Beneficial Shareholding	Minimum Shareholding Requirement (MSR) ($'000) (R'000)	MSR Achievement period (CY)	Units	Beneficial share-holding – 30 June 2023 ($'000) (R'000)	Post tax vesting – October and December 2023[1, 2, 13] ($'000) (R'000)	Beneficial shareholding value (including CY2023 post tax vesting) ($'000) (R'000)	% MSR Achieved – CY2023[14]	Vested shares subject to continued employment only until (excluding accrued dividend equivalents, including RLTIs): Number of shares to vest in CY2024[3, 4, 5]	Number of shares to vest in CY2025 – CY2027[6, 7, 8, 9, 10, 11]	Total number of vested shares subject only to continued employment	Pre-tax value of vested shares subject only to continued employment (up to CY2027)[13] ($'000) (R'000)
S Baloyi	3 570	2028	2 474	979	1 176	2 155	60%	6 570	19 741	26 311	6 446
HC Brand[15]	4 270	2026	17 591	4 779	2 008	6 787	159%	–	52 641	52 641	12 898
BV Griffith[5]	$465	2026	18 821	$432	$124	$556	120%	5 017	66 518	71 535	$938
BP Mabelane	5 075	2026	68	21	4 549	4 570	90%	–	60 266	60 266	14 766
CK Mokoena	4 188	2026	12 298	4 008	2 055	6 063	145%	–	55 202	55 202	13 525
CF Rademan[12]	–	–	–	–	–	–	–	–	–	–	–

[1] Includes the 2nd tranche of the award made in September 2018. The CPT applied to this award was 44,7%.
[2] Includes the 1st tranche of the award made in December 2020. The CPT applied to this award is 67,34%. (The annual September award of 2020 was delayed to December 2020 for EVPs who were subject to a closed trading period).
[3] Includes the 1st tranche of the September 2021 award, 30% was subject to CPTs, that Mr Baloyi received as an SVP.
[4] Includes the 2nd tranche of the award made in October 2019 to Mr Baloyi and Mr Griffith (in their previous roles as SVPs). The CPT applied to this award is 54,31%.
[5] Other LTI awards made in September 2021, vesting in CY24 remain subject to the CPT outcome.
[6] Includes the 2nd tranche of the award made in March 2020. The CPT applied to this award is 54,31%.
[7] Includes the Restricted award made in December 2020. This award is only subject to a 5 year vesting period, no CPTs.
[8] Includes the 2nd tranche of the award made in December 2020. The CPT applied to this award is 67,34%. (The annual September award of 2020 was delayed to December 2020 for EVPs who were subject to a closed trading period).
[9] Includes the Restricted awards made in September 2021 and November 2022. These awards are only subject to a 5 year vesting period, no CPTs.
[10] Includes the 2nd tranche of the September 2021 award, 30% was subject to CPTs, that Mr Baloyi received as an SVP.
[11] Includes the restricted portion of the on-appointment award made to Mr Baloyi in May 2022. This award is only subject to a 5 year vesting period, no CPTs.
[12] Mr Rademan is excluded from the minimum shareholding requirement as he does not participate in the LTI plan.
[13] Average June 2023 share price used of R245,01 (ADR: $13,11).
[14] Once the MSR is achieved, the executive will be allowed to sell vested shares held in excess of the MSR.
[15] Mr Brand retired on 30 June 2023.

IMPLEMENTATION REPORT CONTINUED

Prescribed Officers CONTINUED

E. Beneficial shareholding (number of shares)

Beneficial shareholding[1]	2023 Total beneficial shareholding	2022 Total beneficial shareholding
Executive Directors		
FR Grobler	45 299	27 524
VD Kahla	16 419	8 348
Non-Executive Directors[2]		
MBN Dube	24	24
NNA Matyumza	6	6
S Subramoney	2 548	2 548
Total	64 296	38 636

Beneficial shareholding[1]	2023 Total beneficial shareholding	2022 Total beneficial shareholding
Prescribed Officers		
S Baloyi	2 474	8
HC Brand[3]	17 591	14 091
BV Griffith[4]	18 821	4 268
BP Mabelane	68	68
CK Mokoena	12 298	6 662
CF Rademan	1	–
Total	51 253	25 097

1 Unvested Long-term incentives for Executive Directors and Prescribed Officers not included.
2 Direct beneficial shareholding comprises Sasol Ordinary and Sasol BEE ordinary shares.
3 Mr Brand retired with effect from 30 June 2023.
4 Mr Griffith's shareholding comprises ADRs.

F. Non-Executive Directors' remuneration

Non-Executive Directors	Board Meeting Fees [1,2,3] R'000	Lead Independent Director Fees[1,2] R'000	Committee Fees[1,2,3] R'000	VAT R'000	Total 2023[4] R'000	Total 2022 R'000
SA Nkosi (Chairman)	4 394	–	–	659	5 053	5 127
S Westwell (Lead Independent Director)	2 194	878	1 408	–	4 480	3 913
MJ Cuambe[5]	1 829	–	658	373	2 860	2 577
MBN Dube[5]	2 194	–	969	–	3 163	2 701
M Flöel	2 194	–	795	–	2 989	2 494
KC Harper[6]	2 194	–	439	–	2 633	1 996
GMB Kennealy	1 542	–	833	356	2 731	2 473
NNA Matyumza	1 542	–	493	305	2 340	2 226
MEK Nkeli	1 542	–	678	333	2 553	2 405
A Schierenbeck[7]	1 152	–	141	–	1 293	–
S Subramoney	1 542	–	493	305	2 340	2 181
C Beggs[8]	–	–	–	–	–	372
ZM Mkhize[8]	–	–	–	–	–	795
PJ Robertson[8]	–	–	–	–	–	1 146
Total	22 319	878	6 907	2 331	32 435	30 406

1 Fees for Q3 and Q4 were adjusted with inflation as per the approved AGM resolution at the November 2021 AGM.
2 Fees exclude VAT.
3 Board and Committee fees are based in USD, thus impacted by USD/ZAR foreign exchange rates at date of payment for resident non-Executive Directors. For non-Executive Directors permanently residing outside of the UK, Europe and North America, effective 1 January 2023, the exchange rate was fixed for the following 12 month period, using the average exchange rate from 1 July 2021 to December 2022. A cost-of-living factor between jurisdictions, account for differences in fees.
4 As the fees are based in USD, the ZAR value of the non-Executive Directors fees increased from FY22 to FY23, mainly due to the CPI increase and significant devaluation of the Rand.
5 Mr Cuambe was appointed to the Remuneration Committee effective 19 November 2021 and Ms Dube to the Nomination Governance committee effective 1 October 2021.
6 In addition to the CPI and exchange rate increase, Ms Harper received the reduced 2018 approved Directors' fees for Q1 and Q2 of FY22 as she was appointed to the Board after 2018, compared to her peers who remained on the approved 2016 fee (where their fees were higher than those approved in 2018).
7 Mr Schierenbeck was appointed effective 1 January 2023.
8 Mr Beggs retired effective 31 August 2021. Messrs Mkhize and Robertson retired from the Sasol Limited Board effective 19 November 2021.

ADMINISTRATION

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- increase your ADS ownership by automatically reinvesting your cash dividends;
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Shareholders' information

Shareholders' diary

Dividend

Ordinary shares and Sasol BEE ordinary shares:

Declaration	Wednesday, 23 August 2023
Last day for trading to qualify for and participate in the dividend (cum dividend)	Tuesday, 12 September 2023
Trading ex dividend commences	Wednesday, 13 September 2023
Record date	Friday, 15 September 2023
Dividend payment (electronic and certificated register)	Monday, 18 September 2023

American Depositary Receipts[1]:

Ex dividend on New York Stock Exchange (NYSE)	Thursday, 14 September 2023
Record date	Friday, 15 September 2023
Approximate date for currency conversion	Tuesday, 19 September 2023
Approximate dividend payment date	Friday, 29 September 2023

Annual General Meeting	Friday, 17 November 2023

[1] All dates are approximate as the NYSE sets the ex-date after receipt of the dividend declaration

Forward-looking statements

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 cyclicality 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 1 September 2023 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

Photography

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GLOSSARY // ABBREVIATIONS

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".

ADR/s	American Depositary Receipt/s
AGM	Annual General Meeting
AGOA	African Growth and Opportunities Act
AUC	Assets under construction
B-BBEE	Broad-Based Black Economic Empowerment
bbl	Barrels
b/d	Barrels per day
BFP	Basic Fuel Price
Board	Board of Directors
boe	Barrels of oil equivalent
BPEP	Business Performance Enhancement Programme
bscf	Billion standard cubic feet
CAM	Combined Assurance Model
capex	Capital expenditure
CEO	Chief Executive Officer
CF2	Clean fuels specifications
CFC	Cash fixed cost
CFO	Chief Financial Officer
CGU/s	Cash generating unit/s
CHEPS	Core headline earnings per share
CO_2	Carbon dioxide
CPI	Consumer Price Index
CPTs	Corporate Performance Targets
CTL	Coal-to-liquids
CTRG	Central Térmica de Ressano Garcia S.A.
CY	Calendar year
CHEPS	Core headline earnings per share
DEPS	Diluted earnings per share
EAP	Employee assistance programme
EBIT	Earnings before interest and tax
EBITDA	Earnings before interest, tax, depreciation and amortisation
EGTL	Escravos Gas-to-Liquid
EmpVP	Employee Value Proposition
ENREF	Engen Oil Refinery
EPS	Basic earnings per share
ERM	Enterprise risk management
ERR	Emission reduction roadmap
ESG	Environmental, social and governance
EVP/s	Executive Vice President/s
FCTR	Foreign currency translation gains
FER-SR	Fires explosions and releases – severity rate
FT	Fischer-Tropsch
FY	Financial year
GDP	Gross domestic product
GEC	Group Executive Committee
GHG	Greenhouse gas
GID	Global Invest Direct Program
GM	Gross margin
GRI	Global Reporting Initiative
GTL	Gas-to-Liquids
GTP	Gas-to-power
GTRs	Group top risks
H_2	Hydrogen
HSI	High-severity incident
HRIS	Human Resources Information System
HSI-SR	High-severity incident – severity rate
HEPS	Headline earnings per share
IFRS	International Financial Reporting Standards
IM	Information Management
IRA	Inflation Reduction Act
IT	Information Technology
IPF	Individual performance factor
JSE	Johannesburg Stock Exchange Limited
JV/s	Joint venture/s
KPI/s	Key performance indicator/s
kt	Kilotons
ktpa	Thousand tons per annum
LBIT	Loss before interest and tax
LCCC	Lake Charles Chemicals Complex
LCCP	Lake Charles Chemicals Project
LIP JV	Louisiana Integrated Polyethylene Joint venture
LTI/s	Long-term incentive/s
LTIP	Long-term incentive plan
LWDCR	Lost workday case rate
MES	Minimum Emission Standards
MGP	Maximum Gas Price
MM	Material matters
mm bbl	Million barrels
mmboe	Million barrels oil equivalent
m bbl	Thousand barrels
mm tons	Million tons
mmscf	Million standard cubic feet
mm^3	Million cubic metres
MOI	Memorandum of Incorporation
MOU	Memorandum of Understanding
MSR	Minimum Shareholding Requirement
MW	Megawatt
N_2O	Nitrous oxide
NACD	Certificate in cyber security oversight
Natref	National petroleum refiners of south Africa (Pty) LTD
NAQO	National Air Quality Officer
NED	Non-Executive Director
NERSA	National Energy Regulator of South Africa
Net debt:	EBITDA – EBITBA as defined in the loan agreements
NGOs	Non-governmental organisations
NYSE	New York Stock Exchange
OT	Operations Technology
PA	Per annum
PDRI	Plan, Do, Review and Improve
PM	Particulate matter
PPA	Power purchase agreement
PSA	Production Sharing Agreement
PT5-C	Exploration area
PTL	Power-to-liquids
PtX	Power-to-X
PV	Photovoltaic
RCF	Revolving credit facility
RCR	Recordable case rate
RE	Renewable energy
RED	Renewable energy directive
Rm	Rand millions
ROIC	Return on invested capital
ROMPCO	Republic of Mozambique Pipeline Investment Company (Pty) Ltd
RP	Response Plan
rTSR	Relative total shareholder return
SAF	Sustainable aviation fuel
SAPREF	South African Petroleum Refineries
SARs	Share Appreciation Rights scheme
SARS	South African Revenue Services
Sasol 2.0	Group-wide transformation programme
SDG/s	Sustainable Development Goal/s
SEC	Securities and Exchange Commission
SHE	Safety, health and environment
SO	Secunda Operations
SO_2	Sulphur dioxide
SSEC	Safety Social and Ethics Committee
STEM	Science, Technology, Engineering and Mathematics
STI/s	Short-term incentive/s
TCFD	Task Force on Climate-related Financial Disclosures
t/cm/s	Tons per continuous miner per shift
TGP	Total guaranteed package
TSR	Total shareholder return
TTR	Total Target Remuneration
US	United States of America
US$/ton	US Dollar per ton
UN	United Nations
UN SDG/s	United Nations Sustainable Development Goal/s
VAT	Value added tax
WACC	Weighted average cost of capital
ZAR	South African Rand

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