



SASOL



SASOL IN SOCIETY REPORT 2022

Responding to the needs of our communities

www.sasol.com



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There is
no power
for change
greater than
a community
discovering
what it cares
about.

”



01 | SCOPE AND OVERVIEW OF SASOL IN SOCIETY



Scope and boundary of this report

We adopt an integrated approach to report on the activities outlined in the social value report in order to better inform our investors and stakeholders of the most relevant issues that affect the long-term success of our business, and of our impact on the economy, environment, our people and the communities in which we operate.

In this report, we reflect on Sasol's drive to embed social value deeper into our business strategy and how that is experienced and seen by our communities and other key stakeholders.

This 'Sasol in Society report' for the period 1 July 2021 to 30 June 2022 covers the activities of all Sasol's business units (BUs). This includes regional operating hubs, international operations and the corporate centre.

In this report, we reflect on our drive to incorporate sustainability deeper into our social investment approach while focusing on issues that are important to our key stakeholders.

While this report may be of interest to all our stakeholders, it is primarily aimed at addressing issues of interest to stakeholders with regards to our social investment activities in our fenceline communities. Our archived Sasol in Society reports can all be found at www.sasol.com.

Through our Sasol in Society reporting, we seek to facilitate inclusive and meaningful dialogue and feedback from our stakeholders who have been our partners in development for the past year.

We engage regularly with a broad stakeholder base on issues of significant interest and impact, including our performance, decisions and activities in relation to environmental, social and governance (ESG) issues.

Through our social impact initiatives, we also aim to address various sustainable development goals (SDG).

This report is aligned with other Sasol publications such as the Integrated Report and the Sustainability Report for the year.



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In this report, we reflect on Sasol's drive to embed Social value deeper into our business strategy and how that is experienced and seen by our communities and other key stakeholders.

”



Sasol message

Our intent to be a force for social good is unequivocal and demonstrated in the many ways we positively impact and support our communities in the regions where we operate.

Our intent finds expression in our company's Future Sasol strategy, which is aligned to the triple bottom-line outcomes of People, Planet and Profit, while our Purpose – Innovating for a better world – brings focus to our work to be a catalyst for positive socio-economic change, driving shared value creation.

This past year we continued to deliver our programmes in partnership with government, civil society and other partners to ensure our programmes remain relevant, as well as aligned to the **UN SDGs, national, regional and local requirements** in our operating geographies, and Sasol's social impact and shared value objectives.

Through our work, we remain sensitive to varying national agendas, priorities and community needs. Hence, we adopt collaborative ways to co-create solutions to positively impact society in our strategic focus areas of education; skills and entrepreneurship; access to work opportunities and economic participation; health and environment; and community development.

Working collaboratively with our partners, we once again sought to implement innovative solutions that better the lives of our communities by:



Improving the quality of education outcomes from early childhood to postgraduate level.

Through our access to education programmes, our continued contribution to the promotion of the Fourth Industrial Revolution (4IR) in schools, both in South Africa and in North America, has enabled learners to engage with the future world of work. In South Africa, we are supporting the introduction of 4IR skills in basic education by contributing to the co-development of the coding and robotics curriculum which will be implemented in all public schools. **About 200 primary schools from Grade R to Grade 3 and Grade 7 were part of the pilot which was rolled out in 2021.** It included training of over 200 teachers and subject advisors from all nine provinces. In North America, 120 learners successfully completed robotics tests to compete in the national championships through our programmes. More highlights and information on our education programmes can be found on pages 32 to 41.



Contributing to the development of thriving communities enabled through quality healthcare care and service infrastructure.

We continued our support to the South African national and provincial Departments of Health through the handover of four essential mobile vaccination clinics and refrigeration and cold storage equipment to support the **rollout of government's COVID-19 vaccination programme**. We also donated fire engines and built a clinic in Parys in the Free State and upgraded the electrical ring of a substation in Embalenhle in Secunda to assist in addressing electricity shortages in the area. In Mozambique, eight water systems and 74 boreholes were maintained and upgraded to mitigate water shortages in our communities. More details can be found on pages 62 to 75.



Enabling access to critical workplace skills development through our Bridge to Work programme.

Through Bridge-to-Work, we invested over R10 million in Iphepe (feed yourself/ be self-sufficient), a farmer development programme in South Africa. In collaboration with our partners, Sasol funded the **training of 99 young local emerging and subsistence farmers** from Gert Sibande municipality in Mpumalanga to gain technical, financial and business skills in farm business management, vegetable, animal and poultry production. On completion of their training, these emerging farmers will be mentored and assisted to set up farming enterprises. In Mozambique, we **trained over 461 youth in various artisan skills**, most of whom are absorbed in our operations as artisans, while others are made available to the industry. More highlights on our programmes are on pages 42 to 47.



Creating economic inclusion opportunities into our business value chain by strengthening small businesses through our supply chain participation and business capability development and funding.

Through our local content and economic transformation strategy, we support the development of small businesses to participate in Sasol's value chain and contribute meaningfully to the economy. We also offer funding and grants in South Africa and Mozambique to small and medium enterprises (SMEs). **In South Africa, the Siyakha Fund loan book balance closed at R639,5 million at year end.** In this financial year, we funded 100% new businesses from our fenceline communities and also gave support grants to 14 SMEs in Secunda, Sasolburg, Ekandustria and Sandton. Around 110 Mozambique-owned companies participated in our ESD programme and **more than US\$550 000 in loans were granted under the Mozambique SMME fund in a 12-month period.** The value of the fund was increased to US\$750 000 in 2022 to expand its reach. The main benefitting sectors of the fund are the goods and services Sector (36%), the construction sector (30%) and the tourism and restaurant sector (22%). We also supported SMEs in various other sectors. To read more about our contributions, see pages 48 to 61.



Safeguarding environmental stewardship through our awareness and education programmes.

Our community environment programmes reached 12 000 households in Secunda and about 23 000 learners in both Sasolburg and Secunda. We also **planted around 10 000 Spekboom trees in these two towns to date**. In North America, the Sam Houston Jones State Park in Lake Charles lost 90% of its trees because of Hurricane Laura in 2020. Sasol funded the purchasing of native trees to aid replanting efforts for the park. As part of the city of Lake Charles' ReTreeLC programme, Sasol funded new master plans for both Tuten and Riverside parks. The plans prioritise green infrastructure, which uses plants, soils and natural processes to manage stormwater. For more on these initiatives, go to pages 66 to 75.



Creating platforms for social inclusion and women's empowerment in the workplace and society through brand sponsorships.

Over the past 13 years our contribution to women's development in sport has yielded positive results as evidenced by the growth of the Sasol Women's League where some 3600 football players, representing 144 teams, compete in regular competitive football. The league plays an integral role in the growth and development of women's football, as it serves as a talent pipeline for the national women's teams. Sasol's staunch support further **contributed to Banyana Banyana being crowned as champions at the 2022 Women African Cup of Nations**, while simultaneously qualifying for their second FIFA Women's World Cup to be held in 2023 in Australia and New Zealand. Read more on this story on page 76.



Enabling sustainable connections between Sasol employees, civil society and non-profit organisations who support our communities through Sasol for Good.

Through **Sasol for Good**, our flagship employee volunteering and giving programme, we rallied our employees to support communities affected by global natural disasters and social unrest in South Africa by contributing either time, money or skills. **As part of our COVID-19 support, we donated a further 40 700 litres of sanitisers to various stakeholders** bringing total sanitiser donations since 2020 to about two million litres in Southern Africa. In North America over 600 Sasol employees participated in volunteer events donating some 400 learning resources to schools and raising about US\$60 000 through the Community Week initiative. In Eurasia, **we donated €200 000 to the Red Cross for the Russia/Ukraine conflict to support the growing humanitarian crisis**. For more on these initiatives, go to pages 71 to 75.



Identifying programmes and partnering to co-develop systems and response (impact) levers to abate potential socio-economic impacts from changes in our business strategy and decarbonisation plans.

In 2021, Sasol's Centre for Shared Value Management (CSVM) **launched an entrepreneur development programme, known as Ntsika**, to assist employees impacted by workforce transition to pursue potential entrepreneurship opportunities. To date, **25 business start ups were created** which in turn led to the creation of 60 jobs, both permanent and temporary. These start-ups span 12 different industry sectors, with professional services featuring strongest, followed by the education and agriculture sectors. More on the CSVM can be read on pages 14 to 15.

Our social impact programmes are a testament to the commitment, integrity and passion of the Sasol team and our partners. These attributes have led to increased stability in our programmes amidst a volatile macroeconomic climate in recent years.

Our constrained balance sheet limited our financial flexibility somewhat, and was further impacted by the pandemic, social unrest, significant adverse weather events in our key operating regions, and the ongoing conflict in Ukraine. These significant challenges tested our resilience, while at the same time highlighted our resourcefulness and ability to innovate. We are grateful for the support of our beneficiaries, partners and stakeholders, who have ensured we continue to succeed and thrive in a volatile, uncertain, complex and ambiguous social landscape.

With decarbonisation central to Future Sasol, we are preparing for a low carbon future by investing in the development of science and engineering skills, as well as undertaking research on the green economy. To this end, we have refined our partnership with the National Research Foundation, adding research in green hydrogen to existing chemical and environmental engineering grants. Aligned to our decarbonisation journey, we are also consulting all affected stakeholders as input to finalising our just transition plans.

Looking ahead, we will further solidify our efforts as we continue to co-create solutions that enable positive impacts, particularly for the most vulnerable and marginalised groups in our communities and broader society.

Sincerely,

Charlotte Mokoena

Executive Vice President:
Human Resources and
Stakeholder Relations



Global overview of Sasol

About Sasol

Sasol is a global chemicals and energy company. **We harness our knowledge and expertise to integrate sophisticated technologies and processes into world-scale operating facilities.**

We strive to safely and sustainably source, produce and market a range of high-quality products globally.

Our Purpose

Innovating for a better world

➤ Future Sasol

We are resetting, transitioning, and reinventing Sasol to decarbonise and commit to achieving our Net Zero* 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.

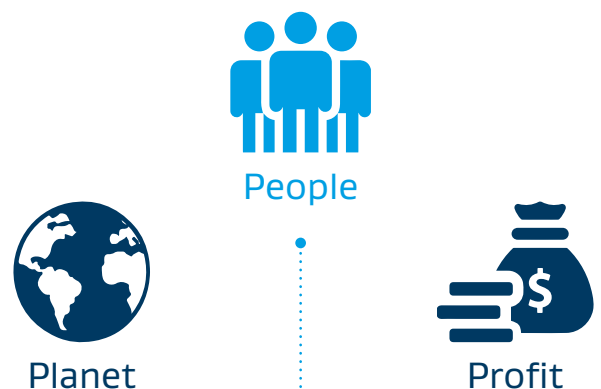
* Net Zero for Sasol is to significantly reduce emissions to the point where only hard-to-abate emissions remain or are zero. Any residual emissions will be neutralised using carbon dioxide removal offsets.

Delivering with Purpose Future Sasol

Our Purpose and strategy guide us in our work to reduce our GHG by 30% by 2030 and reach our 2050 Net Zero ambition while growing shared value.

Our 2022 suite of annual reports reflects the clear actions taken to deliver progress as well as the plans and prospects ahead.

As we journey to becoming more sustainable, we continue to focus on contributing to the sustainable development goals and fulfilling our commitments to the Ten Principles of the United Nations Global Compact. Ensuring full integration across the Group, from an execution and reporting perspective, will enable value creation for all our stakeholders.



Future Sasol

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

Our prioritised sustainable development goals (SDGs)

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 reproduction.

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

Resilience in a low-carbon future



SDG 13: Climate action.

Accelerating our transformational changes through partnerships, technology and innovation.

Growing shared value



SDG 17: Partnerships for the goals.

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

Our values

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 approach to social value

Our promise to society

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



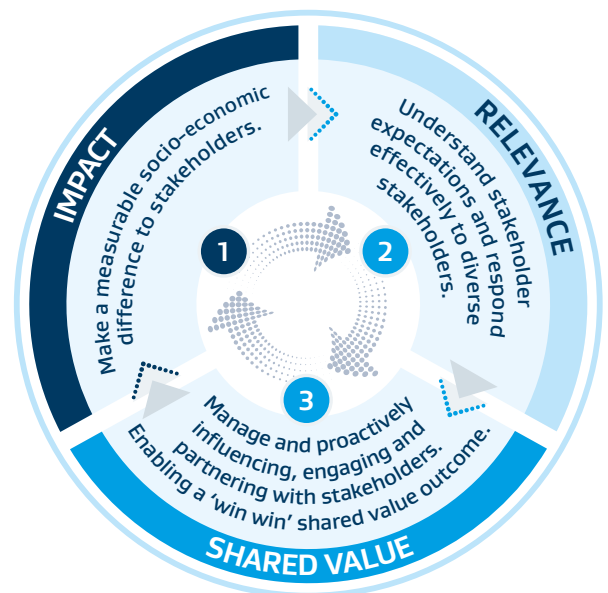
Impactful change: our execution intent

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

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



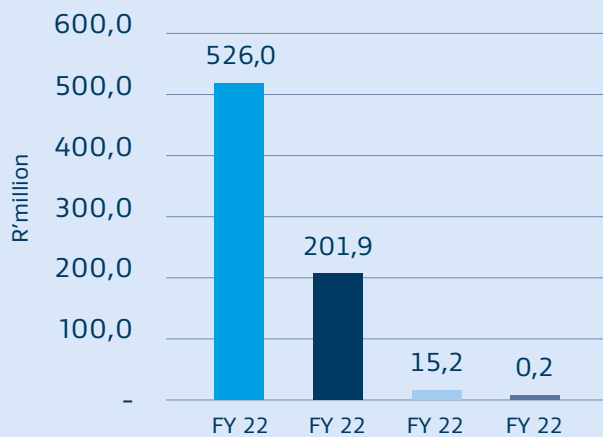
At Sasol, we work to create a positive and measurable socio-economic impact, responding to key societal challenges in our operational geographies and fenceline communities.



What we are doing:

- 01** **Improving the quality of education outcomes** for our learners, from early childhood development to entrepreneurship and employment and investing in the research and development in the county.
- 02** **Investing in community health and wellness** to ensure improved quality of life and to reduce the inequality gap caused by a lack of access to health.
- 03** **Building resilient community infrastructure** to improve the health, sanitation, electricity and roads for our fenceline communities through our community development programmes.
- 04** **Creating awareness and understanding of the impact communities have on the environment** and improvement of the quality of life and health of communities, by reducing environmental risks through waste and water management, and environmental stewardship programmes.
- 05** **Creating sustainable connections between Sasol employees, civil society and non-profit organisations** who do good in our communities through our Sasol for Good programme, including voluntary payroll donations, once-off donations and disaster relief contributions.
- 06** **Increasing the pool and quality of relevant skills** to bridge the education gap for our fenceline community beneficiaries, in order to increase employability for our beneficiaries with particular focus on youth and women. Enabling economic inclusion opportunities for small businesses to contribute to the economic growth in our operating geographies through our economic transformation and local content, which promotes small business development and preferential procurement programmes. Improving the quality of life of our communities through better access to quality health systems and community service infrastructure.

Social investment spend by region in 2022 (R'million)



- South Africa
- Mozambique
- North America
- Qatar

Total social investment spend **R743,3 million**

Social investment spend by focus area in 2022

(R'million)

Quality education	Bridge to Work skills	Community service health & infrastructure	Development sponsorships	Economic transformation and local content	Environment & biodiversity	Sasol for Good
R186,4 m	R242,8 m	R152,6 m	R31,6 m	R65,7 m	R38,6 m	R25,6 m


SASOL Cares

Ntsika Programme

Our approach to shared value

Our approach

Shared value is an enabler of our Purpose and strategy and brings to life “Innovating for a Better World”. In this context, the Sasol’s Centre for Shared Value Management (CSVM) was established as an execution vehicle to realise our shared-value aspirations.

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

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

What we are doing:

01

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







02

The Ntsika entrepreneur development programme was launched in 2021 to support those South Africa-based employees impacted by Sasol 2.0. This programme has since been concluded in 2022 with the rollout of the remaining four phases of the programme resulting in 25 business start-ups being created, which in turn has led to the creation of 60 jobs (permanent and temporary). These start-ups span 14 different industry sectors, with professional services featuring strongest, followed by the education and agriculture sectors. With the changing energy landscape in South Africa, Ntsika is reflective of Sasol’s commitment to achieving a just transition that enables inclusive growth and job creation with the intention that no one is left behind.

03

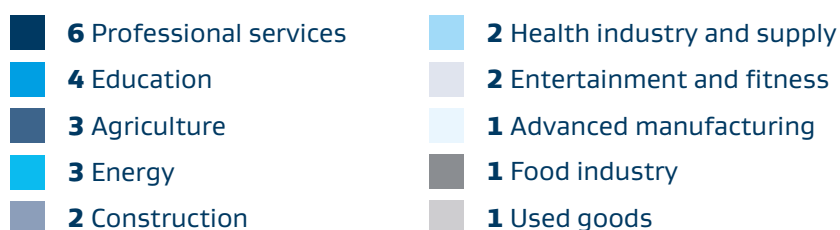
Fostering a Just Transition requires long-term, ambitious interventions with collaboration at multiple levels. In this regard, the CSVM has established a partnership with The Impact Catalyst as it is a transparent, efficient and effective platform that will enable collaboration on Just Transition initiatives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

Ntsika programme overview

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



Industry sector of start-ups



Our social investment governance framework

Operational structure

Group Executive Committee



Brad Griffith
Executive Vice President:
Chemical Business

Social impact
(America)



Priscillah Mabelane
Executive Vice President:
Energy Business

Social impact
(Mozambique, Qatar)



Charlotte Mokoena
Executive Vice President:
Human Resources and
Stakeholder Relations

Social impact
(South Africa)



Sasol Foundation Trust

South African Trust with external Board of Trustees responsible for strategic programmes and budget for Education Programmes.

Sasol Siyakha

South African Trust for small business loan funding. Regional entities may set up equivalent entities.

“
Catalysing
positive
change in
education.
”



Our approach to social value

Our philosophy

A catalyst for positive social investment and change in society.

Our goal

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

Our social investment approach

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

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

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



Our focus areas

How Sasol focus areas align with the SGD's.

Quality education



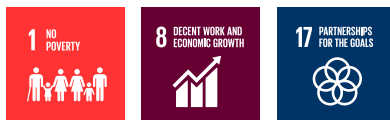
- Early childhood education
- STEM in school education
- Technical education
- Tertiary education

Community environment



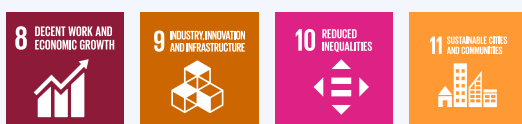
- Community awareness and education
- Community waste management education

Bridge to work skills programmes



- Access to work and portable skills
- Technical and Vocational Education and Training (TVET) to work transition programme which includes
- Training of unemployed aligned with economic activity
- Small business development
- Small business support

Economic transformation and local content



- Enterprise and Supplier Development
- Siyakha Fund

Community health and service infrastructure



- Quality community healthcare
- Resilient local service infrastructure

Sasol for Good



- Skilled volunteering, employee giving
- NGO capacity building
- Community support and philanthropy
- Community development

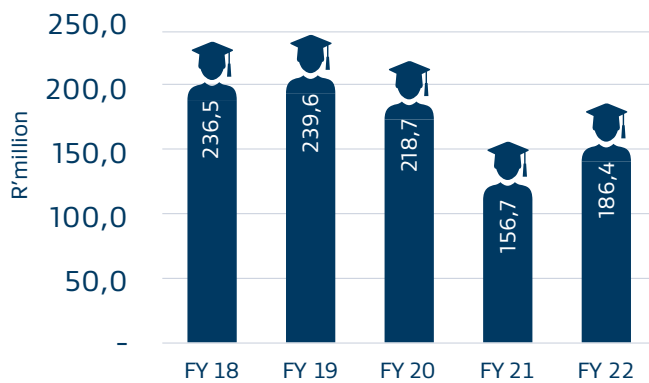
Development sponsorships



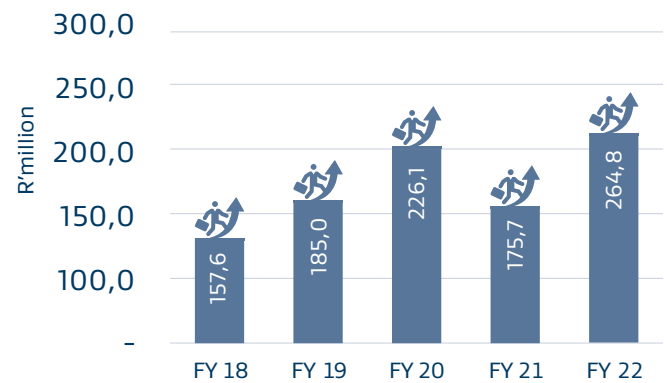
- Women sports development
- Sasol Bird Book
- Wheelchair Basketball
- Sasol New Signatures
- Solar Challenge

Our spend over the past five years

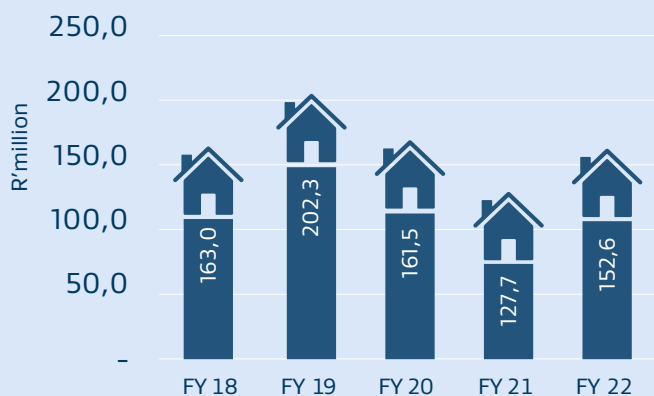
Quality education



Bridge to Work Skills



Community health and service infrastructure



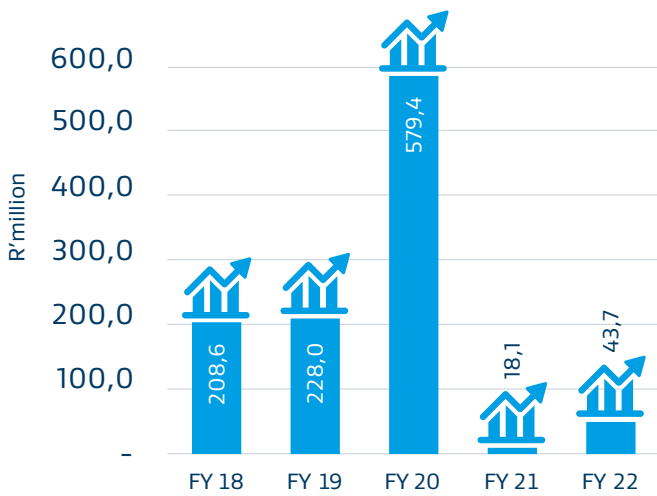
“
Failure is success
in progress!
- Albert Einstein
”



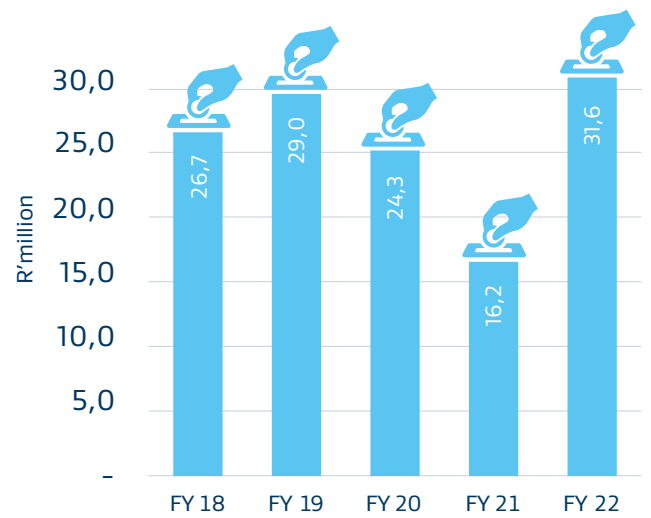
Success is peace of mind, which is a direct result of self-satisfaction in knowing you made the effort to become the best of which you are capable.



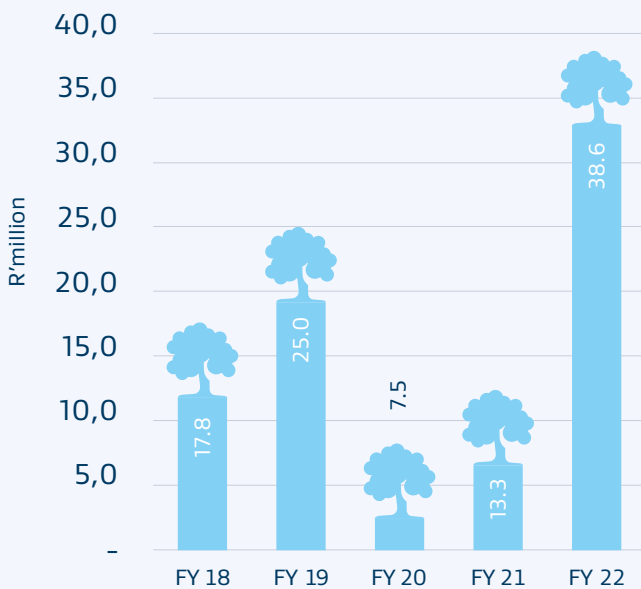
Economic transformation and local content



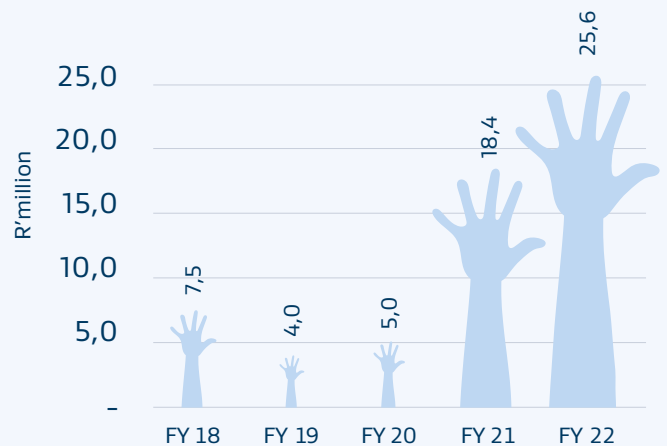
Development sponsorships



Community environment



Sasol for Good



Our global footprint and FY22 spend

We prioritise social investment in areas close to our operations impacting fenceline communities where the socio-economic needs are the greatest.



North America, United States

Fenceline communities:

Westlake and Mossville - Louisiana

Spend

R15,2 million

Key performance area	Spend by geography and focus area
Spend by region	<ul style="list-style-type: none"> - South Africa R526,0 million - Mozambique R201,9 million - North America R15,2 million - Qatar R200 thousand
Spend by focus area	<ul style="list-style-type: none"> - Quality education R186,4 million - Bridge to Work Skills R242,8 million - Community service and health infrastructure R152,6 million - Development sponsorships R31,6 million - Economic transformation and local content R65,7 million - Environment and biodiversity R38,6 million - Sasol for Good R25,6 million
Preferential procurement spend	<ul style="list-style-type: none"> - Spend with 51% black-owned businesses R33,6 billion



Mozambique

Fenceline communities:

Inhassoro
Govuro and Vilankulo -
Inhambane Province

Spend

R201,9
million



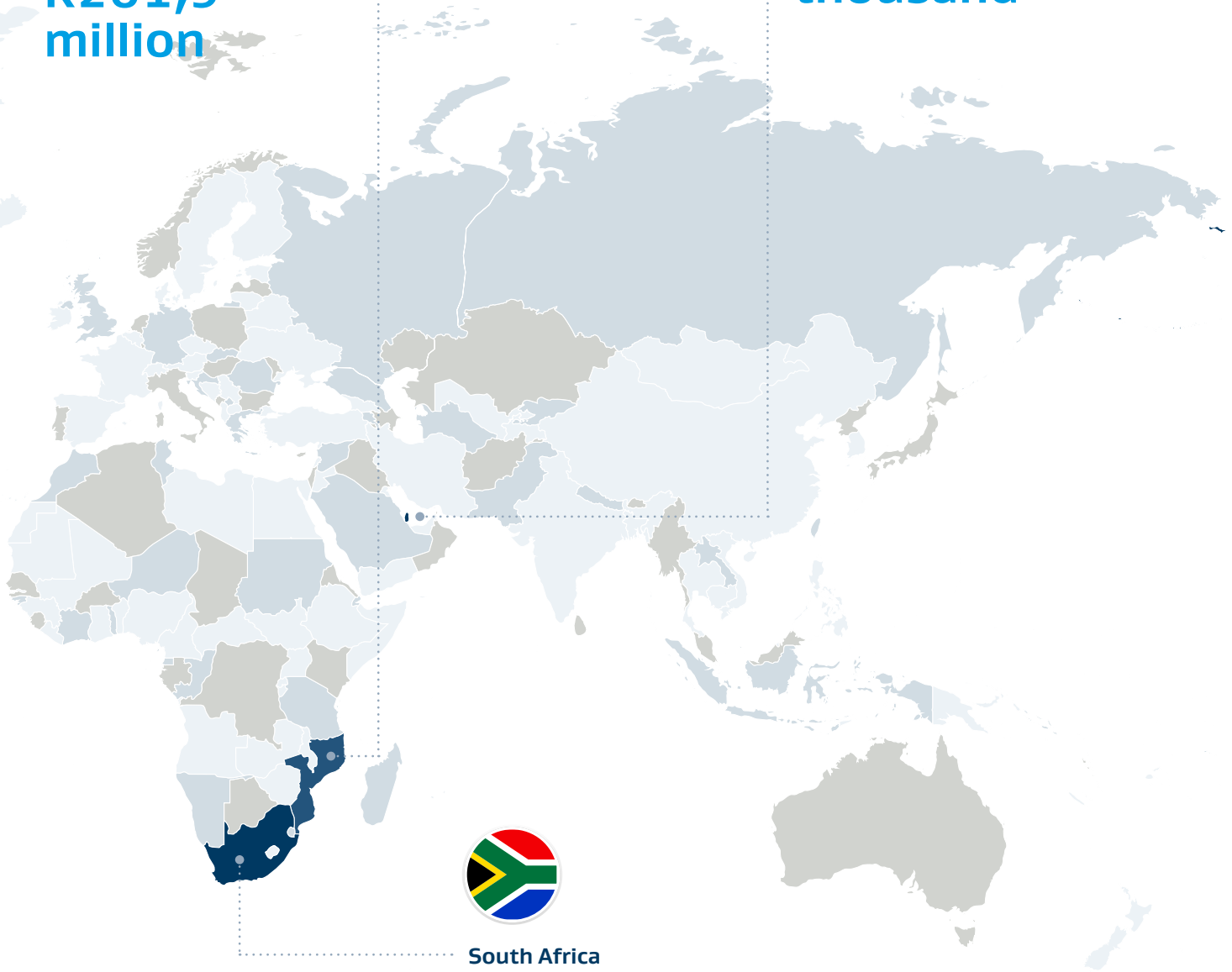
Qatar

National communities:

Qatar

Spend

R200
thousand



South Africa

Fenceline communities:

Sasolburg – Free State Province
Secunda – Mpumalanga Province
Ekandustria – Gauteng Province
Meriting – North West Province
Merewent and Umlazi – KwaZulu-Natal Province

Spend

R526
million

Our stakeholders are partners in delivering social value

We have a wide range of stakeholders that we impact as a result of our contribution to economic activity and value addition to society by means of our product offerings and our social investments. We aim to create shared value and have robust engagements, both in providing feedback on our initiatives, as well as listening to our stakeholders' feedback and expectations.

Our position regarding our key stakeholders, in our fenceline communities and wider society, is clear: we aim to be transparent, deliver on expectations and co-develop solutions. We play an important role in contributing to the needs of the society in general, and fenceline community in particular.

In order to create value, we work with a broad range of stakeholders in our regional areas and fenceline communities ranging from government, youth groups, civil society, business, academia, women, amongst others; that we impact and, who in turn, impact us. Given this interdependence in making decisions, we are mindful of their expectations. We recognise that trust is a key element of stakeholder relations, so we seek to build this through open dialogue. We endeavour to meet our commitments by being responsive and solutions-focused. We identify, assess and monitor stakeholders' expectations together with significant issues that could have a bearing on our operations and strategy, and track and provide regular feedback on our commitments and the issues that stakeholders raise. Partnerships are key to delivering societal value in all our geographies. These are our key stakeholders:




Our partnership model facilitates the achievement of our strategic objectives, enhances our reputation and brand and improves resource efficiencies.

We aspire to be a credible stakeholder partner that contributes to sustainable shared value in our host countries, particularly in communities closest to our fenceline.






Some of our key engagements over the past year

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 North America	Local government and communities	Mitigating impact of environmental dilapidation	Ongoing	Sasol, in collaboration with the City of Lake Charles and the Community Foundation of Southwest Louisiana, identified two local parks to protect as part of the City of Lake Charles' Partners in Parks programme to preserve the network of local parks in Lake Charles.
	Education	Scholarship support	Ongoing	Sasol partnered with the Southwest Louisiana community to establish a scholarship programme that provides financial support for tuition, training costs, support services and technical support for the unemployed and under-employed residents of Southwest Louisiana.

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 Mozambique	Government and communities	Local development commitments across infrastructure, education, skills development, employment and access to supply chain	Ongoing	Progress on the Local Development Agreements (LDA) have ensured households have access to quality drinking water; schools and health facilities have access to modern water and sanitation facilities through the partnership with SNV Netherlands Development Organisation.
		Urban planning	Ongoing	We have embarked on a territorial/urban planning project to assist Govuro District with community demarcation plans as part of local development agreements. After the approval of the land maps by the provincial authorities, two contractors have already been mobilised to implement the project on five of the nine communities in phase 1.

Region	Stakeholder	Nature of engagement	Frequency	Action and response	
 South Africa National	Sasolburg and Ekandustria Operations, South Africa	Youth forums	Monthly and quarterly	Enabled local youth to qualify as artisans in various disciplines such as mechanical fitting, welding, rigging, plumbing, motor mechanics, electrical work and instrumentation and placed them for work integrated learning (WIL) at Sasol, six local businesses and the Metsimaholo Local Municipality.	
		Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Supported Metsimaholo local municipality (MLM) in implementing Water Demand Management Programmes in the water and sanitation department to reduce water losses to the municipality.
		STEM education in the community	Annually	Assisted the Department of Education with training and resources in the Fezile Dabi District, through the Sasol Boitjhorisong Resource Centre (BRC).	

Region		Stakeholder	Nature of engagement	Frequency	Action and response
South Africa continued	Sasol Secunda Regional Operations and Mining	Youth forums	Employability support services for youth	Ongoing	Sasol in collaboration with the Provincial Department of Social Development established youth development centres. These centres render the following services to youth in our fenceline communities. One-on-one Career Guidance Internet access for information on bursaries, vacancies, learnerships, internships, etc. Typing documents SERVICES: (CVs, business plans, application letters, etc.) Linking youth to existing opportunities PROGRAMMES Career Guidance Workshops Life Skills Workshops (including substance abuse) Entrepreneurship Workshops Basic Computer Literacy Training.
		Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Assisted the Govan Mbeki Municipality with the construction upgrade of the sewer system. This eliminated the potential risk of sewage polluting the environment and negatively affecting the quality of community lives.
		Non-profit sector	Capacity Building	Annually	Assisted in capacity-building workshops for local Non-Profit Organisations (NPO) to improve organisational effectiveness, governance and organisational capability.
		Local government and communities	Access to clean water and adherence to COVID-19 protocols	Annually	Provision of 13 5000-litre water tanks and 650 litres of sanitisers to the Govan Mbeki Municipal area Traditional Authorities.
			Access to social economic facilities	Annually	Constructed a pedestrian bridge in the community of Mbizana, Eastern Cape, to connect the community members to education facilities, health and economic activities.

Region	Stakeholder	Nature of engagement	Frequency	Action and response
 South Africa National	Department of Energy	STEM education in the community	Ongoing	Bursaries allocated, as part of learners focus week, to promote skills development and career guidance in STEM related subjects within the energy sector in partnership with the National Department of Energy.
	Technical Vocational Education and Training Colleges (TVET)	Support to TVET Colleges	Ongoing	Sasol partnered with Boston Consulting Group, Black Business Council, and other industry partners on a concept to establish an E-learning platform to enable blended learning for the TVET Colleges.
	Department of Basic Education	Digital transformation and access provision as a COVID-19 response	Ongoing	<ul style="list-style-type: none"> Online training of teachers and subject advisors for the roll-out of coding and robotics curriculum. Migration of STEM digital content from YouTube to the zero-rated Department of Basic Education cloud to enable online access.
	National Skills Fund (an entity of the Department of Higher Education and Training)	Partnership for undergraduate bursaries	Ongoing	Exploring a partnership with the National Skills Fund to co-fund undergraduate bursaries.
	Department of Science and Innovation	Capacity Building and skills development	Ongoing	Development and implementation of efficient and effective institutional, national and international research information, energy research, development and innovation (RDI) and skills development systems.
	Department of Health	Mobile clinic operational support	Ongoing	Support with the costs required to deploy the mobile clinic which includes running and maintenance costs.



02 | YEAR IN REVIEW - SOCIAL IMPACT ACROSS OUR OPERATING GEOGRAPHIES



A summary of impact in our operating geographies

In 2022 Sasol invested R743,3 million directly in local communities. A significant amount was spent on preferential procurement in black-owned businesses in South Africa. We are proud of the legacy we have created, and continue to create, in our investments in host countries and the surrounding communities.

Our impact ranges across education, healthcare, infrastructure, volunteerism and access to work skills with our Bridge to Work programme, Brand sponsorships and enabling local content in our supply chains. We prioritise stakeholder concerns regarding economic empowerment and localisation of procurement. We have open and transparent communication regarding community interventions.



South Africa



North America



Mozambique

01



South Africa

- Supported over 180 early childhood development (ECD) centres in the communities in which we operate.
- 200 teachers and subject advisors from 9 provinces trained on 4th Industrial Revolution, 200 primary schools in Grade R, 3 and 7 supported with coding and robotics.



Mozambique

37 students were given bursaries to study oil and gas degrees. The final 12 students completed their studies at the University of Pretoria and UTP Petronas – Malaysia.



North America

120 learners successfully tested into and passed the Project Lead the Way curriculum at a STEM academy in one of Sasol's Partner in Education schools.

Quality Education

02



South Africa

- 99 young local emerging and subsistence farmers from Gert Sibande district municipality, Mpumalanga supported with various skills.
- 210 youth placed in artisan skills programmes in Sasolburg, Free State, with most of them getting employment and others starting their businesses.
- 40 young local emerging and subsistence farmers from Sasolburg and Ekandustria. supported with various skills.



Mozambique

483 youth trained in various artisan skills in Mozambique.



North America

- In partnership with the Louisiana Small Business Development Centre at McNeese, 11 start-up and existing businesses graduated from the incubation.
- Supported the 10th annual SEED Centre Business Incubator Pitch competition that featured 35 businesses and entrepreneurs.

Bridge to Work

03

Community Health and Service Infrastructure

**South Africa**

- Completed the construction of the state-of-the-art clinic in Parys which meets the Department of Health standards for clinics in SA.
- Donation of emergency response vehicles to the Ngwathe municipality.
- Renovation of Buhle Farmer's Academy in Delmas to assist emerging farmers with more conducive accommodation during training.
- Upgrade of electrical ring substation No. 4 in Extension 17 Embalenhle to assist in addressing electricity shortages.
- The 105 refurbished and repaired High Mast Lights are operational and they assist in addressing serious safety and security risks in the Zamdela township.
- The Zamdela Hall was upgraded to full functionality utilising a 100% local black women-owned company.

**Mozambique**

Completion of the Chitsecane Primary School refurbishment and furnishing of the school with 200 school desks. The classrooms will benefit more than 1 200 students.

05

Sasol for Good

**South Africa**

- Through employee pledges and Sasol matching, more than R1,1 million was paid to charities nominated by employees.
- More than R220 000 was raised to support communities affected by the KZN floods.
- Sasol allocated an amount of over R7,5 million to support communities affected by the floods in KZN which included the distribution of 2000 immediate relief packs containing food, water, hygiene goods, blankets and mattresses. Two warm meals per day, for a period of three months supplied to 27 ECD centres affected by the floods.
- 400 educational resources distributed to KZN schools to assist with recovery after the disaster and community unrest.

**North America**

120 Sasol employees participated in five volunteer events, completing 600 hours of service. Our employees in the United States can apply for volunteers' grants when they complete an act of service.



Alone, we can do so little;
together, we can do so much.

- Helen Keller



04

Community Environment Projects

**South Africa**

- 12 000 households in Secunda were reached on education and awareness.
- Approximately 23 000 learners benefited from environment programmes in Sasolburg and Secunda.
- Approximately 10 000 Spekboom trees were planted in Sasolburg and Secunda.

**Mozambique**

8 water systems and 74 boreholes were rehabilitated and upgraded, and 10 new boreholes were built in Mozambique.

**North America**

As part of the city of Lake Charles' ReTreeLC programme, Sasol funded new master plans for both Tuten and Riverside parks. The plans prioritise green infrastructure, which uses plants, soils and natural processes to manage stormwater.

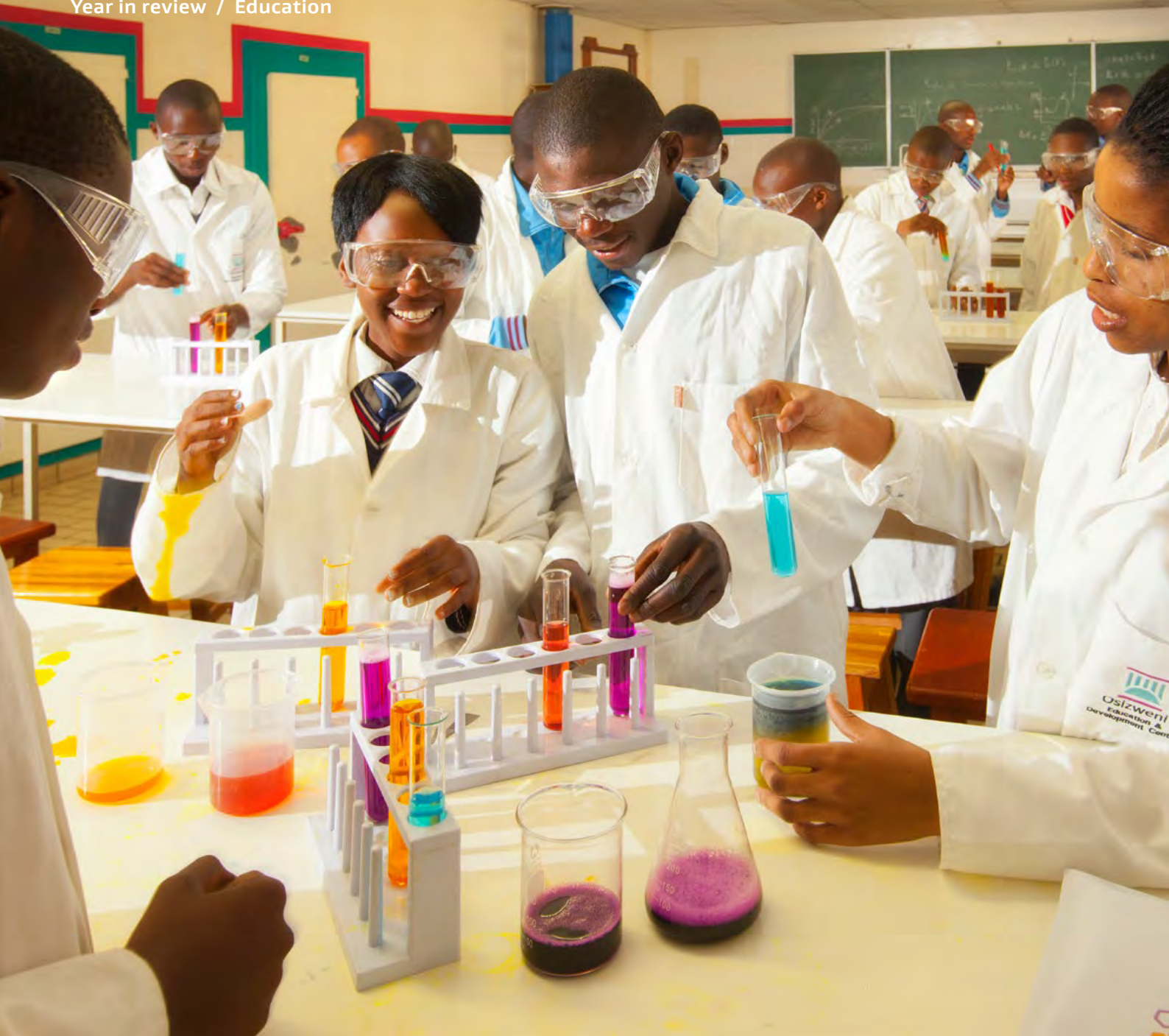
**South Africa**

- Built to Last Webinar Series—957 SMEs participated in the webinar series this year.
- R25,69 million SME development spend.
- R639,5 million Siyakha loan book.
- 25 business start-ups created via Ntsika entrepreneur development programme.

**Mozambique**

- US\$29,4 million local content spend.
- 110 Mozambique-owned companies participated in our ESD programme and more than US\$550 000 loans were granted under our SMME fund in a ~12-month period.

Economic Inclusion & Local Content



Education

Our approach

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

Presently most of the countries in the world are shaped by science and technology. Education therefore remains a strategic investment for sustainable development.

The focus on science, technology, engineering and mathematics (STEM) skills is a critical intervention for innovation and global competitiveness. Our aim is to initiate and support STEM education excellence from Early Childhood Development to employment and entrepreneurship.

Sasol recognises the role of education in reducing poverty by preparing young men and women to participate in the economic growth and development of their countries. We further acknowledge the rapid pace of change in the world of work. Our educational interventions thus focus on building skills that are relevant, by creating strong foundations for STEM education to increase participation at basic education levels and to prepare learners for the future world of work.

Over 900 undergraduate and postgraduate students at various universities received bursaries from Sasol to start or complete their studies in the year 2022. Of those who had already received bursaries, 57 graduated. All the students who received bursaries benefitted from the option to access our psychosocial support programmes if they needed it.

Our tertiary education programmes enable access to degrees and artisan careers that allow young people to lead productive lives and participate in the economy.

“

Sasol recognises the role of education in reducing poverty by preparing young men and women to participate in the economic growth and development of their countries. We further acknowledge the rapid pace of change in the world of work.

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The focus on science, technology, engineering and mathematics (STEM) skills is a critical intervention for innovation and global competitiveness.

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What we are doing

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

1 Early childhood education

To contribute to developing a strong foundation for learning to ensure school readiness and holistic development of children.

2 Supporting the Department of Education to improve STEM in schools

Supporting schools to improve learner outcomes and the quality of teaching.

3 Technical education development

To support the development of technical and vocational skills to address the shortage of critical skills in South Africa.

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

4 Tertiary education

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

We invest in tertiary education to help individuals build the skills that will enable them to participate in the economy, contribute to social development and allow them to be responsible self-reliant citizens. We also support institutions with research and capacity building to advance innovation and improve South Africa's global competitiveness in scientific research.

5 Provide our beneficiaries with access to psychosocial support

To mitigate psychological and social challenges that hinder academic success of the learners we support.





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



Early childhood education and development



South Africa



We supported over **180 early childhood development (ECD) centres** in the communities in which we operate, seeking to improve the quality of programmes for school readiness. We trained and provided on-site support to over 223 practitioners.



94 practitioners were given onsite support through the Osizweni Secunda and Ekandustria toy library visits.



44 ECD managers were trained on ECD management to upskill their management capacity.



All centres in Secunda and Ekandustria can subscribe to and access our toy library. More than **1800 children** benefit from these facilities.



85 practitioners are receiving an accredited course, the national qualification framework level 4 and 5 which will ensure that the practitioners are adequately qualified and confident to facilitate in a classroom.



We supplied **both indoor and outdoor learning resources** for children to ensure that they are sufficiently stimulated and that all facilities are appropriately developed.



Through the establishment of **food gardens and provision of breakfast, approximately 4552 children** at the centres that we support have access to at least one nutritious meal a day.



Early childhood education development

Every child deserves the best start in life. Our support for early childhood development and education seeks to maximise the window of opportunity offered by early moments of a child's life to shape the brain. Over 9000 children benefit from interventions implemented in over 180 ECD centres in the communities closest to our four provinces in South Africa.

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



Case Study

STEM in schools



South Africa

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

Teacher support

- We contributed to the development of the teacher orientation manual and supported the training of the 443 provincial training team members and 2964 teachers in the national task team of the Department of Basic Education.
- To improve technical skills for coding and robotics curriculum, 30 teachers in our TechSeNet programme were trained in boilermaking, fitting and turning, electrical work and welding.
- In Sasolburg, we supported 71 teachers through the Boitjhorisong Resource Centre and the Jumpstart Programme to enhance Mathematics teaching skills in primary schools.

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

- We support the introduction of the 4IR skills in basic education by contributing to the development of the coding and robotics curriculum which will be implemented in all public schools in South Africa. In the 2021 academic year it was piloted in 1000 primary schools in Grade R–8.

Learner support

- The Sasol learner support projects offer extra tuition to more than 6900 learners in Metsimaholo and Govan Mbeki local municipalities. In addition, afternoon, weekends and via holiday camps in Metsimaholo.
- Our mobile laboratories continue to reach the most remote schools and provide learners with access to science experiments that they would otherwise not have access to because of a lack of resources at their schools.
- In support of the Department of Mineral Resources and Energy (DMRE), Sasol hosted over 300 learners from 38 schools across the Sekhukhune district municipality in Glen Cowie, Limpopo. The students benefitted from the Sasol mobile laboratories education and received career guidance booklets.
- DMRE Career Exhibition | took place on 16 March 2022 in the Nkangala District at Tweefontein at Mzimhlophe Secondary School. More than 420 learners attended the Expo.



3407 teachers
and provincial training team.



1000 primary schools
in Grade R–8 supported with
coding and robotics.



3274 learners
trained to compete for
World Skills Championship.



120 learners successfully
tested into and completed Project
Lead The Way curriculum.
North America.

STEM in schools



North America

STEM-focused learning

- The 4th Industrial Revolution has placed pressure on all sectors, especially education, to continuously re-align its relevance to future knowledge requirements. Through STEM education, our aim is to assist learners to study and pursue the curriculum of the future. With our partners in education programmes, we support this drive by energising teacher and student interest in STEM to shape the next generation of leaders.
- In 2022, Sasol supported two events designed specifically to engage middle school girls and educate them on career opportunities in STEM fields. Sasol partnered with Junior Achievement in organising an “All Girls Engineering Day” where 120 eighth grade female students met with Sasol female engineers to understand more about careers in engineering. Sasol also provided volunteers and speakers to host fifth grade girls at Combre-Fondel Elementary for an all-girls STEM exhibition.
- Through Sasol’s financial support of the Project Lead the Way (PLTW) curriculum that is used in the STEM Academy, Combre-Fondel had 120 students successfully test into the Academy and complete all requirements for the PLTW curriculum. Additionally, Combre-Fondel’s robotics team successfully competed in its first national championship in May 2022.

Technical education

Technical education in schools

- Over the years, the Sasol Foundation has played a pivotal role in embedding technical subjects, building teacher capacity and providing the resources required for technical education to succeed in the South African schooling system. The Sasol Foundation supports five technical high schools across the country and has contributed to the increase in performance and the number of learners enrolled for technical subjects in these schools. Over 6000 learners are benefiting from this intervention and 40 teachers receive support and training.
- Our initial five schools will increase progressively through a partnership forged with Kagiso Trust to transform seven ordinary schools to technical schools of excellence. The partner schools will be from three provinces KwaZulu-Natal, Limpopo and Mpumalanga. This year, the project benefits over 1000 learners and 35 teachers of technical subjects.
- We refurbished four technical workshops and provided state-of-the-art equipment and tools to Zinikeleni Secondary School in partnership with Adopt A School Foundation. The school attained a 100% pass rate in technical subjects and introduced a fourth specialisation at the beginning of 2022.

Resources support

- We supported School Skills Competition which involved 3274 learners. Learners competed in Automotive, Construction, Electronics, Plumbing, Power Systems, Welding and Woodwork. The competition prepares a pipeline of learners who will represent South Africa in the World Skills Championship when they come of age (19–23 years old).
- 13 teachers completed the theoretical component for trade test readiness, pending meeting the work-integrated learning requirement.
- 600 Grade 8 and 9 learners received online extra tuition in mathematics and science during the COVID-19 lockdown.



Access to tertiary education



South Africa

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

Technical and Vocational Education and Training (TVET) bursary programme

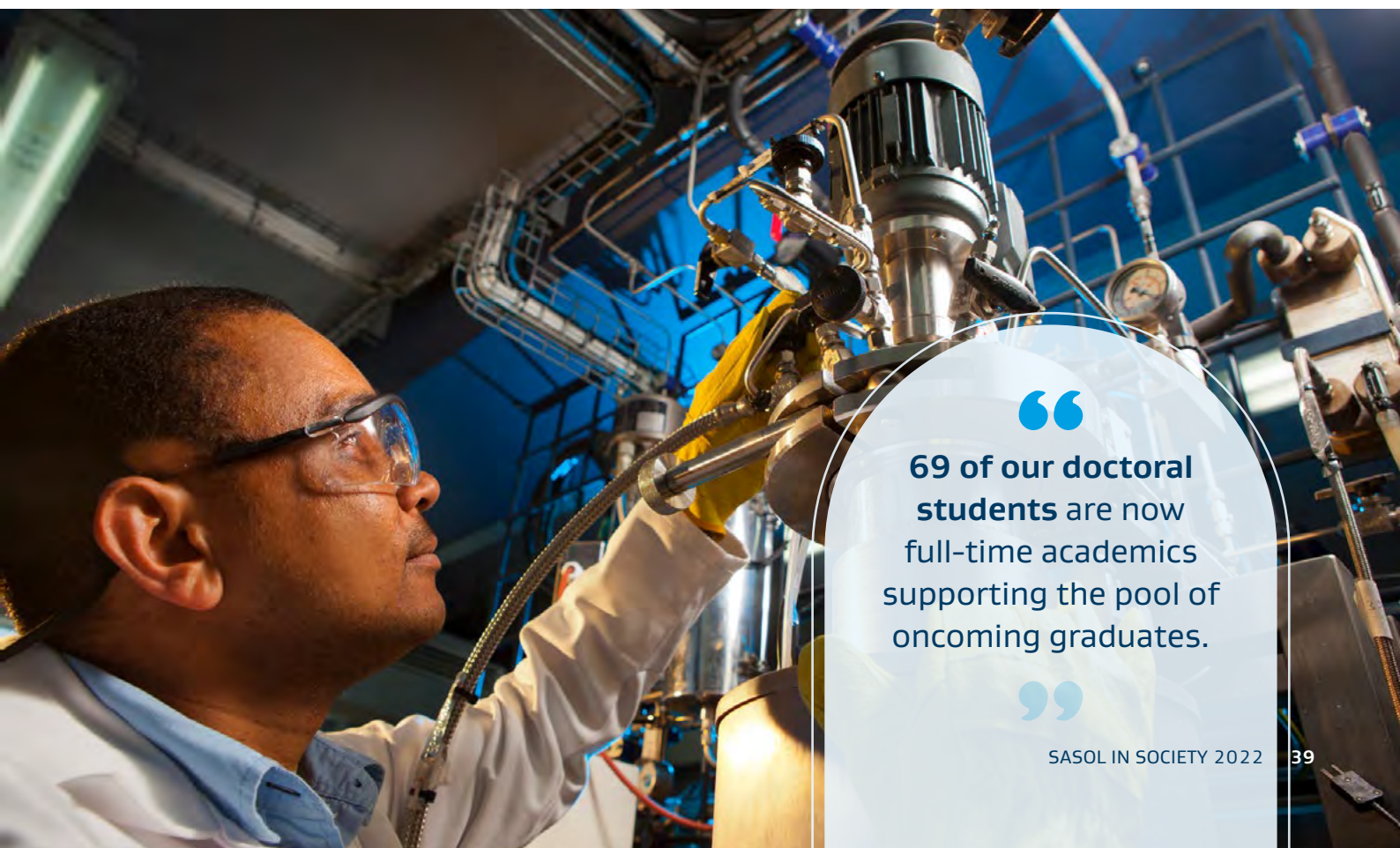
- Sasol is supporting Eskom to build a pool of skilled graduates in STEM from some Eskom power stations in Mpumalanga and Free State provinces, as part of doing business together.
- 32 students are recipients of the Sasol Technical and

Vocational Education and Training (TVET) bursary programme, selected in the 2021/2022 period. A cohort will be selected each year for the next five years.

- The students come from Nkangala, Gert Sibande and Flavius Mareka TVET colleges, studying electrical and chemical engineering. They will be further upskilled with renewable energy courses such as solar and green hydrogen to help address the country's critical skills shortage and contribute to solving the country's energy challenges.

Research support

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



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

”

Access to tertiary education



Mozambique

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



North America

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

Postgraduate science fellowship programme – tertiary

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

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

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

General market research shows that throughput rates from undergraduates to postgraduates are, to a large degree, affected by financial constraints. Another discouraging factor is the perceived "over-qualification" of a doctoral degree, risking unemployment associated to expensive study.

However, with our postgraduate programme these challenges are addressed and a positive experience



has been established. This became especially clear when we saw a 90% transition of our bursars from Honours to MSc, which was a 50% increase from our set target of 40%. Six of our recent doctoral students are now academics in a full-time capacity teaching and supporting upcoming postgraduate students. One of the challenges that the South African university sector is facing is the under-representation of black African researchers and academics, in particular, those who are South African born. The most noteworthy impact of our programme is the development of a new generation of black academics and researchers who are local, thus contributing in transforming the demographics of our universities.

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

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

Dr Thembakazi Mali, Senior Vice President: Research and Technology at Sasol said: "The R&T University Collaboration Programme provides Sasol with a unique opportunity to not only support local academia but also leverage external research efforts to find solutions to the complex technical challenges that must be addressed as part of our climate change response efforts."

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

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

We are proud to report that our bursars produced 69 publications with 40 students having completed their MSc and PhD studies in 2021. This scholarship programme is just one of our initiatives that supports Sasol's Purpose.

Bridge to Work

Access to work skills and support

Our approach to skills development considers the nature, location and scale of our activities in order to ensure that real and lasting value is created.

There is a focused effort to improve the standard of training that will lead to enhanced economic opportunities in our fenceline communities. We have targeted interventions that provide youth with core skills such as technical, vocational and work-readiness training to enable them to be self-sustainable and become positive contributors to local and national economies.



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

”

What we are doing:



Enabling youth employment

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



TVET-to-work skills

Commercialising technical skills to enable sustainable income earning.



Small business development

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



Business skills training

Training of the unemployed aligned to economic activity.



Provision of business starter pack/trade tools

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

Case Study



Investing in skills development in Sasolburg

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

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

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

- electrical;
- boilermaking;
- fitting and turning;
- mechanical fitting;
- motor mechanics;
- rigging;
- plumbing;
- welding; and
- instrumentation.

One of the notable achievements is the partnership with Aurex Constructors and Afrox; the recently constructed welding school at Boitjhorisong Resource Centre offers a modular approach, with participants afforded the opportunity to expand their welding skills. Three students who completed the structural welding module were accepted by Afrox for its advanced welding programme. Since 2020, 54 learners were trained in structural and Argon welding.

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

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



Access to work skills and support - continued

Sasol offers targeted interventions that provide the youth with core skills – such as technical, vocational and work-readiness training – to enable them to support themselves and to become valued contributors to local and national economies. In addition, we prioritise development interventions that are linked to local community value-chain services such as plumbing, electrification and tiling.

In 2021, over 300 young people benefitted from Sasol's skills development programmes globally to assist them with employability and business development skills that would enable them to be self-sufficient and active contributors to the economy.

Skills development plays an important role in creating sustainable livelihoods and driving the growth of both the formal and informal sectors of the economy globally. Without access to quality skills development opportunities the cycle of poverty cannot be broken. However, the Covid-19 pandemic has presented an unprecedented challenge for skills development systems across the world. It forced everyone to

evaluate previous strategies and to create new skills development plans that will be required for the economy in the immediate or near future, as well as how these will be accessed by the youth.

Considering the nature, location and scale of our activities, Sasol recognises its role in contributing to the improvement of labour market prospects for the youth. We understand that to create real and lasting change in tackling rampant unemployment, a focused effort is needed to improve the standards of training and offer programmes that lead to greatly enhanced economic opportunities of young people in our communities.

Our investment in communities contributed to:

- Enabling economic inclusion opportunities for small businesses to participate in the economic growth of their countries
- through economic transformation which promotes small business development and preferential procurement programmes, and
- by increasing the pool and quality of relevant skills in surrounding communities to increase the employability skills of the youth.



Performance

Youth development programme

- In Mpumalanga, Sasol established 11 Youth Development Centres at Nkomazi municipality (Ehlanzeni district municipality) and Emalahleni municipality (Nkangala district municipality).
- Partnered with other stakeholders at the first Mpumalanga Pop Up Market, a platform to improve SMME and Cooperatives growth through the development of competitive local products and services as well as giving them access to local and international markets. Fifty SMMEs received an opportunity to showcase and sell their products.

BtW artisan skills programme

- Sasolburg Operations has supported local youth to qualify as artisans in diverse disciplines consisting of mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians, and instrumentation technicians. Participating local businesses along with Sasol are ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo local municipality and Department of Health. Over 150 youth have completed their trade tests.



South Africa

Iphepe - Sasol farmer development programme

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



Mozambique

Inhassoro training centre:

Sasol had committed to train 460 trainees through the temporary training facility while building the permanent centre. Even with challenges from COVID-19, we have trained 483 trainees.



North America

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



The skilling of emerging farmers

Gert Sibande District in Mpumalanga

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

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

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

In collaboration with the Small Enterprise Development Agency (SEDA) Mpumalanga, we extended our support with our mentorship programme. Skills gaps were identified and addressed through various modules e.g. in bookkeeping and assistance in obtaining access to markets.

In 2021, 99 farmers successfully completed their certification in various farming disciplines. The success of two of our beneficiaries is worth highlighting. Both completed training in vegetable production and farm business management. One in the Pixley ka Seme Municipality (Amersfoort) successfully planted eight hectares of dry beans and one hectare of vegetables after completing training in 2021.

Another, from the Govan Mbeki Municipality (Bethal), whose family was a beneficiary of the government's Land Restitution Programme, is in the final stages of signing up two supermarkets for the supply of fresh produce.

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



Highlights



99

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



210 youth

placed in artisan skills programmes in Sasolburg and over 150 qualified. Free State with most of them getting employment and others starting their businesses.

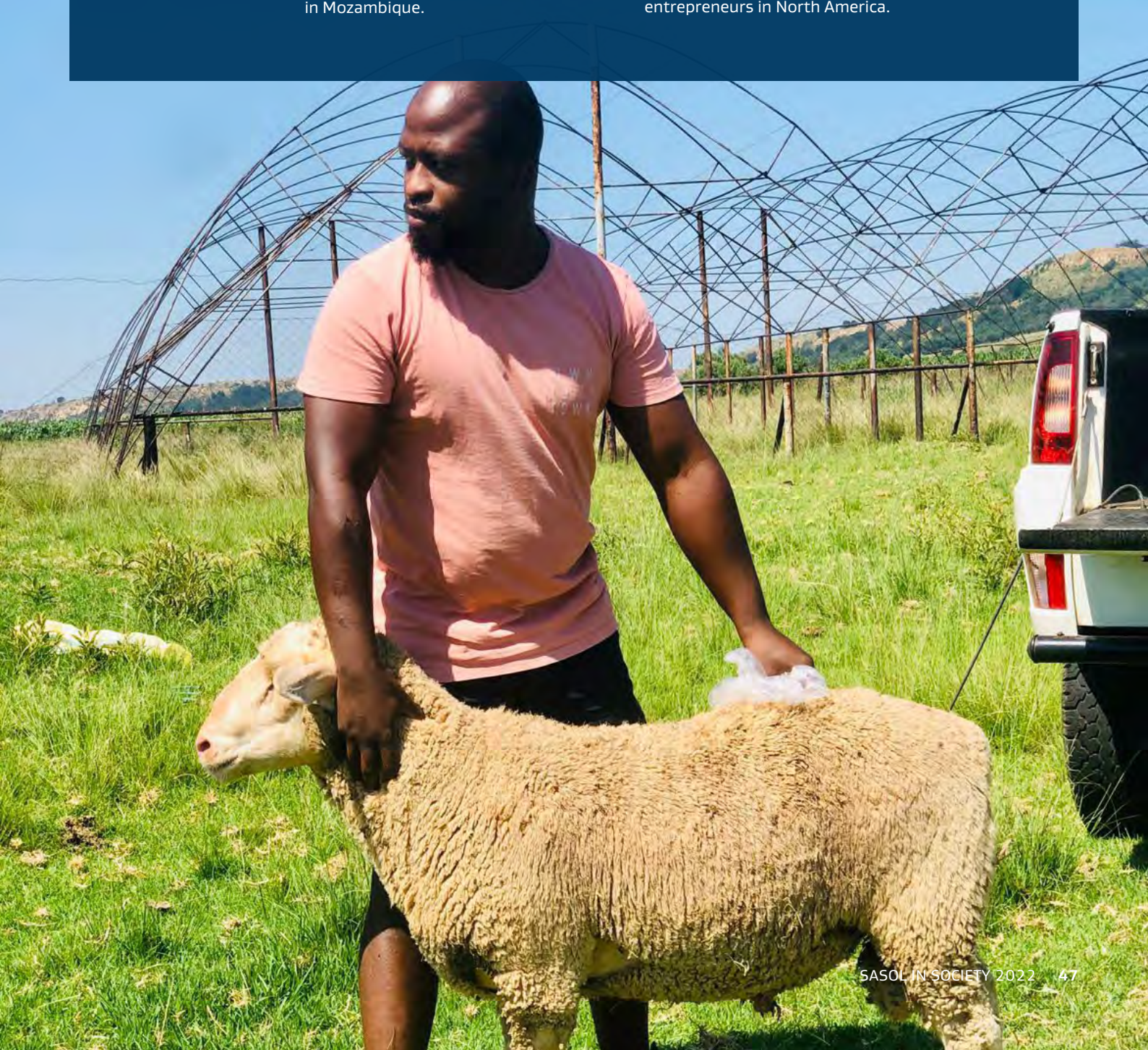


483 youth

trained in various artisan skills in Mozambique.



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



Economic transformation and local content

Supplier and enterprise development

We strive to deliver maximum shared value for our organisation and our stakeholders that is built on robust, mutually beneficial relationships.

This is enhanced by ensuring that we understand, translate and proactively deliver on commitments, on time and at the required quality and price. As part and parcel we continue to drive localisation and economic transformation, centred around our fenceline communities, in particular with exempted micro enterprises and qualifying small enterprises.



“

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

”

What we are doing:



South Africa

With the launch of the Sasol transformation agenda in 2018, we sought to reshape our Enterprise and Supplier Development (ESD) approach.

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

We acknowledge that SMEs have been finding it difficult to access procurement opportunities and participate meaningfully in our supply chain. We introduced and continue to make enhancements to our digital SME access platform, Linkage, to mitigate this challenge and ensure that SMEs have enhanced visibility of available procurement and development opportunities. The platform also makes it simpler and faster for SMEs to be onboarded and integrated into our value chain and supports our goal to foster a

transparent and inclusive relationship with the SMEs we work with. We have hosted Supplier Days across our fenceline regions to create greater visibility of our supply chain processes.

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

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

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

15 female entrepreneurs launched the women in engineering business incubation programme to foster equitable access for women in future STEM opportunities.

Supplier spend reached:

51%
black-owned
businesses

30%
black woman-
owned businesses

Year in review /

Economic transformation and local content



Mozambique

In the almost two decades in which we have operated in Mozambique, we have driven socio-economic development through our investments and operations.

We are committed to further developing and using local Mozambican suppliers and labour and have partnered with the Government of Mozambique to establish a comprehensive local content strategy to support the transformation of the economy.

Our commitment extends well beyond compliance with Mozambican policy and legal requirements. We have established a Small, Medium, Micro Enterprises (SMME) development fund in partnership with BCI, a Mozambican financial institution, to provide low-cost loan funding to qualifying SMMEs. We also set up an ESD programme to provide non-financial, technical support and training based on a needs analysis that enhances the capacity of the SMMEs to become operationally independent and sustainable.

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

Water and sanitation (SNV partnership)

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

Access to economic development, access to electricity

- Economic development is the priority number two of the local development agreements. Sasol entered into a partnership with GIZ (German Development

NGO) to implement an economic development project which includes access to electricity, skills training, entrepreneurship and income generation.

- Entrepreneurship: our sub-contractor finalised the community assessment of potential businesses. Selection criteria were developed and shared with the communities and the selection of beneficiaries is underway. A total of 500 beneficiaries will be selected.
- The access to electricity component has the potential to transform communities because electricity is not only used for lighting but it brings many business opportunities for communities. Sasol in Secunda completed an electrical substation to service Embalenhle Extension 17.

Standalone projects – Govuro urban planning

The Govuro urban plan progressed to its second phase: five communities will benefit from this during 2023. As part of the LDA, Sasol completed the first phase of the urban planning project, which aims to provide the five communities of Pande in the Govuro district with a detailed, consensually produced land usage instrument, which can be a reference for organised land occupation. This will serve as a business attraction and planning tool by government. It will assist investors with

data pertaining to land availability, spatial planning, resource identification and help communities to have critical data required for their needs. This is a critical plan for the development of the area.

Small irrigation systems

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

“

To create a positive economic and social impact in surrounding communities, we followed a consultative approach, engaging communities and getting their input...

”



01 Priority 1

SMME market access

To create market access opportunities through participation in industry events and improving visibility.



South Africa

With the lifting of the lockdown restrictions, we increased support for SME participation in various roadshows and exhibitions in an effort to provide much-needed market access opportunities for our SMEs. We sponsored and supported SME participation in the following events: Annual Smart Procurement World Indaba virtual expo (September 2021); African Petrochemicals Show in Sasolburg and Secunda (October 2021); SEDA SMME pop-up markets in Secunda (November 2021) and Sasolburg (March 2022); and Big-5 Construct Southern Africa 2022 (June 2022).

Other expo participation included the Northern Cape's Mining and Technical Exhibitions (MTE) events in Hotazel and Kathu in September 2021 where the Energy Sales

and Marketing team co-hosted the Sasol stand with Sasol's Enterprise and Supplier Development (ESD) team at both expos. The ESD team used the platform to proactively capture and assess the capabilities of small businesses and introduce Sasol's business aspirations in the region and the potential opportunities that may arise as a result of Sasol extending its footprint to the Northern Cape.

We hosted Supplier Days across our fenceline regions with the primary objective of sharing the prescribed governance and processes for accessing Sasol opportunities with SMEs. The events also served to address queries about using the Linkage platform to register businesses, accessing franchising opportunities and providing insights to help simplify the Sasol Procurement, Funding and Applications and Accreditation processes.



Mozambique

We launched the five-year local content plan in Maxixe, Inhambane to make SMMEs aware of the business opportunities Sasol offers in Mozambique as well as our capacity-building programmes. During roadshows in Govuro, Inhassoro and Vilankulo, we presented business

opportunities, our economic development fund and our workforce development plan. This provided SMMEs with an opportunity to showcase their company profiles, skills and competencies to Sasol.

02

Priority 2

Supply chain capability building

To offer business and technical support aligned with procurement needs, promote economic inclusion and equity for women in business.



South Africa

We kicked off the Women in Engineering Incubation programme in partnership with the female-focused STEM business accelerator, WomHub. This two-year-long in-person and virtual programme seeks to provide leadership development and intensive entrepreneurial support for the growth of women-owned SMEs in the engineering and technology industries.

Various initiatives have been introduced in the Ekandustria region to provide SME development, including support to five SMEs identified to operate a newly established laundry facility.

Five SMEs in the textile and recycling industries have been provided with used Sasol PPE overalls that were due to be discarded. They use these to create new products as part of the Sasol PPE upcycling

pilot programme. The SMEs, selected from Secunda, Sasolburg, Soweto and Ekandustria, have upcycled the used overalls into products such as bucket hats, lunch bags, pencil cases, chair backs and tool bags. As part of the programme, technical support, mentorship and coaching were provided to the SMEs through a clothing manufacturing consultancy. The SMEs are also receiving marketing assistance to enable effective product marketing, as well as assistance in creating an online presence through digital and social media enablement and the implementation of e-commerce sites. This assistance enables the SMEs to lower market access costs, increase their reach and better respond to customer and market demands, facilitating their independence and reducing reliance on Sasol opportunities to sustain growth.



Mozambique

Due to COVID-19 restrictions, we have an online capacity-building programme. The first cycle of the online training has been successfully implemented.

The sessions took place from July 2021 to April 2022 and nine modules were delivered to around 90 companies across the country. Some 156 company representatives were trained. Overall positive feedback has been provided on the quality of training and

applicability of the content.

The Classroom Training and Mentoring programme restarted in April 2022. Twenty companies from Inhambane are attending the first cycle: almost 70% of the registered SMMEs are from Vilankulo; most are in civil construction; and 40% have shares that belong to women.

03

Priority 3

SMME funding - Sasol Siyakha

To broaden the funding options for beneficiaries at different development levels.



South Africa

The 639,5 million Siyakha loan book remains under significant pressure due to lacklustre economic conditions impacting SMEs, with some of the funded SMEs still struggling to meet repayment obligations on their loans. Sasol continues to provide post-investment support and to explore relief measures.

To address the funding challenges experienced by SMEs, we are working on an initiative to expand on the funding solutions offered by Siyakha Trust. This is in the discovery phase and will be launched in the new financial year.

Grant funding continues to be disbursed as a key support mechanism for assisting SMEs with the purchase of equipment, raw materials, systems and accreditation.



Mozambique

The SMME Fund aims to provide qualified local Mozambican-owned companies with a viable business plan and access to affordable funding to deliver on their contractual commitments and grow their business. BCI is the implementing partner responsible for the risk and credit assessment and managing the line since mid-February 2021.

The fund is progressing well. To date, more than US\$550 000 has been disbursed to 18 companies from Inhambane (eight from Vilankulo, two from Inhassoro, three from Inhambane City, three from Maxixe, one from Govuro and one from Zavala). In 2022, the value of the fund was increased to US\$750 000. From a sector point of view, out of the total amount disbursed, 36% went to businesses within the Goods and Services sector, 30% to the Construction sector and 22% to Tourism and Restaurant sector.

Funding solutions for sustainable funding solutions.

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



04

Priority 5

Business support and infrastructure

To offer business support programmes that enhance value for SMEs.



South Africa

After a successful launch of the series in 2021, we hosted the balance of the four chapters in the 'Built to Last' webinar series. This series included presentations from expert contributors from different sectors to engage with SMEs and provide tools and insights to guide small business leaders on the road to recovery.

We rolled out several SME support services, including legal assistance; compliance services to assist SMEs with CIPC requirements; tax registrations; industry-specific compliances and business licensing; safety, health, environment risk and quality; and financial management services to help SMEs with accounting services and funding requirements.



Mozambique

Working from our office in Inhassoro, we offer vocational training through internships and bursary programmes. To support new entrepreneurs, we also provide them with kits with basic start-up tools. After the launch of the ESD programme in April 2022, we rolled out our mentoring sessions in areas including business management, finance, marketing, human resources and SHE.

Built to Last Webinar Series

957 SMEs

participated in the webinar series this year.

05

Priority 5

Business infrastructure

To provide hardware and software access to small businesses.



South Africa

The Secunda Small Business Centre and Sasolburg Business Incubator (SBI) offer hot-desking solutions, meeting rooms, printing/scanner facilities, internet access and other support to qualifying SMEs in the surrounding regions. Access to specialised software such as Auto-CAD and Pallet Design is available across both sites, with specialised equipment for 3D printing also made available at the SBI.

To further our efforts in providing access to infrastructure, we have partnered with Nashua as a programme implementation partner to develop and implement a responsive approach that supports identified small businesses based in Ekandustria to provide internet café services to SMEs in the area. In turn these SMEs will be making internet and business support services available to the community and other SMEs in the region.

Performance



South Africa

- Our preferential procurement expenditure with 51% black-owned suppliers amounted to R33,6 billion.
- The loan book for enterprise and supplier development funding closed at R639,5 million.
- On average, the Small Business Centre in Secunda is used 56 times a week by SMEs for hot-desking facilities.
- Reached 76% of our contracted South Africa-based suppliers with Level 1 and Level 2 B-BBEE ratings.
- 64% of our active South Africa-based suppliers are 51% or more black-owned businesses. Furthermore, 44% of our supplier base are 30% or more black women-owned businesses.



R33,6 billion

Preferential procurement spend with 51% black-owned suppliers



R639,5 million

Siyakha loan book



R25,69 million

SME development spend



Mozambique

- Sasol Petroleum Mozambique Limitada (SPM) is the operator of the Production Sharing Agreement (PSA), which is a licence-holding in the Province of Inhambane, Mozambique. SPM has been actively executing the Field Development Plan (FDP) which describes SPM's intent to optimally develop the light oil and gas resources contained in the Inhassoro, Temane and Pande fields. To enable the objectives contained in the revised FDP, SPM requires the drilling of new PSA development wells and the construction of a new light oil, gas and LPG processing facility and associated surface facilities infrastructure in Temane, Inhambane.
- The Petroleum Production Agreement (PPA) area is where natural gas from the Pande and Temane fields is currently produced and processed in a central processing facility before being transported via an 865-kilometre pipeline to gas markets in Mozambique and South Africa.
- We exceeded the local content targets for PPA operations spend by US\$11,2 million (actual of US\$29,4 million versus a target of US\$18,2 million).
- 110 Mozambique-owned companies participated in our ESD programme and more than US\$550 000 loans were granted under our SMME fund in a ~12-month period.
- PSA contract awards progressed well. Total awards to date are US\$113 million (inclusive of foreign spend), of which 80% is awarded to Mozambique companies (registered and owned).
- Spend with local companies for the MERIC drilling campaign increased compared with spending during the previous campaign.
- Most of our workforce in PPA operations are Mozambicans. 100% of our senior managers and 98% of our highly skilled professionals are Mozambicans.



80% of PSA

contracts awarded to Mozambique companies



US\$29,4 million

local content spend



322

Mozambican employees in operations

Women in engineering business incubation programme



We have partnered with **WomHub** to launch a women in engineering business incubation programme.

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

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

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





New perspective for PPE: Sasol's SME PPE upcycling project

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

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

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



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

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

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

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

- **Chapter 1: Power to Survive** was held in May 2021 and addressed topics aimed at empowering SMEs with survival tools and steps to take to ensure business continuity following devastating business disruptions such as the impact of the COVID-19 pandemic, civil unrest, or unfavourable economic conditions.
- **Chapter 2: Opportunity to Improve** focused on unlocking internal opportunities for improvement and accessing funding to drive growth.

- **Chapter 3: Upgrading and Optimising** covered: mental health for small business leaders and maintaining mental wellness in small workplaces; tools for strengthening internal business infrastructure by exploring the people and compliance matters impacting the successful running of a small business; enabling technologies SMEs should be adopting to increase efficiency and minimise risk; and customer-centricity to help SMEs adapt to ever-changing customer needs.
- **Chapter 4: Forecasting and Thriving** featured topics to prepare SMEs to be forward-looking with a strong focus on future trends and the transition to a low-carbon economy.

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



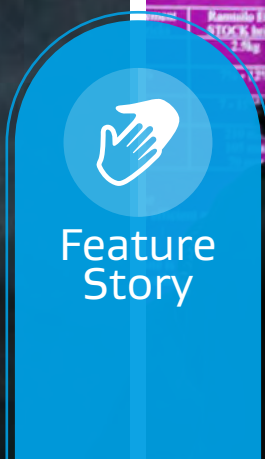
Support for local eco-friendly brick manufacturer

We are providing development support to a 100% black women-owned company that manufactures eco-friendly bricks from recycled plastic waste and sand. The SME was provided with development funding to get the bricks certified and to implement the required systems. This has resulted in the expansion of the company's daily production capacity from 8000 units to more than 60 000.

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

Support provided to Plastic Brick SME:

- Access to business support
- Capital development
- Market access and development
- Business management
- Funding
- Product quality testing and certification with SANAS and the SABS
- Safety training and SHE systems support



Developments on SME digital platform

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

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

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



Feature Story



Community health and service infrastructure

Supporting access to quality community service infrastructure and healthcare systems

We invest in programmes that support and improve systems that sustain our communities.

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

- infrastructure development;
- health and wellness programmes for healthier communities who will be productive and in turn contribute positively to society; and
- disability programmes.





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



What we are doing:

Quality community healthcare

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





South Africa

Community health infrastructure

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

Community service infrastructure

- Construction of the Boiketlong hall as a multipurpose sports centre as well as the establishment of a community resource centre at the hall.
- Upgrade of existing community car washes: seven in Zamdela; two in Deneysville; and one in Oranjeville.
- Construction of a senior citizen resource centre in Zamdela.
- Upgrade of electrical ring substation No. 4 in Extension 17 eMbalenhle to assist in addressing electricity shortages.
- Renovation of Buhle Farmer's Academy in Delmas to assist emerging farmers with more conducive accommodation.





Small-scale projects

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

Cyclone Eloise reconstruction project

- Cognisant of the challenges caused by the passage of cyclones Eloise and Idai, Sasol developed post-cyclone reconstruction and improvement plans in partnership with ForAfrika and the Red Cross.
- In December 2021, Sasol handed over five projects to the district governments of Govuro and Inhassoro. The work included repairs to and the replacement of damaged roofs; the replacement

of damaged hospital equipment at the Chimunda health centre; a mortuary facility in the Govuro health centre; and construction of a water supply system for the Matasse community. At Inhassoro, it included the rehabilitation of three classrooms at Mananisse primary school and the supply of new ward equipment at the Nhapele health centre.

Cyclone Idai reconstruction project

As part of reconstruction efforts after Cyclone Idai, Sasol supported the construction of eight classrooms for the 12 de Outubro Primary School in Beira. The work was done through the Red Cross and construction started in 2020 and was completed in August 2021. Along with the infrastructure, Sasol furnished the school with 200 school desks. The classrooms will benefit more than 1200 students.



Environment and biodiversity

Community environmental programmes

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



What we are doing:

Environmental awareness in South Africa

1

In Sasolburg, we started a domestic waste management initiative. More than 180 skips have been deployed across the communities of Amelia, Iraq and Harry Gwala in the past 18 months. Forty-two chaperones were recruited to manage these skips. The skips have assisted the community and nearby schools to improve waste management in the Metsimaholo municipal area.





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



2 As part of environmental awareness, over 23 000 learners in various schools have benefitted from our environmental education programmes in Sasolburg and Secunda.

3 In Secunda, the Sasol Envirowaste programme is an integrated programme that covers various elements of waste management. These include street clean-up, collections, sorting and recycling. The programme is aimed at ridding the community of illegal dumps through land rehabilitation and waste management to generate more entrepreneurs in the environmental space and grow the green economy. In the past year, the programme continued to rehabilitate dumping hotspots, transforming them into food gardens. More than 12 000 households have benefitted from the programme, with over five kilotons of general waste diverted from leaking into the environment annually. The initiative has also created up to 80 direct and 200 indirect employment opportunities for the community of eMbalenhle and Lebohang. Three local waste management start-ups have been adopted by the programme and are being mentored to become sustainable contributors to environmental protection efforts in the community.

The environment and biodiversity

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

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



What we are doing:

(continued)

Community projects related to water and sanitation

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

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

Our Mining operations implemented the following projects in 2022:

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



12 000 households

in Secunda were reached on education and awareness.



Approximately

23 000 learners

benefited from environment programmes in Sasolburg and Secunda.





Approximately
10 000

Spekboom trees were planted in Sasolburg and Secunda.



8 water systems

and 74 boreholes were maintained and upgraded, and ten new boreholes were drilled in Mozambique.



Performance



South Africa

- In Sasolburg and Secunda, over 280 people have benefitted from jobs emanating from the environmental programmes.
- In Secunda, the Envirowaste programme has created employment, removed illegal dumps and implemented a food garden programme in open communal spaces and individual communal homes. Up to 12 000 households have received education, training and support in terms of environmental awareness and food security which has resulted in a number of households establishing food gardens in their homes.
- In Secunda, we continue to capacitate environmental NGOs in the Govan Mbeki municipal area to do their work effectively and support them in the implementation of local programmes.



North America

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



Mozambique

- The Inhassoro water system is a project conceived to supply potable water to communities in and around Inhassoro, reaching more than 15 000 households initially and more than 30 000 households on the project horizon. This project is a response to government's plan to increase access to clean water for the district of Inhassoro. The project was built in two years and was handed over to the Mozambique Head of State. More than 500 households have been connected to the system and are enjoying clean water consumption. In his speech at the handover, the president praised Sasol for contributing to the community, in addition to its tax obligations to the country. The Inhassoro community vowed to make the best use of the system.



Envirowaste management programme in the communities where we operate

For the past few years Sasol has implemented several initiatives targeted at minimising the impact of our operations on the environment.

We partner with relevant government departments, communities and civil society groups to ensure sustainable environmental protection. To promote environmental protection, we focus on implementing air quality and waste management programmes in our fenceline communities.

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

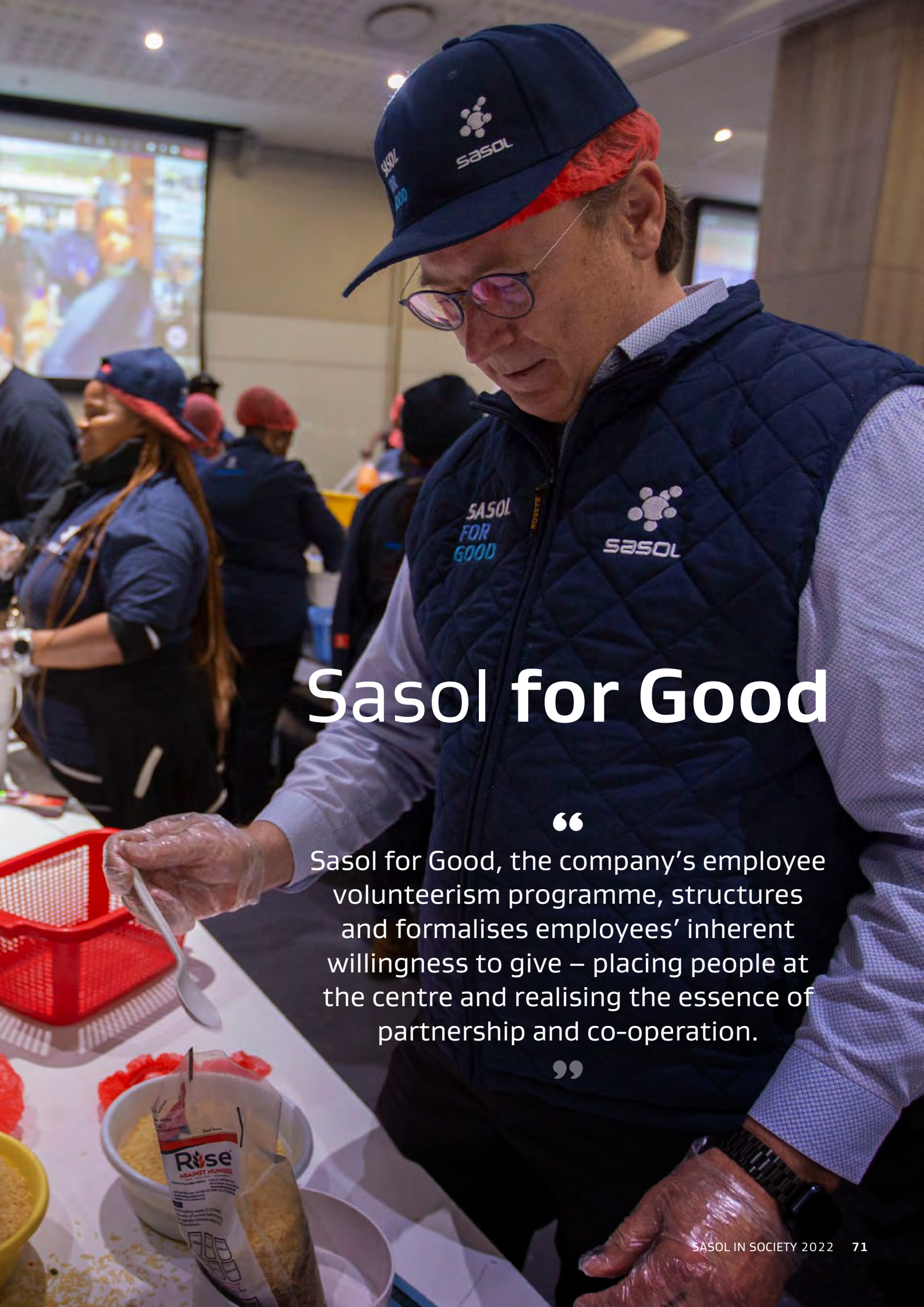
Through this programme, Sasol has adopted a community-centric waste management approach that incorporates waste collection, sorting and recycling. Not only was the programme designed for waste management, but to also combat socio-economic issues within our community by providing skills development opportunities,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

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

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

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

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



Sasol for Good

“

Sasol for Good, the company's employee volunteerism programme, structures and formalises employees' inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation.

”

Sasol for Good – employee- volunteering to uplift others

Sasol for Good, the company's employee volunteerism programme, structures and formalises employees' inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation.

We support our employees by granting 40 hours per annum paid leave to spend on volunteering initiatives and also complement their financial contributions to and fundraising initiatives for organisations of their choice via payroll deductions, matching gifts and volunteer grants.

Institutional capacity-building programme

The 12-month institutional capacity building programme was completed by NPOs in the Govan Mbeki municipality. The programme is a collaboration between the Departments of Education and Social Development. Certificates were presented to 30 board members from 10 Lekwa municipality non-profit organisations (NPOs) that participated in the Sasol institutional capacity building programme.



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





“

Volunteerism is the voice of the people put into action. These actions shape and mould the present into a future of which we can all be proud.

”

HELEN DYER

Volunteerism

At Sasol, volunteerism is paramount. An effective tool to change the world, we encourage volunteering as a way of contributing to the growth of local communities as well as working towards the achievement of the government’s sustainable development goals.

The recent Kwa-Zulu-Natal floods and the COVID-19 pandemic tested the resilience of many communities and exposed vulnerabilities in harnessing the collective skills and talent of people who could assist. This proved true in communities across the world.

Collective action is intrinsically rooted in Sasol’s core values, and through the mobilisation of our employees globally, we are able to complement our corporate-led social investment activities with what is valuable to our employees. This allows Sasol to support a much wider range of initiatives that are based on the individual choices of employees supported by a strong enabling governance structure.

Sasol for Good, the company’s employee volunteerism programme, structures and formalises employees’ inherent willingness to give – placing people at the centre and realising the essence of partnership and co-operation. Sasol for Good creates an avenue

to leverage the considerable, diverse abilities and expertise of our employees to become more involved in volunteering causes to empower poor communities and co-create sustainable livelihoods.

The programme encourages employees to get involved in humanitarian support in their communities by volunteering their time, skills and resources through company and employee-initiated social development causes. This allows causes to benefit from employee giving, and also enriches employees’ understanding of community issues, making them advocates of communities on those issues.

We support our employees by granting 40 hours per annum paid leave to spend on volunteering initiatives, and also complement their financial contribution and fundraising initiatives to organisations of their choice via payroll deduction, matching gifts and volunteer grants.

What we are doing:

1

KZN disaster relief

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



2

Response to the humanitarian crisis resulting from the Russia/Ukraine conflict.

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

3

Response to the humanitarian crisis resulting from the floods in KZN – Cyclone Issa

- Sasol allocated an amount of R7,5 million to support communities affected by the floods. The support includes immediate humanitarian and infrastructure rehabilitation such as food, clothing, hygiene products, mattresses, blankets, mobile clinics and other required infrastructure.
- We distributed around 2000 food and hygiene parcels, blankets and mattresses to families in Mandeni, KwaDukuza, uMlazi, Tongaat, Pinetown, Verulam, Pietermaritzburg and Phoenix. In addition, employees of the Sasol Retail Convenience Centres namely; Sasol Sunpark, Sasol Hans Dettman, Sasol Mageza Service, Sasol Booth Road West, Sasol Avoca and Sasol Stanger were also recipients of the Sasol care packs.
- This was done through Charities Aid Foundation South Africa, the provincial government, various municipalities, the Sasol retail network and Imperial Logistics.

4

Sasol for Good COVID-19 support

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



North America

Response to the humanitarian crisis resulting from the Russia/Ukraine conflict

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



40 700 litres

of sanitisers to various stakeholders



400

learning resources distributed to schools



US\$60 000

raised through our Community Week effort



Donations

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



“
 Without
 volunteers,
 we'd be a
 nation without
 a soul.
 ”

Development sponsorships

Women's football

Sasol remains the headline sponsor of the most successful national football team, Banyana Banyana, and has extended its long-standing partnership with the South African Football Association (SAFA) until 2025.

As the first and sole sponsor of the team since 2009, Sasol had two primary goals for redirecting its efforts to women's football, firstly to raise the standard of women's football in the country from a grassroots level all the way up to the national team and secondly, to empower young women to better their lives through sport. The Sasol League, a semi-professional women's league was established in 2009 in partnership with SAFA to focus on the development of women's football across nine provinces in South Africa.

Women's football has come a long way since the early days of the sponsorship, even back then women's cut soccer kits weren't as readily available. The number of days that Banyana Banyana were exposed to play internationally was limited compared to nowadays, where they play all the time with top teams internationally. This has given players the opportunity to be discovered and contracts are being offered to some of the most prominent clubs in the world. They now play on a global stage. Thembi Kgatlang plays for Racing Louisville in the United States of America, Linda Motlhalo plays for Swedish giants Djurgardens, Noko Matlou plays in Spain for Eibar. The team deserves more recognition and continue to make strides as coach Desiree Ellis, former captain and player of Banyana Banyana, is the first former player to become the head coach of the senior women's football team.

Since being crowned the 2022 Women's Africa Cup of Nations champions, Banyana Banyana is currently 54th in the global ranking and has moved up to second in Africa,

after Nigeria. This makes it easier to secure international friendlies against the world's top football-playing countries and, without a doubt, the level of women's football continues to improve.

Sasol is more than just a sponsor of the women's football team. With incentive bonuses earned as a result of their recent win, we are in the process to build their capacity and arrange coaching sessions around financial well-being. This is to make sure that the Banyana Banyana players plan their spent wisely. It is important for Sasol as a sponsor to ensure players are coached and supported both on and off the field. In addition, we offer bursary programmes and if any player has an interest, for example, in marketing, they have an opportunity to join Sasol through internships.

The strategy to drive innovative experiences that can make a lasting impact and positive change is what Sasol are wanting to continue. We want to demonstrate how Sasol is a catalyst for change and show corporate South Africa the value in sponsoring women's sports, with the hope that other businesses will follow our lead and come on board. There is real optimism in women's football, from the media, commercial partners, and fans alike as Banyana Banyana were recently crowned the 2022 Women's Africa Cup of Nations champions, but there is still a long way to go as the women's game still needs more support, be it from corporate sponsors, national federations or individual clubs.



As the sole sponsor of Banyana Banyana for the next 3 years, Sasol would like to see women's football continue to grow, with a focus on the 144 teams that make up the Sasol league.

Even though there is still so much to be done in women's football, Sasol remains a bright light in the sport as we continue to focus on raising the standard of football and encouraging more girls to want to play the sport. Where some might say it is impossible, Sasol shows that it is possible and through football sponsorship, we show what women who play football are capable of and how their dreams are realised.





Sasol and Wheelchair Basketball South Africa

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

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

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

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





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

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

Taking place over eight days, local and international participants drive custom-built, solar-powered vehicles in an endurance race covering more than 2500 kilometres. Participating teams design, manage, build and drive solar-powered vehicles. This gives students a hands-on opportunity to learn about science, innovation, teamwork, logistics and business. The participants also gain so much through the practical application of theory. The alumni of the Sasol Solar Challenge are leaders in fields as diverse as renewable energy, e-mobility and Formula 1 team strategy.

The challenge is a showcase of alternate energy for transport and the ability of the sun to power a new generation of vehicles, while applying the latest solar technologies and innovative

engineering. The solar challenge delivers a highly competitive showcase where 'brain sport' and fierce competition are the order of the day. Joining the eight-day journey across the country is a crew of over 400 engineers, technicians, scientists and experts across multiple fields, as well as volunteers from South Africa and overseas.

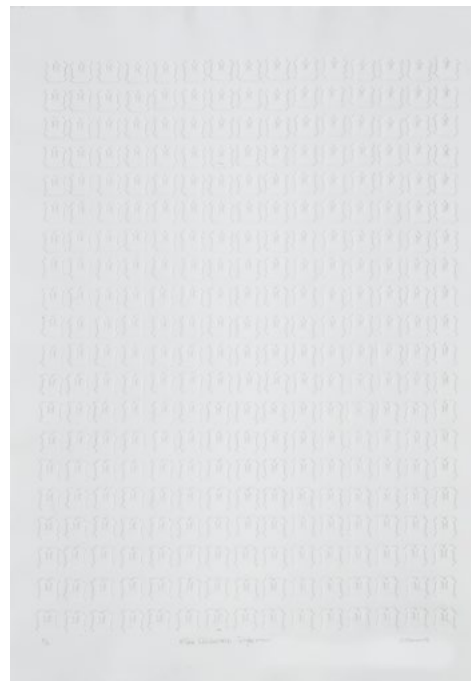
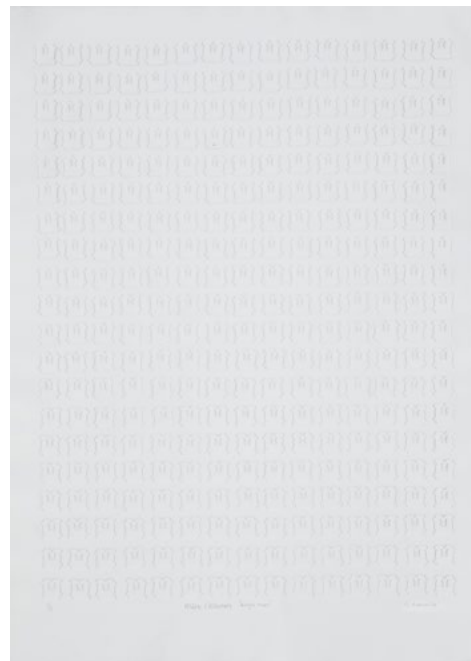
For Sasol, this sponsorship demonstrates our commitment to renewable energy and STEM education. Targeting schools along the route, it inspires young people to take an interest in and pursue tertiary studies and/or careers in STEM-related fields. It also highlights Sasol's commitment to future generations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

Sasol New Signatures

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

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

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



RUNNER-UP

Omolemo RAMMILE

Mère célibataire (single mom)

Embossing on Fabriano

Diptych: (2) 49 cm x 70 cm

WINNER

Mondli Augustine MBHELE

Iphasi nesiphesheli

Fabric collage on canvas

163 cm x 121 cm

Sasol Bird Book – Fifth Edition

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

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

www.sasolbirds.co.za



South African National Parks (Sanparks) Honorary Rangers

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

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



A worker in a blue protective suit and face shield is working in an industrial setting. The worker is wearing a blue face shield and safety glasses. The suit has 'ACTOM' and 'ACTOM TURBOCHARGER' printed on it. There is also a logo on the sleeve that says 'Fire retardant acid resistant'. The worker is holding a red and blue hose. In the background, there is a brick wall and a window.

03 | DELIVERING ACROSS OUR BUSINESS OPERATIONS

- Energy operations
- Energy business
- Chemicals business



Delivering across our business operations
/ Energy operations in South Africa

Energy operations in South Africa

Sasolburg and
Ekandustria Operations

Regional Operations
and Asset Services

Sasol Mining





Our response and alignment to priority issues

Sasol is headquartered in Johannesburg, South Africa, with one of our main operating complexes located in Sasolburg, Free State and Secunda, Mpumalanga.

South Africa has a mixed economy – arguably the second largest in Africa after Nigeria. The World Bank classifies South Africa as an upper middle-income economy and a newly industrialised country with abundant supply of natural resources; well-developed financial, legal, communications, energy, and transport sectors.

South Africa is a diverse country with a population of 59 million people and 11 official languages. It unfortunately has unemployment, poverty and inequality as key challenges with about 35% unemployment rate, majority (50%) being youth.



	 EDUCATION	 SKILLS DEVELOPMENT	 COMMUNITY DEVELOPMENT	 SMALL BUSINESS DEVELOPMENT	 ENVIRONMENT	 SASOL FOR GOOD	 TOTAL FY22 SPEND
Secunda	R28 million	R5,2 million	R25,9 million	-	R5,4 million	R0,7 million	R65,2 million
Sasolburg and Ekandustria	R11,5 million	R11,2 million	R26 million	-	R2,1 million	R0,7 million	R51,5 million

“
...we believe there are opportunities
for growth that require expertise
and long-term partnerships.
”



Sasolburg and Ekandustria Operations

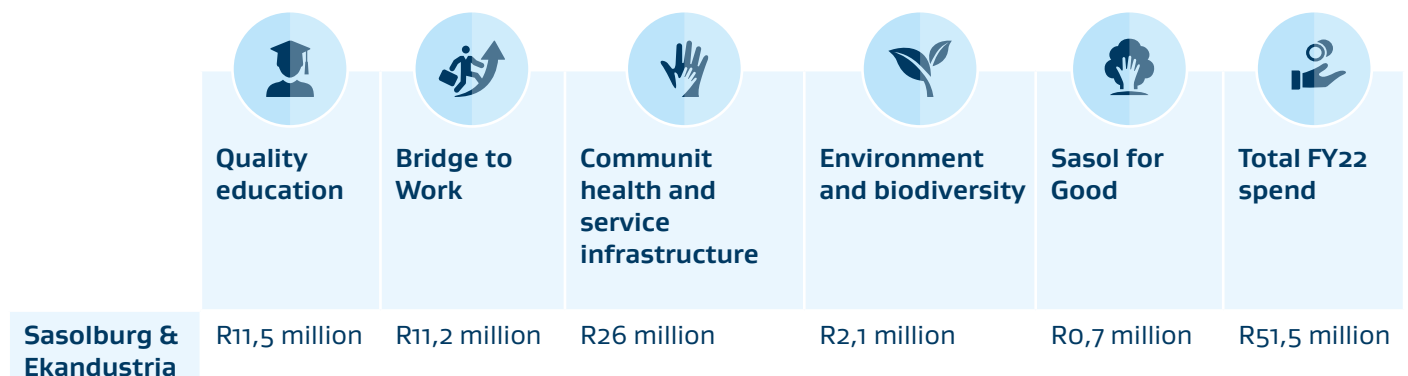
Sasolburg is the birthplace of Sasol 72 years ago, in the grasslands just south of the Vaal River, the township of Sasolburg emerged from the birth of Sasol.

Sasolburg is part of the Metsimaholo local municipality, the area has a population of about 149 108 according to the census of 2011 which includes areas such as Deneysville, Metsimaholo, Oranjeville, Refengkgotso, Sasolburg, Vaalpark and Zamdela.

Ekandustria is in Region 7 of the City of Tshwane, the area has a population of about 109 766 according to the census of 2011 which includes areas such as Dark City, Ekangala, Rethabiseng, Zithobeni and Bronkhorstspuit.

Both the regions face multiple social and development challenges such as unemployment, substance abuse and other socio-economic issues.

However, we believe there are opportunities for growth that require expertise and long-term partnerships. Sasol invests in creating shared value for the people of the Free State and Gauteng North by supporting strategic economic drivers, skills and capacity development, and by involving our communities and employees in value creation.



Bridge to Work Skills Programmes

1

Artisan work integrated learning

Sasolburg Operations has supported local youth to qualify as artisans in diverse disciplines consisting of mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians, and instrumentation technicians. Sasolburg Operations has supported local youth to qualify as artisans in diverse disciplines consisting of mechanical fitters, welders, riggers, plumbers, motor mechanics, electricians, and instrumentation technicians. Participating local businesses along with Sasol are ACTOM, AEM Electrical, Vicro Bulk and Coonco Engineering, ID Electrical Engineering, Kent Electrical, Serviette, Metsimaholo local municipality and Department of Health. Over 150 youth have completed their trade tests.



2

Internships and work integrated learning for unemployed graduates

Sasol collaborated with the Golden Triangle Chamber of Commerce (GTCOC) and AVIS to assist graduates and school leavers to prepare for access to employment opportunities. 10 candidates were given an opportunity to complete their internships in various disciplines with local businesses. After completion of the required internship period, the graduates will be able to register with their respective professional bodies.

3

Boithorisong Welding Training Centre

In collaboration with Aurex Constructors and Afrox, 42 welders completed structural welding training, and 12 welders completed a TIG module.



4

“New Beginnings” Project

In collaboration with Golden Triangle Chamber of Commerce (GTCOC) and Avis, 60 youth benefited in skills needed to apply for jobs under the “Your Unique Professional Brand” project. The youth were taught soft skills, career guidance, CV writing, interview preparation, personal and business finances, communication and telephone etiquette.

5

Youth development programme

Sasol collaborated with the Department of Public Works to provide 70 youth from Parys townships with the opportunity to learn new skills and become productive members of civil society. Participants in the programme were involved in community-based work in the morning and were empowered with life and practical skills through institutional learning in the afternoon. On 3 June 2022, a certification ceremony was held to recognise youth who had completed the training. Twelve of the candidates have jobs, and five have enrolled in further education.

43 Zamdela youths were trained as Safety Watchers in accordance with the Level 1 Sasol Group Procedure for Permit to Work in order to be considered for employment during shutdown activities at Sasolburg Operations. During the shutdown, 14 youths were employed by Sasol service providers and other businesses. The project addresses youth unemployment while also strengthening ties with local communities.

In the Metsimaholo Local Municipality and the Ekandustria fenceline communities, 50 new and existing non-profit organisations have been chosen for incubation in order to strengthen their operational and governance structures. They will meet all statutory requirements for funding by the Department of Social Services as well as businesses after completing this 9-month programme.

A contract was signed with a new service provider to provide NQF4 production technology training to 10 youths from Ekandustria fenceline communities. The programme includes 12 months of formal education as well as work experience at the Ekandustria plant.



Community health and service infrastructure

1

Local service infrastructure

All social impact infrastructure projects were contracted to local black owned construction companies, five of which are 100% black women-owned.

Metsimaholo clinic

Clinics in Metsimaholo did not have the necessary local laundry facilities, so the laundry was sent to a facility in Kroonstad for cleaning. To address this need, a centralised laundry facility to service Metsimaholo clinics is being built at the Dr Che Guevara Clinic in Iraq, Zamdela.

Boiketlong hall

Construction to convert the Boiketlong hall into a multipurpose sports centre as per the original design as well as the establishment of a community resource centre at the hall is complete. A youth-managed NPO from Zamdela was identified to manage the community resource centre as the NPO is already rendering similar services. The Boiketlong hall will no longer be available in future for community-related events, the Zamdela hall has been upgraded to full functionality.

Road maintenance continued

As critical peripheral road maintenance was required in Sasolburg and Zamdela, the Sasol marathon route was maintained to address safety risks identified during a pre-event risk assessment. In collaboration with the Metsimaholo local municipality, road markings were repainted.

Community car washes

Ten existing community car washes in Zamdela (7), Oranjeville (1) and Deneysville (2) were upgraded to enhance socio-economic development and service delivery in Sasolburg Operations fenceline communities.

Zamdela senior citizen resource centre

Sasol has collaborated with Metsimaholo local municipality to build a resource centre so that the Zamdela Senior Citizen Club can conduct its activities in a comfortable setting. The club has over 70 active members and is currently based in the founder's RDP home. The club promotes healthy lifestyles for seniors, care empowerment for vulnerable members, and the provision of skills such as sewing, knitting, writing, and reading. Metsimaholo local municipality has given the organisation land.

The refurbishment and repair of 105 Zamdela high mast lights is complete. This intervention will address a serious safety and security risk in the township's densely populated areas.

Community parks and recreation

The park in Iraq (Zamdela) was a commitment made to the community by Sasol following air-quality offset negotiations. The park was completed, and security upgrades were completed early in July 2021. The park is well received and utilised by the community with volunteer park wardens supporting and protecting the asset.

Delivering across our business operations / Energy operations in South Africa

2

Quality community healthcare

Mobile eye clinic

Sasol collaborated with the Free State Department of Health and St John Ambulance Services to offer residents of Metsimaholo who cannot afford medical aid and lack access to eye care. The Free State Department of Health registered the mobile eye clinic, and the Department will cover all operational expenses. Spectacles are offered to Metsimaholo residents at a discounted price by St John Ambulance Services.

HIV Aids programme

In collaboration with the Department of Health, NIAP, and Epilepsy SA. In Metsimaholo and Ngwathe, there is ongoing education, awareness, screening, and testing (Schools, Communities and Correctional Services). The partnership was expanded to include the Departments of Transport, Roads, and Safety (DoTRS) and Health for HIV awareness, testing, and TB screening at roadblocks, as well as other DoTRS initiatives. Over 2000 people were reached through education and awareness, and over 2500 patients were reached through home-based care and support/adherence groups.

Disability/senior support

Collaboration with St John Ambulance, the Department of Health and the Baragwanath Hospital Eye Clinic. Senior citizens and people with disabilities can benefit from eye screening, testing, and the provision of prescription glasses. Phase 2 started in October 2021, with the provision of spectacles to previously tested patients. A total of 676 people were tested. Around 71% of those tested will be given spectacles. The Free State Department of Health was referred 113 patients for eye procedures. In collaboration with Rotary, 139 senior citizens and people with disabilities will receive mobility aids (walkers, walking sticks, walking frames, wheelchairs, etc.).





Community environment projects

Domestic waste management

Over 4000 households were educated and made aware of domestic waste management, and over 5000 awareness magnets were distributed to homes and schools.

Waste management

12 illegal dumpsites have been rehabilitated, fenced and converted into food gardens. An additional three sites are in various stages of rehabilitation and upgrade. Waste ambassadors from the three communities are responsible for maintaining the food gardens. Waste ambassadors also assist with the collection of waste by Metsimaholo local municipality in seven wards. Approximately four tons of waste are collected monthly.

Community food gardens project integrates with the waste management project to ensure sustainability of the

rehabilitated waste sites. These food gardens were established on three rehabilitated illegal dumping sites in Zamdela as well as a site donated to a Zamdela senior citizen organisation by the Metsimaholo local municipality. The envisaged impact of this project is sustainability of livelihoods, food security, and creating a “self-help” society.

Environmental education and awareness

Environmental education and awareness programmes are delivered through the WESSA Eco School programme in partnership with the Department of Education reaching 19 897 learners and teachers in 22 Metsimaholo schools. The Enviroquiz Provincial Environmental Education Programme in partnership with DESTEA, Forever Resorts and Windmill Hotel and Casino impacts approximately 4000 grade 6 learners and 160 teachers from Free State schools.





Sasol for Good



Maternity starter packs

Maternity starter packs were donated to the Fezi Ngubentombi Hospital, Angel Wings Centre for abused and abandoned babies, Dr Che Guevara Community Health Centre and the Bronkhorstspuit Hospital in partnership with The Grace Factory, an NPO supporting new mothers who cannot afford basic maternity supplies.



SPCA donation

A donation was made to the SPCA and Vaal Pets animal shelters towards food, blankets, and supplies for the sickbays. The donation capacitated the organisations to care for abandoned and abused pets.



Casual Day donation

441 children living with disabilities benefitted from the Casual Day donation that was given to a school for children living with physical and mental disabilities to fund additional requirements such as hearing aids not covered by school fees and Department of Education funding.

Keep a Girl Child at School programme

Sasol Employees partnered with KeyCare local NPO in distribution of sanitary product packs to adolescent schoolgirls at Metsimaholo schools. The project was extended to Ekandustria fenceline communities. The launch was attended by representatives of local government, Department of Education, traditional leaders and stakeholder forum. A 12-month supply of sanitary towels was also provided to 900 learners in 18 schools at Ekandustria Operations. Over 1,7 million people were reached on social media.

Winter warm

Sasol in partnership with the employees and the Golden Triangle Chamber of Commerce (GTCOC) donated 40 blankets, clothing and household items to the residents of Umgababa Flats Block D in Zamdela. The residents experienced a traumatising and horrific incident when the building burned down. The fire caused a devastating loss where 40 people lost their homes, and four people were hospitalised and treated for smoke inhalation. Fortunately, there were no fatalities.

1 440 pairs of school shoes were donated to vulnerable learners in 60 schools in Sasolburg and Ekandustria Operations fenceline communities. AECI, a partner, matched Sasol's donation of 720 pairs of shoes.

Substance Abuse Awareness and Support Programme - A pilot substance abuse awareness, prevention, and support programme in 18 zones of Zamdela, Vaalpark, and Sasolburg has officially started. Community dialogue and information sessions, leadership development, community outreaches, and

the establishment of support structures will all be part of the five-month programme.

Festive drive

239 orphaned and vulnerable children from children's homes, shelters and care centres in the Metsimaholo municipality and Ekandustria fenceline communities were entertained and received gifts during the SEO festive drive that took place between November and December 2021. With this festive project, Sasol partnered with various companies, including the Golden Triangle Chamber of Commerce (GTCOC) and AECI.

COVID-19 support

1 000 blankets were distributed to 21 organisations supporting the elderly, vulnerable and orphaned children and people living with disabilities in Sasolburg, Vaalpark, Zamdela, Oranjeville, Deneysville and Parys. 500 food parcels donated to 35 schools in Metsimaholo. Food parcels contained balanced dry ingredients and each parcel produced 24 meals. These food parcels were distributed to needy families of learners in the schools. 500 blankets were donated to elderly people in Ekandustria Region 7.

Sasol supported the Department of Health with extensive COVID-19 vaccination programme awareness in Fezile Dabi district in the form of posters, booklets and flyers.

Stationery drive

192 and 152 stationery bags were donated to learners in Metsimaholo and Ekandustria respectively. The drive benefitted orphaned and vulnerable children in our fenceline communities.



Secunda, Regional Operations and Asset Services

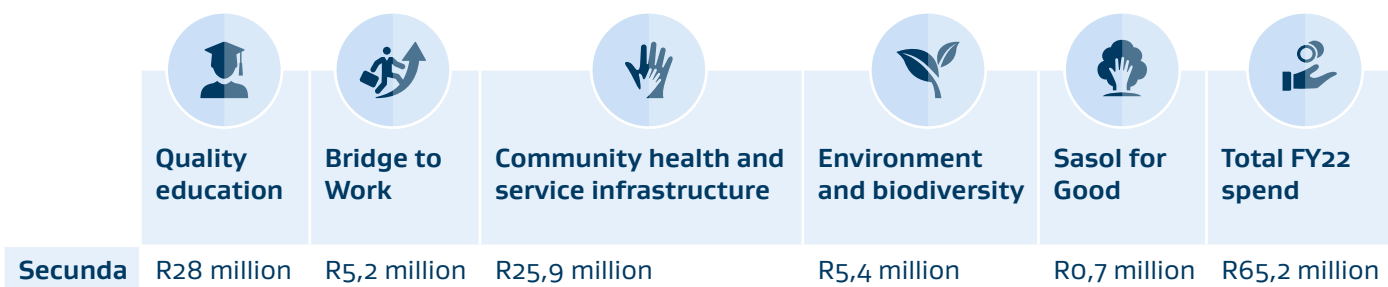
Secunda hosts one of the world's largest synthetic fuels and chemicals facilities.

Regional Operations and Assets Services (ROAS) is part of the Secunda Regional Operations which looks at Sasol Secunda Operations, KZN Operations and all pipeline services from Mozambique to South Africa and all pipeline services from Mozambique to SA.

Govan Mbeki local municipality (GMM) is a South African local municipality situated in the Gert Sibande district municipality of Mpumalanga. Secunda is the seat of the municipality.

According to the census of 2011, the area has a population of about 294 538. The predominant languages spoken are Zulu, Afrikaans, Southern Ndebele and Sotho.

Sasol's Secunda Regional Operations hub in Mpumalanga remains one of the company's flagship operations. We collaborate with government, business and social partners on a range of initiatives that enable municipal infrastructure delivery and maintenance, education and health, as well as developing local entrepreneurs. The Integrated Development Plan (IDP) is a joint initiative with local government that brings together key stakeholders to engage and prioritise areas of need.



Quality education



1 Early childhood development

ECD programme

Supports under-resourced centers by providing infrastructure to accommodate and provide a conducive learning environment for Grade R students, as well as improving overall day-care facilities and educational resources to stimulate their physical, cognitive, and early learning development. The programme has benefited 819 learners in Dipaleseng municipality and 309 in in Govan Mbeki municipality (GMM) by providing them with ECD resources to use at home. During this period, 76 children received hearing and vision tests, as well as basic healthcare.

Sasol OVC

This programme aims to assist orphans and vulnerable children from disadvantaged rural communities in coping with the trauma and loss of parents on a daily basis. The programme provides the assistance and tools required to maximise the capabilities of orphaned and vulnerable children in terms of nutrition, a safe and warm environment, and medical support.

2 STEM education support

Take a Girl Child to Work

The initiative began in 2013, and it quickly became a national call to action. Sasol answered the call and became a leader in this initiative year-after-year. The company has continued to host this event, making a significant contribution to shaping girls' career choices and future aspirations. The Take a Girl Child to Work programme aims to empower and uplift our youth and people with disabilities by exposing them to the work environment, with a particular emphasis on students studying STEM-related subjects that are relevant to our industries (Mining and Energy).

STEM learner support

In the past year, the programme has been at the forefront of Sasol's educational activities. In order to increase access to STEM education, Sasol collaborated with the ROMPCO to handover a fully furnished mobile laboratory and nine schools in Mpumalanga's Badplaas circuit district have benefitted. In collaboration with Sasol internal department ROMPCO and Osizweni Science, holiday programmes were implemented in Chief Albert Luthuli municipality, including a five-day ICT teacher training workshop and a Mathematics & Science Camp for 200 Grade 12 learners from Badplaas in March 2022.

Supporting e-learning

As part of our collaboration with Ligbron Academy and Osizweni Science Centre on an e-learning programme, Sasol finalised a partnership agreement with Komatsu for the programme's

implementation in the period of review and for the rest of school year. 24 secondary schools in Lekwa, Dipaleseng, Chief Albert Luthuli, and Govan Mbeki received online instruction.

School based education awards

We recognised and awarded high performing Grade 12 learners who excelled in their final high school examinations in collaboration with our partners, the Departments of Education in Mpumalanga and KwaZulu-Natal. During the various Grade 12 awards ceremonies, more than 120 students from the two provinces received awards, bursaries, and/or financial assistance towards their tertiary education as a result of our collaboration. Top performers in mathematics, science and technical science are recognised through the Sasol Grade 12 Merit Awards, Provincial Grade 12 Awards for KZN and Mpumalanga, and the Gert Sibande District Awards. Nine other companies joined forces with us to provide deserving students with access to high-quality tertiary education.

Sasol took part in a career exhibition

ROAS and the Sasol Foundation participated in a career exhibition for high school students as part of the Department of Mineral Resources and Energy (DMRE) Mpumalanga Career Awareness/Expo. The expo was held at Mzimhlophe Technical School in Tweefontein, in the Nkangala District Municipal area. The expo attracted over 420 students.





CASE STUDY

STEM online learning Mpumalanga

The University of Johannesburg's vice-chancellor, Prof Marwala, advised that the country's education system should prepare learners for a future driven by technology.

This will see some occupations become redundant, but it is certain that careers in science, technology, maths and engineering will become the jobs of the future. In 2021, 1 in 3 Grade 12s wrote Maths and, 1 in 4 Grade 12s wrote Physical Sciences, indicating a much-needed increase in participation and improvement in results - if we are to remain relevant.

Our partnership with Ligbron Academy has enabled us to advance the teaching of Mathematics and Physical Science at 15 schools in Mpumalanga by broadcasting lessons online via interactive smartboards. Seven of these schools were onboarded in 2021/2022. Apart from providing smartboards and connectivity, we maintain the equipment thereby ensuring sustainability of the learning environment.

e-Teachers can encourage learner interaction during these virtual lessons, giving them opportunities to ask or post questions and write or input their answers on the smartboard with real-time engagement. Simultaneously, their in-classroom teacher can further support them in terms of bridging any language barriers and, if needed, extra explanations. Recorded lessons are made available to learners to catch up on missed classes and for revision purposes. Our online resource centre provides additional notes and past exam papers. Exposure to this technology enhances the learning experience of learners and they can benefit from different teaching styles. Our hope is that this will

encourage more and more learners to take interest in the STEM subjects.



The diversification of the teaching environment through technology increases the teachers' exposure and collaboration with other teachers. This facilitates fresh approaches to challenges students may have.



Our most recent addition to the programme is the Dlomodlomo Secondary school where we equipped two classrooms. Being centrally located, this interactive technology-enabled facilities can now also be enjoyed by eight surrounding schools who are welcomed to participate in smartboard-based science classes by sending their students to our Sasol Saturday school online classes or during holidays when such classes are offered.

The delivery of education has evolved from being restricted to a physical classroom to embracing other modes such as interactive online learning. A hybrid educational environment is evolving which will prepare learners for a future in which innovation and technology together with STEM will be central.



Bridge to Work skills programmes

Access to work and portable skills

Iphepe emerging young farmers

Sasol initiated a six-month training programmes for Iphepe emerging young farmers, and 99 emerging farmers from the Gert Sibande District municipality graduated from the Sasol Farmers Development programme. Sasol is providing youth with an opportunity for meaningful economic participation and an improved quality of life through this programme.

Corporate Centre, Mpumalanga Department of Agriculture and Rural Development and Environment Affairs, African Farmers Association of South Africa - Mpumalanga, Small Business Development Agency (SEDA), and National Youth Development Agency

are collaborating on the training programme. This is one of the programmes that has earned us positive reputation in the province, and we have been asked by DARDELEA to assist other farmers in the province's other two districts.

TVET learner support

Thirty-two (32) Gert Sibande TVET college learners were brought in to assist the medical centre and SHE team with data capturing for the testing and vaccination drives at the Sasol Club vaccination centre, Secunda Mines and Factory.



Community service infrastructure

01 Local service infrastructure

Water and sanitation project

Sasol is working to improve the sewer network in surrounding Govan Mbeki municipality townships to prevent sewage spills and improve community health and safety. The Leandra Sewer Rising Main Project, which is nearing completion, is one of the projects implemented to support this objective. There is still 40m of pipe that need to be laid before the project is handed over to the Govan Mbeki municipality.

As part of Greylingstad Wastewater Treatment Works, there was upgrading of wastewater treatment plant and connection of pump stations to the main sewer processing plant. Sasol is installing eight (8) boreholes and windmills in three wards to address shortage of quality water as part of the Lekwa Rural Water Provision project.



Road maintenance

We implemented baseline maintenance in various Govan Mbeki municipality towns to ensure the safety of our communities and veld fire prevention/management, where we cut grass and repaired potholes. The project focused on the communities of eMbalenhle, Evander, Kinross, Secunda and Trichardt. These activities resulted in the creation of more than 70 job opportunities for locals, as well as business opportunities for four local SMMEs. To cut grass in identified areas, three local service providers were appointed. In addition, the team assisted the Secunda Marathon Club by cutting grass and filling potholes along the marathon route.

Buhle Farmers' Academy



Facilities upgrade

As part of the Iphepe Agro project, the procurement process for the renovation and furnishing of 18 student units on the Buhle Academy farm has been initiated. Sasol Secunda Regional Operations and Assets Services (ROAS) will be supporting the Corporate Centre with project management resources and skills.

Vulindlela bridge at Phola, Emalahleni municipality

in the township of Phola in Ogies under eMalahleni local municipality to mitigate the effects of flooding during rainy seasons and ensure safe usage by the community. The project was handed over to eMalahleni local municipality.



02 Quality community healthcare

Youth drug prevention and morale regeneration programme

The goal of this ongoing project is to address drug-related societal issues in the municipalities of Govan Mbeki and Dipaleseng. Due to COVID-19 restrictions and regulations that were implemented, the project saw a decrease in school participation. The programme was supplemented by an aftercare support group initiative implemented by a local NGO to ensure its future sustainability. The NGO continue to meet people who want to live a sober life, help them learn skills to overcome cravings, provide emotional support during difficult times, and aid in the reduction of drug and alcohol use.

Winnie Madikizela-Mandela municipality pedestrian bridge

In 2018 during the Mining Indaba in Cape Town, Sasol committed to construct a pedestrian bridge in Izikhuba village, Winnie Madikizela-Mandela local municipality in the Eastern Cape. The construction of the bridge, which is in line with Sasol's strategic intent of putting the safety of people first, will therefore minimise drownings/near-drownings and ensure safe crossing during heavy rainfall. The pedestrian bridge is 100% complete.



CASE
STUDY

Bridging the gap for a safer and better-connected community

Winnie Madikizela-Mandela municipality pedestrian bridge construction

In the Izikhuba Village, located in the Winnie Madikizela-Mandela local municipality, reports of drownings and near drownings kept surging, especially of young children going to school. These are our local heroes who relentlessly desire to reach their schools, and who have no choice but to face dangers and life-threatening challenges on their everyday commute. For these reasons, children often do not complete their school careers and drop out. Obstacles such as having to walk excessive distances and unsafe routes contribute to these challenges. Such experiences have an adverse effect on school-going children, impacting their ability to achieve their full potential, regardless of the efforts they tried to make to reach it. Lifelong trauma can be the result along with the inability to be included in economic participation.

Traversing the river at least twice every day is a risky feat, but with the river in flood, it becomes impossible to cross. Community members who needed to be able to provide for their families were cut off from their places of work, burdening them with the extra pressures that accompany this dilemma. Compounding the problem was not to be able to reach essential services such as health facilities and food markets.

As a result, it became crucial for us to intervene. To help these children, the communities and the rural economy, we pledged to assist in constructing a pedestrian bridge. The building of the bridge started in 2021 and was completed in early 2022 at a cost allocation of over R3 million.

In line with Sasol's way of enabling and empowering local talent and SMMEs, a local consulting engineer was appointed to manage this project. Also, most of the subcontractors such as steel fabricators, general workers and suppliers of ready-mix concrete were sourced locally.



Sasol remains committed to implementing life changing infrastructure projects in the communities where we operate and beyond.



The pedestrian bridge will connect people and communities and will provide children with safe access to schools, health centres and markets.





Community environment projects

The Enviro-Waste

The programme continued with street clean-ups, waste collection, recycling, education and awareness, removal of illegal dumping sites, creation of community food gardens, and tree planting in various areas of Govan Mbeki Municipality (eMbalenhle, Secunda, Evander, Kinross and Lebohang), and this is an important component to empower our youth and get them involved in the cleaning and awareness drive in our community.

Envirowaste Management programme



Proper waste management has the potential to develop local green economies, creating job opportunities that can contribute to a safe and sustainable living.

Improper waste management, however, can cause the complete deterioration of a community. Hazardous chemical components of landfill leachate can seep into the soil, groundwater and waterways with a catastrophic impact on the environment and the health of surrounding communities.

For the past few years, we have implemented several initiatives targeted at minimising the impact of our operations on the environment as well as to ensure sustainable environmental protection in partnership with relevant government departments, communities and civil society groups.

In collaboration with the Govan Mbeki municipality and various community stakeholders, our flagship integrated waste programme, Envirowaste, set out to assist our fenceline communities in eMbalenhle, Evander, Kinross, and Leandra in removing illegal dumpsites that were threatening their health and overall wellbeing.

Our multifaceted approach encompasses the support and mentoring of local enviro-entrepreneurs, and extensive awareness training in collecting, sorting, repurposing and recycling. This helps to equip the community with practical skills in healthy waste management. The initiative includes the support of two local waste management start-ups with 46 employees who work on

clearing illegal dumpsites and waste from main roads. In addition, 50 waste ambassadors collect household waste in communities daily as part of this programme.

In collaboration with SA Health, to combat illegal dumping, we continue to rehabilitate dumping hotspots and convert the land into vegetable gardens. This programme benefitted 28 000 households, ten orphanages and 20 schools in the past year.

Through our various community-centric initiatives, environmental and socio-economic challenges are addressed whilst contributing to a growing local green economy. Over 600 tons of waste is diverted from seeping into the environment annually.

A pop-up swop shop initiative launched by our Secunda Sasol Young Engineers in 2013 continues to make a difference every year by providing food vouchers redeemable at a nearby supermarket chain in exchange for sorted waste. This is a life-source for many impoverished community members.

To ensure good air quality, we also sponsor three local SMMEs with a total of 70 employees who minimise the risk of veldfires by cutting grass and planting Spekboom (*Portulacaria afra*, or purslane tree) which is known for its high carbon capture and storage abilities.



**Sasol
for
Good**

01

Community support

Donations

Sasol, in collaboration with the DMRE, donated food, blankets, hygiene packs, and face masks to the Mthimkhulu Centre and housing for the elderly in eMalahleni. This assistance was provided as part of our Sasol for Good outreach, which aimed to empower mining communities and assist vulnerable groups. The Centre houses the elderly and people with disabilities. Gwede Mantashe, Minister of DMRE, led the government partners at the handover.

Disaster relief

In line with Sasol's response to Cyclone ISSA, Sasol provided disaster relief packages to displaced people in KwaZulu-Natal in our eThekweni, iLembe and Mgungundlovu Municipalities fenceline communities. Over 1 700 Sasol care packs which included food, water, sanitary items, blankets and mattresses were distributed to displaced communities in Umlazi, Pinetown, Durban, Mandeni, KwaDukuza, Phoenix, Verulam and Pietermaritzburg. Sasol employees donated non-perishables to assist communities that have been devastated by the unrests that happened in year in review.

Back-to-school programme

Sasol launched the back-to-school initiative at Marietjie and Basizeni Special Schools in Govan Mbeki municipality. The company also contributed essential items such as face masks, hand sanitisers and other promotional items. This initiative was part of the Sasol for Good Employee Volunteerism programme.

Environment

The eMbalenhle Swop Shop is a community initiative run by the Sasol Junior Engineers as part of the Sasol for Good programme. The goal of this initiative is to educate communities about waste management and environmental protection. This programme is in collaboration with the

Department of Education. The Swop Shop accepts recyclables in exchange for groceries, stationery, and gift cards. Over 3 000 children and community members have registered since 2013, 315 tons of waste have been collected in this fiscal year, and over 1 200 volunteer hours have been invested to date by Sasol employees and community volunteers. The eMbalenhle community earned R595 000 in goods.

Children support

Sasol supported the National Child Protection Week by joining hands with the ChildLine and Friends of Thistle Groove Library and hosted Early Childhood Centres in May 2022 at Kinross Mission Centre. This was Sasol's response to Government's call to stop the cycle of neglect, abuse, violence and exploitation of children and support their rights and dignity. The company donated toys to 13 ECDs in Kinross, Govan Mbeki Municipality.

GBV support

We further supported the Department of Justice and Trauma Centres, by donating toys and office furniture for Evander Magistrate children's court as well as dignity packs to Thuthuzela Trauma Centre and SAPS Secunda Trauma Room. These packs will come in handy for survivors of GBV – this gesture is in line with our value of caring for our communities and inclusivity.

COVID-19 support

The programme aimed to improve the quality of life in our border communities. During the COVID-19 pandemic, Sasol worked with the Department of Health to prevent the spread of the coronavirus. As a result, a critical COVID-19 medical resource handover occurred in Elukwatini (Mpumalanga), Ekurhuleni, (Gauteng), KwaDukuza (KwaZulu Natal). The following items were delivered: 22 vaccine carriers, eight freezers/fridges, 15 temperature loggers, and ten laptop computers.



“
 Our culture journey is aligned with our Siyenza transformation project and set up to help us reach our vision of becoming **‘a revered mining company delivering sustainable value’**.
 ”

Sasol Mining




Sasol Mining operates six coal mines that supply feedstock for our Secunda (Sasol Synfuels) and Sasolburg (Sasolburg Operations) complexes in South Africa.

While the coal we supply to Sasol Synfuels is mainly used as gasification feedstock, some is used to generate electricity. The coal we supply to the Sasolburg Operations is used to generate electricity and steam. We also export coal from the Twistdraai Export Plant to international power generation customers. For us at Sasol Mining, we are enabling our people to reach their full potential in capability with ZERO HARM whilst improving their wellbeing.

We promote social and economic development in South Africa by implementing Social Labour Plans (SLPs) and Local Economic Development Projects (LEDs) aligned to Sasol’s broader social impact focus areas. Our neighbours in municipalities across Mpumalanga and Free State provinces have benefitted in many ways from a variety of projects, including multipurpose centre, energy-efficient high mast lights, and wastewater treatment plant and sewerage reticulation upgrades.

Our culture journey is aligned with our Siyenza (We Do!) transformation project and set up to help us reach our vision of becoming ‘a revered mining company delivering sustainable value’. We have a special focus on diversity and have launched our Women in Mining forum, special PPE for our female colleagues, anti-sexual harassment campaigns, studies and interventions, EE roadshows, and the like. We are transforming for the future!

Over the past years, we have utilised our human and financial resources to create societal value in the areas below.

	 Quality education	 Community health and service infrastructure	 Total FY22 spend
Sasol Mining	R2,2 m	R37,9 m	R40,1 m

Delivering across our business operations
/ Energy operations in South Africa

Highlights over the past 6 years: Sasolburg, Free State

Support to Flavius Mareka Technical Vocational and Education Training (TVET) College

Sasol Mining recently partnered with Flavius Mareka TVET College in Sasolburg, to offer a variety of programmes. This addresses the requests from the DMR to make use of Free State-based training facilities and support skills development in the region.

Flavius Mareka, a TVET College that provides higher education and skills training to learners from various communities where Sasol Mining operates, including the MLM and NLM municipal areas.

The skills training provided includes plumbing, crop farming, welding, garment making, bricklaying, construction carpentry, basic computer training, retail and wholesale training as well as hairdressing. As part of the programme, the learners acquire basic business and marketing principles. This person-orientated skills development initiative has an immensely positive impact providing learners with a much needed and sought after portable skill enabling support for themselves and their families for years to come.

Refengkgotso roads upgrade

Sasol Mining and the MLM identified the upgrade of a portion of road in Refengkgotso as a priority.

Refengkgotso is located in Metsimaholo local municipality in the Free State province, with a population of 17 646. Upgrading of roads was identified as a need and Sasol Mining upgraded two roads. The project was completed in March 2018.



“

We cannot solve
our problems with
the same thinking
we used when we
created them

”

ALBERT EINSTEIN

Vredefort multipurpose centre MPC

This project was identified during deliberations with the Ngwathe local municipality (NLM) and a suitable site was identified in Mokwallo, situated adjacent to Vredefort and formally allocated for the construction of the MPC.

Vredefort (Mokwallo) is a small farming town in the Ngwathe municipal area, part of the Fezile Dabi district. The MPC delivers the services to over 14 000 community members who require community meetings at the hall, learners study area when they prepare for exams or homework, service centre where community services are also acquired, e.g. electricity, and municipality uses the MPC for its activities.

Ngwathe clinic

A long-standing need was fulfilled by Sasol Mining by constructing a one-of-its-kind clinic facility in Parys. This clinic has been declared the ideal clinic by the Department of Health, which is the highest standard to be met by a clinic. It is part of the Ngwathe municipal area within the Fezile Dabi district. In collaboration with Department of Health and the Ngwathe municipality, this facility is the primary healthcare facility in the area and serves a community of about 6000 community members. The project won 2nd place Community Award at the CoalSafe 2021 award ceremony.

A total of 36 employment opportunities were created during project execution, and thereafter 19 permanent positions in the clinic to serve the community.

Secunda Operations, Mpumalanga

Construction of multipurpose centre in Charl Cilliers

Charl Cilliers, a small town in the Govan Mbeki municipality with a population of 768 residents, has very limited infrastructure. Sasol Mining committed to building an MPC in the area, which was identified as a need in order for the community to utilise it for social grants, learners' study area, youth information centre, other social and municipal needs. In addition, the centre hosts the only mobile clinic which services the area so that it can be securely parked. The project was completed by Sasol Mining in 2019.

A total of 52 employment opportunities were created during project execution. This project provides the most needed services for the youth, children and aged in the community.

Construction of a bridge in Sakhisizwe

Sakhisizwe is a small settlement in the Govan Mbeki municipal area. They acquired the land through the land restitution programme. Households increased significantly post land restitution and there was a need for an upgrade of the existing bridge in order to facilitate access from the settlement to the rest of the areas which were inaccessible during heavy rains. Sasol Mining rectified the problem by constructing a bridge that could withstand most weather conditions. The project was completed in 2018.

A total of 29 employment opportunities were created during project execution.



Delivering across our business operations / Energy operations in South Africa

Lekwa electricity infrastructure upgrade

The Sakhile township in Standerton had challenges with old electrical infrastructure. Sasol Mining assisted by upgrading the electrical infrastructure in various wards of the township.

The project was completed during 2018 and 31 employment opportunities were created during project execution.

Greylingstad wastewater treatment

Greylingstad, a small town in the Dipaleseng municipal area, Mpumalanga, with a population of about 7000 people, had a challenge regarding services on septic tanks as well as a non-functional wastewater treatment plant. Sasol Mining assisted by constructing a sewer network as well as upgrading the existing wastewater treatment plant. The project is planned to be completed during December 2022, and created 169 employment opportunities during project execution.

Lebohang storm water drains phase 2

Lebohang had a problem with flooding in the area and Sasol Mining intervened by implementing a storm water drainage system. The project aim was to assist the community members who were struggling with flooding due to the lack of a proper drainage system. To date, the project has assisted the Leandra community which is part of the Govan Mbeki municipality.

28 employment opportunities for local residents were created.

Koppies clinic

The Koppies clinic is situated in Free State Province in the Fezile Dabi district municipality. It was completed in 2016 and has been accessed by over 15 000 community members annually. This clinic is the only one which serves the members of the community.



Nthoroane roads upgrade

Sasol Mining completed the upgrading of the roads in Nthoroane in 2014. A storm water challenge was identified which requires a significant intervention to resolve the storm water drainage problems encountered. In 2018, additional work to maintain the storm water drainage systems was undertaken and completed. This assisted the Nthoroane community in Greylingstad to reduce the impact of storms during the rainy season.

GMM energy-efficient lighting

The project was identified in order to provide energy-efficient lighting in the Govan Mbeki municipal area, specifically in eMbalenhle, Lebohang, Charl Cilliers and eMzinoni. Retrofitting of lights on 73 existing high masts were completed in 2019 and 25 employment opportunities were created during project execution.

Kinross energy-efficient lighting

The project was identified to provide energy-efficient lighting in Afghanistan, a part of Kinross in the Govan Mbeki municipal area. 11 x 30-metre-high masts were installed and all fitted with energy-efficient lights. The project was completed in 2019 and 10 employment opportunities were created during project execution.

We try to serve the needs of communities in a sustainable way by collaborating and working in partnership with the communities.

Before Sasol's intervention, the Greylingstad community near Balfour, Mpumalanga, had concerns about the unhygienic conditions surrounding the community.

Bad smells made the area extremely unpleasant because the system for treating waste was not functioning well. Sasol committed to upgrade the wastewater treatment plant, spending more than R56,2 million. We installed new generators to cope with the power issues. In the process, the community has learnt about the importance of wastewater treatment and sanitation, and there is a possibility of starting a vegetable garden alongside the plant. The community is healthier and happier, because with some small and micro-enterprises starting in the area, there are more opportunities to work and earn money too.

There was only one clinic serving the entire community in the township near Parys in the Free State. Sasol wanted to help but was constrained because the land did not belong to the municipality. Sorting out the red tape regarding the land issue took a while, but eventually, the building of the community health centre started in 2019. With much excitement, it was handed over to the community in 2021. Now the clinic is open from eight to five but hopefully it will soon be able to serve everyone's health needs 24/7.

Charl Cilliers in the Govan Mbeki municipality, receives water from a Sasol Mining service line. To remedy the situation and connect the town to a point receiving water from Rand Water, an 18km pipeline was constructed from eMbalenhle Ext 15 reservoir up

to the water storage tower in Charl Cilliers, inclusive of a pump station in eMbalenhle to provide pumping facilities to the pipeline as well as the installation of a transformer to provide power to the pump station.

Electricity was also a problem in Embalehle, with constant outages. Sasol upgraded the substation and installed new transformers in the first phase of its work. The second phase will start in January 2023, with Sasol closely collaborating with the municipality to fulfil its needs in the most appropriate way.

Another sustainable solution regarding water was found for a rural community living near Standerton. Eight new boreholes complete with windmill and JoJo tanks were installed to address water shortages in rural areas around Standerton. These are just a few of the recent sustainable, innovative projects that Sasol has been working on to bring well-being to ordinary people and the communities that shape our society.



Case
Study





Energy business

South Africa
Mozambique





Energy business in South Africa

	 Quality education	 Community health and service infrastructure	 Sasol for Good	 Total FY22 spend
Sasol Energy	R35,2 m	R0,1 m	R4,1 m	R39,4 m

Although Sasol invests primarily in fenceline communities surrounding our operations, we understand our role as a good corporate citizen and neighbour in communities extending along our gas pipeline and retail businesses.

Our energy business has an extensive retail footprint through our Sasol service stations. Social investments are guided by the Sasol Friendly Neighbour philosophy which ensures co-creation of impactful and relevant value-adding interventions in communities near our service stations.

Quality education

1 Early childhood development Learning material

Sasol Diepsloot franchisee approached Sasol to assist with learning materials at Boys and Girls Youth Africa (BGYA) ECD centre based in an informal settlement of Diepsloot, Gauteng. As access and quality education improvement for children in our fenceline communities is a priority, we partnered and co-funded the franchisee to ensure no child is deprived of learning.

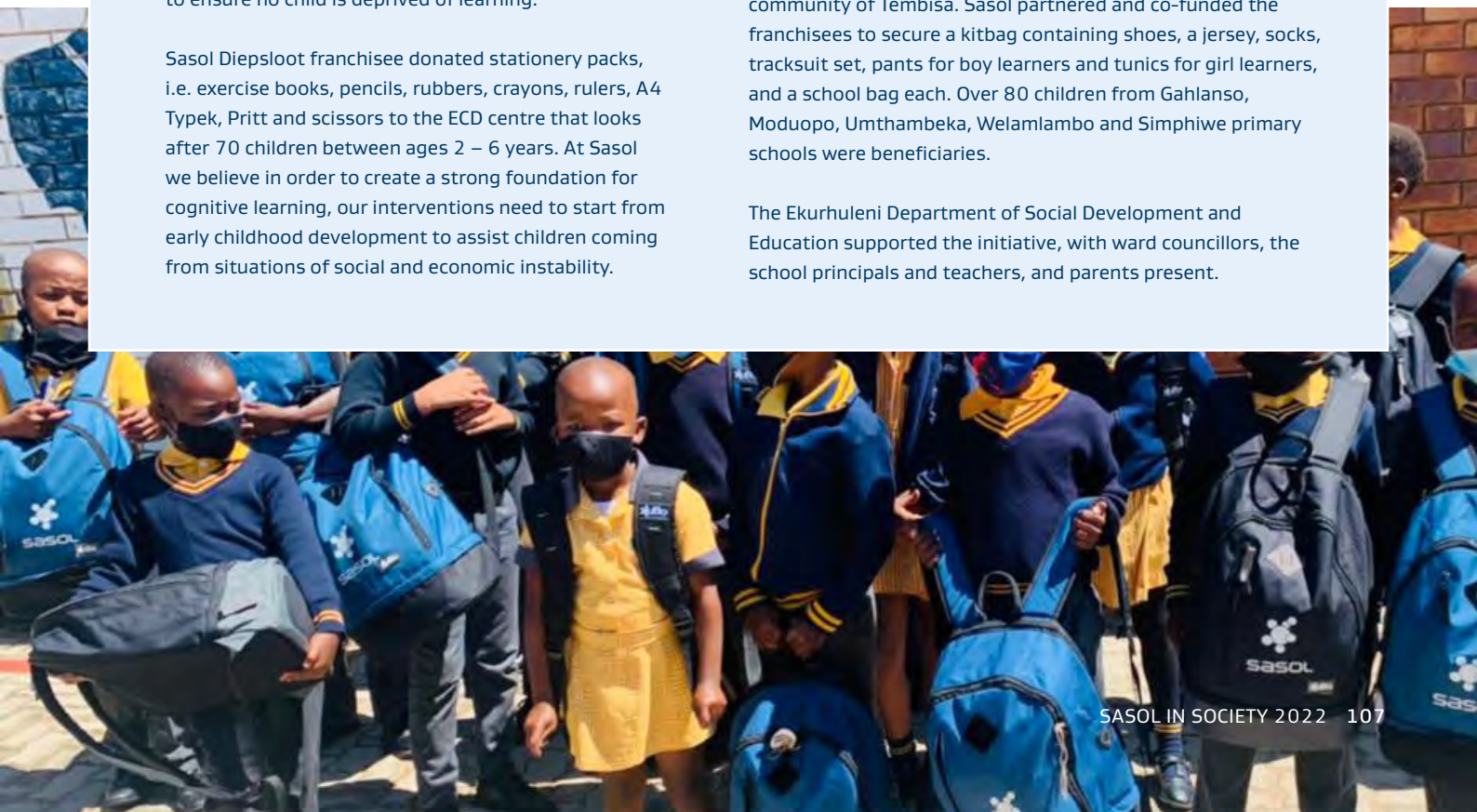
Sasol Diepsloot franchisee donated stationery packs, i.e. exercise books, pencils, rubbers, crayons, rulers, A4 Typek, Pritt and scissors to the ECD centre that looks after 70 children between ages 2 – 6 years. At Sasol we believe in order to create a strong foundation for cognitive learning, our interventions need to start from early childhood development to assist children coming from situations of social and economic instability.

School uniform and learning material

The beginning of any academic year usually poses a challenge for impoverished families. In 2022 this had intensified, with families having lost jobs due to the COVID-19 pandemic followed by the July 2021 riots.

Sasol Tembisa and Sasol Andrew Mapheto franchisees approached Sasol to bring some relief to their fenceline community of Tembisa. Sasol partnered and co-funded the franchisees to secure a kitbag containing shoes, a jersey, socks, tracksuit set, pants for boy learners and tunics for girl learners, and a school bag each. Over 80 children from Gahlanso, Moduopo, Umthambeka, Welamlambo and Simphiwe primary schools were beneficiaries.

The Ekurhuleni Department of Social Development and Education supported the initiative, with ward councillors, the school principals and teachers, and parents present.



2 STEM in schools

Career expos

Education is a bedrock in reducing poverty, enabling economic growth and aiding in nation building. Sasol has been walking the journey with the Department of Mineral Resources and Energy (DMRE) in supporting the DMRE's broader youth outreach programmes which includes Career Expos, Learners' Focus Week and bursaries.

Increasing knowledge of career and bursary opportunities in the STEMI fields, Sasol showcased the mobile lab and provided career guidance booklets in Glen Cowie, Limpopo, to over 300 learners from 38 schools from the Sekhukhune district municipality.

Dignitaries in attendance were Dr. Nobuhle Pamela Nkabane: Deputy Minister of Mineral Resources and Energy and Ms Polly Boshielo: MEC of Education, Limpopo Province, to name a few.

4 Access to tertiary education

Bursaries

Education is an enabler and equaliser, a powerful vehicle for upward socio-economic mobility of every individual. In partnership with the Department of Mineral Resources and Energy (DMRE), five students became Sasol bursary recipients for academic year 2022 as part of our investment in tertiary education to support individuals to build skills that will enable them to participate in the economy. The students are currently studying engineering at Nelson Mandela University, Tshwane University of Technology, University of Cape Town, Stellenbosch University and University of South Africa.

3 Access to technical and vocational education

The Sasol Technical and Vocational Education and Training (TVET) bursary programme

It is through Sasol's ammonia sulphur and liquid fuels business transactions with Eskom electricity public utility that an agreement was reached to have a localisation plan to enable economic growth. A plan that would enable youth residing in communities close to Eskom power stations to be upskilled for the future of work, using the current resources available in those communities – such as Balfour, Ermelo, Kriel, Middelburg, Ogies, Sasolburg, Standerton, Volksrust and Witbank.

This resulted in a partnership with Flavius Mareka, Gert Sibande and Nkangala Technical and Vocational Education and Training (TVET) colleges to onboard electrical and chemical engineering students on a bursary programme that would be funded by Sasol for the next five years.

Through this TVET bursary programme, just under 30 students have been selected for the 2022 academic year. We aim to improve and produce demand-driven skills programmes combining classroom-based with on-the-job training to ensure the desired outcomes of employable and economically active youth with renewable energy knowledge. This responds to the National Youth (2030) and the National Skills Development Act, among other prescripts that call upon business to collaborate towards youth empowerment efforts.



Bridge to Work skills programmes

Iphepe agricultural programme

Through Sasol's liquid fuels business transactions with Thungela coal mine, an agreement was reached to have a localisation plan to enable economic growth around Thungela mine's several operations spanning between Emalahleni, Steve Tshwete local municipalities and Gert Sibande district municipality.

11 upcoming farmers from the municipalities were put forward for practical farmer training at Buhle Farmers' Academy. Their course entails livestock, vegetable, poultry and grain crop production.



**Sasol
for Good**

Under the Energy business' Friendly Neighbour programme

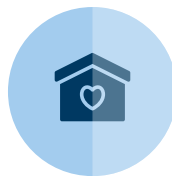
Sasol provides community service support to fenceline communities near Sasol franchisees. Sasol matches a franchisee up to R10 000 and an amount of up to R20 000 is paid over for an initiative and/or to an NGO. Some of the initiatives supported include:

Healthcare workers appreciation

Throughout the different waves of the COVID-19 pandemic, healthcare workers have been at the forefront working tirelessly to ensure people in South Africa receive the medical care they needed. Sasol was approached by Sasol Pinehaven franchisee to support the drive of 'Healthcare Workers Appreciation' in the Krugersdorp area to show appreciation for their services in the community. The outcome was 1000 Sasol Delight Vouchers, redeemed at Sasol Pinehaven C-Store, given to doctors, nurses, porters & ERMS personnel at Dr Yusuf Dadoo and Netcare Pinehaven hospitals in Roodepoort. The initiative encouraged suppliers such as RCL Foods, Lavazza, Blue Ribbon, Red Bull and McNabs to come onboard and donate additional items.

Baby born at retail site

On 2 November 2021, expectant mother Phumi Mahlambi paid a visit to Sasol Swartgoud in Mondeor Johannesburg to fill her vehicle up with fuel but the visit turned into a miracle event when she unexpectedly went into labour and gave birth to her new baby son, Lwandle (meaning ocean), who was not expected for another 34 weeks. Sasol joined efforts with Sasol Swartgoud franchisee to support the extraordinary event of a baby born on site. Monetary donation and two beautiful hampers filled with much needed baby accessories and gifts were donated.



Community Health & Service Infrastructure

RebuildSA Campaign

In December 2021, the Sasol energy business created an approach that encourages a simple and easily accessible method for smaller or 'out of lime-light' community NGOs that experienced hardships during the hard lockdowns and July riots, in the Alexandra township to interact with Sasol.

The approach was a 'call for funding applications' process. This process was a time-bound call driven through our community radio media partner, Alex FM. The criteria for application was NGOs working in Gender-based violence (GBV) or violence against women and girls (VAWG) victims support, HIV/AIDS preventative care and post transmission treatment and support and those promoting an understanding of disability issues. These themes were chosen to commemorate International Day for the Elimination of Violence Against Women (16 Days of Activism) [25 November - 10 December], World Aids Day [01 December] and International Day of Persons with Disabilities [03 December]. In partnership with Sasol Marlboro Gardens Franchisee, Sasol provided financial support valued at R190 000 to six registered Non-Profit Organisations (NPOs).



Sasol for Good

(continued)

NGO support

In partnership with Sasol Tzaneen franchisee, a donation was provided to Letaba Society for the Prevention of Cruelty to Animals (SPCA) which looks after stray and abandoned animals in the rural areas around Tzaneen. The funds donated are feeding these animals for a year.

Protective shelter

In partnership with Sasol Circle Centre, Sasol Midrand, Sasol Brits, Sasol Theresa Park, and Sasol Broederstroom franchisees, financial support was provided to New Beginnings non-profit organisation which looks after abandoned and abused children aged between 0 and 18.

Food security

In partnership with Sasol Quagga Road franchisee, warm meals have been provided daily to over 1000 destitute community members of Laudium, Spruit, Danville, Lotus Gardens, Erasmia and Iterileng. The franchisee has been providing warm meals

since 2019 following the destructive impact of the COVID-19 pandemic which left many people without employment.

KZN flood relief

Following the heavy rains that led to the devastating floods, tragic loss of life, significant damage to property, infrastructure and the environment in KwaZulu-Natal province, energy business donated R3,5 million to support emergency relief and rebuild efforts in the area. The funds were utilised for immediate provision of relief packs and critical infrastructure such as schools and clinics.

Working in close cooperation with the eThekweni municipality, Charities Aid Foundation Southern Africa (CAFSA), and franchisees such as Sasol Sunpark, Sasol Hans Dettman, Sasol Mageza, Sasol Belair, Sasol Booth Road West, Sasol Avoca, Sasol Stanger and Sasol Fairbreeze, over 700 immediate relief packs such as food, clothing, mattresses and blankets were delivered to support the various affected fenceline communities near our franchisee sites.



“
The visions we
offer our children
shape the future.

”
CARL SAGAN



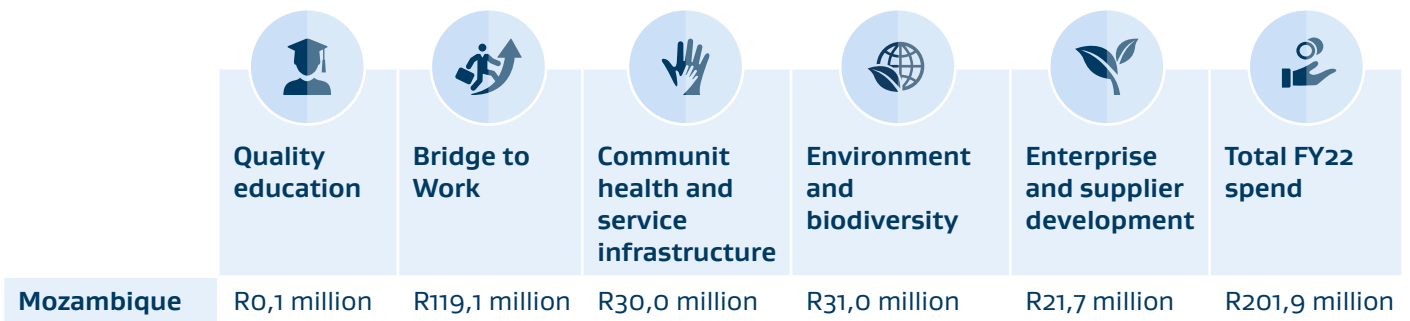
Energy business in Mozambique

Sasol has pioneered the monetisation of the Pande and Termane gas fields, which had been stranded for over 30 years.

Mozambique has been the heart of the company’s oil and gas strategy. The head office of Sasol in Mozambique is in Maputo.

Mozambique is located in southeast Africa and bordered by the Indian Ocean to the east. The capital and largest city is Maputo (known as Lourenço Marques from 1876 to 1976).

The country is endowed with rich and extensive natural resources. Its economy is based largely on agriculture, but industry is growing, mainly food and beverages, chemical manufacturing, and aluminium and petroleum production. The only official language is Portuguese, spoken mostly as a second language by about half the population, while indigenous languages include Swahili, Makhuwa, Sena, Ndaou, Tsonga, Lomwe, Ekoti, Nahara, Makonde, Chopi, Chuwabu, Kimwani, Nhungwe, Chimanika, Shona, Chiyao, Chichewa, Bitonga, Ngoni, Tswa and Chitewe. Mozambique has a population of approximately 30 million according to the World Bank.



Quality education

University collaboration

The university collaboration programme between Eduardo Mondlane University (UEM) focuses on the Masters in oil and gas processing, with the goal of developing skills in science and engineering by improving the quality of research facilities and education for the sector’s benefit. Approximately eight programme participants have begun their internships in Temane.

Learning material

Sasol, in collaboration with the Ministry of Mineral Resources and Energy (MIREME), supports the scholarship programme, which aims to develop Mozambicans’ skills and competencies in the areas of mineral resources and energy. Between 2014 and 2021, Sasol assisted 37 students in completing their bachelor’s degrees in oil and gas. Ten Mozambican students have completed their degrees in Petroleum Geoscience and Petroleum Engineering at UTP in Malaysia.

School desks project

Sasol committed to support the education and human development sector in Mozambique and specifically in the Inhassoro and Govuro districts including the 12 de Outubro primary school in Beira with 1000 school desks. The project has evolved into a campaign with the goal of moving all students from the ground to a desk. 3500 school desks and teacher desks will be provided as part of the campaign. In addition to Inhassoro and Govuro, the campaign has included Vilankulo district. With a two-year timeline, we hope to have completed the supply of school desks by June 2024. Another important aspect of the campaign is that all 3500 school desks will be made in Inhambane by local businessmen and with Inhambane-grown timber.



Bridge to Work skills programmes

Bursary programme

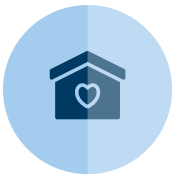
Between 2014 and 2021, Sasol assisted 37 students in completing their bachelor's degrees in oil and gas.

University collaboration

Sasol has joined forces with UEM to fund a downstream master's programme. The program, now in its fifth edition, has benefitted 41 highly trained and skilled graduates in relevant fields of study. Inhassoro Training Centre – By 2020, 460 graduates will have been trained and produced. Inhassoro, Inhambane province, Sasol established a permanent vocational training centre. The Escola TécnicoProfissional de Inhassoro's existing technical school is being expanded.

Entrepreneurship programme

SASOL is implementing an entrepreneurship programme for the communities of Inhassoro and Govuro in collaboration with GIZ. The programme provides the communities with tools to identify and develop entrepreneurial initiatives. The project includes 500 people (mostly youth and women). Over 1000 farmers benefitted from training in egg production, crafts, cashew nut value chain development, and honey value chain development. 100 trainees were successfully connected with job opportunities.



Community health & service infrastructure

01 Local service infrastructure

1

Water and sanitation

Sasol provided funding for the Inhassoro water system projects, which aim to provide potable water to the town of Inhassoro (10 000 residents). SNV has begun the repair of 51 hand pumps and 8 water systems in both Inhassoro and Govuro in collaboration with Sasol. In Govuro, 14 of 17 hand pumps have already been repaired, and all four systems have been repaired and are operational, whereas in Inhassoro, 9 of 9 hand pipes have already been repaired, and all four water systems have been repaired. SNV has also purchased two vehicles for each district to assist the government's water provision operations.

3

Access to electricity

Through a partnership with the GIZ, 13 000 people will have access to off-grid electricity, 500 households will have access to on-grid electricity, and over 4 000 people will have access to improved cook stoves. More than 2 500 households will have access to electricity and energy-saving cook stoves.

2

The Inhassoro water system

In addition to the water system, the construction of borehole fields and a water reservoir in the highest area of the town (Matsutsuque) which, through gravity, will distribute water to the town through pressurised reservoirs. This system will allow access to potable water for communities in and around Inhassoro, reaching more than 15 000 households in the start period and more than 30 000 households on the project horizon. Over 500 households have been connected to the system and are enjoying clean water consumption. The project was inaugurated by the Head of State on 28 March 2022.

4

Community market

The construction of the community market in Colonga community, Govuro, is almost complete. By close of FY21, the main market building, toilets, the water tower and fence had all been completed. The borehole which is to supply water to the market is currently underway and will be completed in FY22.

5

Urban planning

In the Govuro District, the Urban planning project progressed well during the year. A total of 9 communities were to be surveyed as part of the project. The first phase of the project had been completed in FY21, with the 9 community maps having been completed and delivered to the local district. The second phase of the project progressed well in FY22 in actual physical planning.



Sasol for Good

Cyclone Eloise and Idai relief projects

Sasol, aware of the challenges caused by the passage of Cyclones Eloise and Idai, which severely affected Beira City and northern Inhambane Province, and as part of its social responsibility, developed post-cyclone reconstruction and improvement plans in partnership with JAM and the Red Cross.

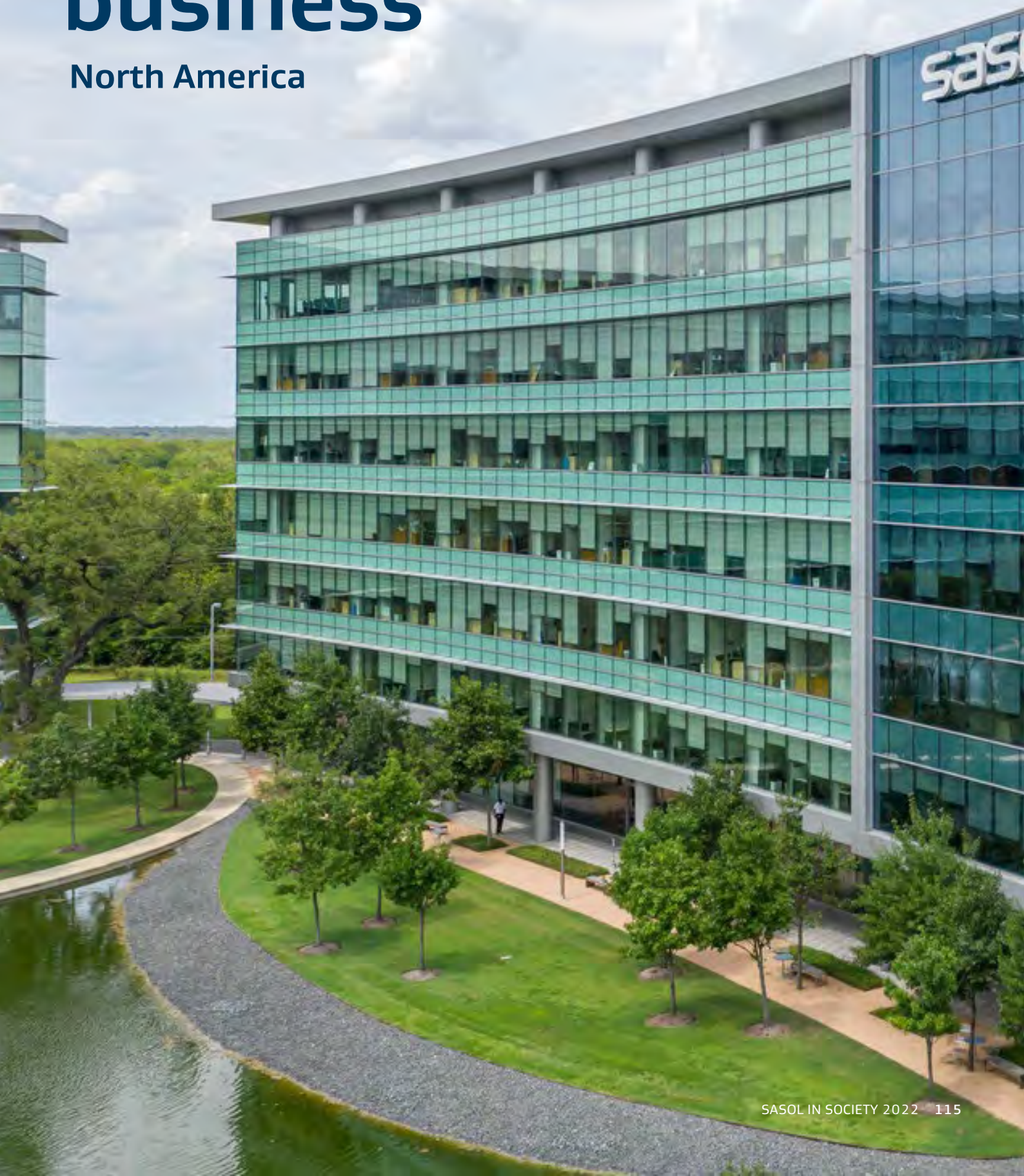
The rehabilitation of five projects were closed in December 2021. Small complementary works are undergoing at the district's main health centre with the drilling of a borehole to supply water to the facility. The old borehole dried up for unknown reasons after having served the health centre for a long time. The drilling is almost complete, and the contractor is currently installing the pumping equipment.

Another complementary project is restoring the district's community radio, which disseminates information, especially when disasters are approaching. The small project will expand the radius of coverage and will allow many communities to be reached by the signal.



Chemical business

North America



Delivering across our business operations / Chemical business



Sasol's North American headquarters are situated in Houston, Texas, with operational facilities in Texas, Arizona and a multi-asset chemicals complex in Lake Charles, Louisiana.

Lake Charles, Louisiana, is considered a regionally significant centre of petrochemicals refining, gaming, tourism, and education, being home to McNeese State University.



Quality education

Big Brothers Big Sisters Lonestar

Partnered with Big Brothers Big Sisters (BBBS) Lonestar, Sasol facilitates and supports one-to-one mentoring relationships between students at our Partner in Education school and Sasol employees based in Houston, TX. This year, the organisation will host biweekly sessions, where mentorship matches can chat, receive support with personal and educational challenges and participate in STEM enrichment activities.

Currently, eight employees have remained as mentors throughout the year. Over 75% of students at Sasol's Partner in Education school maintained or improved their behaviour, and 100% were promoted to the next grade level. For the duration of the school year, the mentors meet at least twice a month to provide educational and individual one-to-one mentoring to children who require positive connections, educational support, behavioural support, and other needs.

BBBS Lonestar has worked with Sasol to plan a mentor curriculum for the upcoming school year, including in-person sessions to take place once a month. Nine additional Sasol employees will become mentors who will join the 2022-2023 program.

Chemical Education Foundation

The Chemical Education Foundation (CEF) You Be the Chemist™ programs inspire K-8 students to pursue STEM in study and careers, build educator confidence, and strengthen communities through employer engagement with local schools. Sasol and CEF have partnered to support Emerson Elementary in Houston, Texas, through a You Be The Chemist™ community partnership since 2018.

Through Sasol's partnership, the organisation has focused on holding professional development workshops that provide educators with the training to confidently teach hands-on science and officially executed the CEF's You Be The Chemist Challenge®, a middle school science competition celebrating chemistry and STEM careers.

Future leaders through STEM

The 4th industrial revolution has placed pressure on all sectors, especially education, to continuously re-align its relevance to future knowledge requirements. Through STEM (science, technology, engineering and math), education aims to pursue the Curriculum of the Future. With our partners in education programmes, we support this drive by energising teacher and student interest in STEM to shape the next generation of leaders.

At Emerson Elementary, Houston, through our partnership with The Chemical Education Foundation (CEF), we support 410 K-8 students. The programme, You Be the Chemist, has inspired students to pursue STEM in their studies. Multiple in-person professional development workshops were hosted to assist teachers to confidently teach hands-on science, and numerous activity kits were provided for the classroom.

Combre-Fondel Elementary is another school we support with our Partner in Education, by providing teacher training, classroom resources, and funding extracurricular activities such as robotics to stimulate interest in STEM.

Through Sasol's financial support of the Project Lead the Way (PLTW) curriculum that is used in the STEM Academy, Combre-Fondel had 120 students successfully test into the academy and complete all requirements for the PLTW curriculum. Additionally, Combre-Fondel's robotics team successfully competed in its first national championship in May 2022.

Historically black colleges and universities - Future of STEM Scholars Initiative (FOSSI) – we further STEM initiatives alongside diversity and inclusivity by supporting and providing resources for students who attend historically disadvantaged colleges and universities. FOSSI aims to increase the number of unrepresented groups who wish to pursue careers in STEM, thereby enhancing prospects in high-demand, high-growth fields. This programme includes mentoring and internships to which SASOL is a partner. Hence, we made an endowment for 100 STEM scholarships to be awarded at the Southern University with additional allowance for an endowed chair and doctoral fellowship in global science and related fields.

Agility, critical thinking, and the ability to creatively deal with challenges never experienced before are key characteristics leaders of the future must develop. The World Economic Forum stated in 2022 that technological advancements may create 133 million new job roles. It is up to us to create the leaders of the future.





Bridge to Work skills programmes

The Louisiana small business development centre at McNeese

The organisation offers confidential consulting and business training to existing and potential small business owners in Southwest Louisiana at no cost. Sasol is one of the centre's largest corporate sponsors.

Sasol funds support monthly workshops, webinars and other small business development initiatives. The centre also specialises in guiding minority, women-owned, small disadvantaged or HUBZone to gain minority business certifications. The development centre has counselled over 448 distinctive clients offering over 37 webinars to support the development of small businesses, with a total of 865 attendees.

SEED centre business pitch competition

The Southwest Louisiana Entrepreneurial and Economic Development (SEED) centre is a joint venture and cooperative endeavour agreement that establishes a centre for economic development in Southwest Louisiana.

During the last quarter of the financial year, the 10th annual business pitch competition took place, with the goal of creating and nurturing an entrepreneurial culture in southwest Louisiana through a total of \$65 000 in grants. The business pitch had four divisions; High School, College, General Business and Technology with 35 organisation entries and 11 organisation finalists. In addition to the pitch competition,

two entrepreneurial trainings were supported, consisting of client support for 60 hours over a ten-week period.

The workforce training scholarship programme

The projects aim to provide scholarships to unemployed and under-employed residents of Southwest Louisiana to aid them in improving their career outcomes.

Programme partners were asked to work with the students involved by leading seminars in cover letter development, resume writing, and interview preparation. While students are still working to complete the required coursework in various career programmes, they are also receiving training and support to prepare for employment.

“
Act as if what
you do makes
a difference...
it does.



WILLIAM JAMES

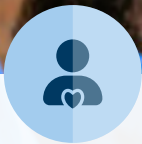
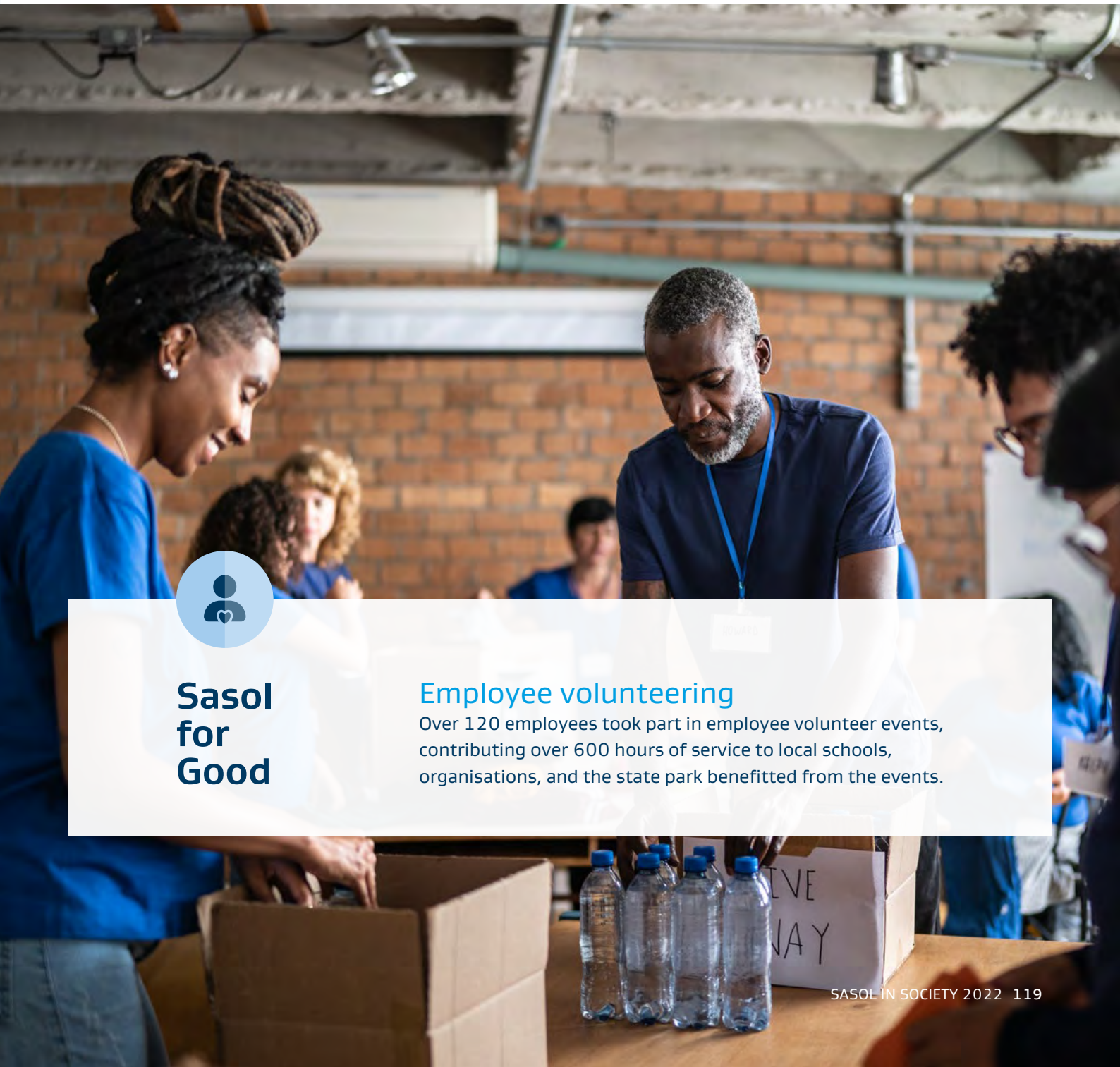


Community environment programmes

ReTreeLC

Sasol is playing a significant role in revitalising two City of Lake Charles public parks via its ongoing commitment to ReTreeLC, the community initiative designed to replace trees lost during unprecedented hurricanes in 2020. Sasol funded the development of a master plan that included a thorough review of project needs at both Tuten and Riverside parks. In the coming years, Sasol plans to direct funding to the priority projects identified in the plan based on community feedback.

Sasol is also helping to renovate Sam Houston Jones State Park, which was also devastated by the 2020 hurricanes. More than a dozen Sasol employees and their families volunteered in February 2022 to plant trees at the park.



Sasol for Good

Employee volunteering

Over 120 employees took part in employee volunteer events, contributing over 600 hours of service to local schools, organisations, and the state park benefitted from the events.

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North America

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