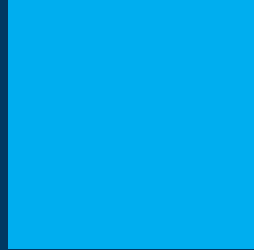




SASOL



SASOL IN SOCIETY REPORT

2025

Responding to the needs
of our communities

www.sasol.com



Table of contents

01

Scope and boundary of this report **4**

About this report **6**

Message from Executive Vice President **8**

Our commitment and approach to social and shared value **10**

Our social investment reporting structure **11**

Overview of Sasol **12**

Our focus areas **14**

Global footprint **16**

Our stakeholders and partners **20**

02

Year in review: South Africa **26**

National high impact programmes **30**

Education **31**

Bridge-to-Work **76**

Community service infrastructure **88**

Access to quality community health **89**

Sasol for Good **94**

Development sponsorships **100**

Economic inclusion: Enterprise and supplier development **102**

03

Year in review: South Africa **114**

Delivering across our South Africa business operations **114**

Sasolburg and Natref Operations **116**

Secunda Operations **121**

Sasol Mining **132**

Sasol Energy Marketing and Sales **133**

04

Year in review: International **138**

Delivering across our international business operations **138**

Mozambique **140**

United States **156**

Eurasia and China **159**

Qatar **161**

Glossary **164**



01 SCOPE AND BOUNDARY OF THIS REPORT

About this report

We adopt an integrated reporting approach to inform our stakeholders and investors of the socio-economic factors that may influence our business performance and affect the wellbeing of our local communities.

This report reflects Sasol's ongoing efforts to embed social value into our core business strategy and the manner in which those efforts are experienced by the communities and stakeholders we serve.

The Sasol in Society Report for the period 1 July 2024 to 30 June 2025 outlines corporate social investment (CSI) interventions implemented in Sasol's global operations. These include our operations in South Africa, Mozambique, United States, Eurasia and Qatar. The report also covers initiatives from Sasolburg, Natref Operations, Mining, Energy, Marketing and Sales, Enterprise and Supplier Development, and Development sponsorships.

While this report is relevant to a wide range of stakeholders, it is primarily intended for those with a direct interest in our social investment activities within local communities.

Archived Sasol in Society reports are available at www.society.sasol.com. Through our reporting, we aim to foster inclusive dialogue and invite meaningful feedback from our development partners and stakeholders.

We engage regularly with a broad base of stakeholders on material issues, including our performance, decisions and activities relating to environmental, social and governance matters.

Through our social impact initiatives we also contribute to the achievement of various United Nations Sustainable Development Goals (SDGs).

This report is aligned with other Sasol publications, including the Annual Integrated Report.



A message from our Executive Vice President

Over the years, our approach has matured, moving from charitable giving to strategic, leveraged investment.



The development of the Sasol People Promise stands out as a defining milestone. It was born of a profound question: “What do we, as Sasol, promise to our people?” That pledge to recognise employees as the cornerstone of our success and to invest in their growth, safety and wellbeing has become a guiding light for how we nurture talent and build an organisation grounded in care.

From there, we extended outward with equal conviction through our Promise to Society, acknowledging that if we stand boldly with our people, we must also stand boldly with our communities. This Promise evolved into the Sasol in Society strategy, a framework that has shaped our work in energy access, enterprise development, education, youth empowerment and sustainability. This progression, from People Promise to Promise to Society to a fully integrated strategy, represents a core part of my leadership journey and the legacy I leave with pride.

Among our many initiatives, Bridge-to-Work has embodied what I most believe in: that every person holds a form of excellence, and true progress comes when we connect that excellence with opportunities. More than training and placements, it created ecosystems of collaboration where young people, entrepreneurs, farmers and industry partners could thrive together. It is this spirit of partnership and possibility that will continue to define Sasol’s contribution to society.

I am proud of how Sasol has embraced women’s empowerment, not as a slogan, but as a lived commitment. From bursary recipients to entrepreneurs and community leaders, I have seen women rise through Sasol in Society programmes, multiplying benefits for families and communities. Their progress is proof that when women are empowered, society is transformed.

Over the years, our approach has matured, moving from charitable giving to strategic, leveraged investment. With the insights of the Corporate Social Investment (CSI) Baseline Study, Sasol is now positioned to focus on fewer, more impactful programmes with strong partners and deep community engagement. This is the path from problem-solver to catalyst, from reactive interventions to long-term systemic change.

Our story is also one of environmental stewardship. While challenges remain, we have taken important steps to reduce our footprint, embrace sustainability and contribute to a just energy transition. This work is vital not only for today but for the generations to come.

None of these achievements would have been possible without the collective effort of colleagues, partners and communities. To my Sasol family, thank you for your innovation, resilience and compassion. To our partners in government, civil society and non-profit organisations, thank you for trusting us and walking alongside us. And to the communities themselves, your resilience and openness have been the true drivers of change.

This journey has reinforced that leadership is not about titles, but about how we use influence to enable others to rise. When we choose to see people’s strengths, those strengths come alive, and both organisations and societies thrive. The foundations we have laid in building the Promise to Society are strong, and Sasol’s commitment to society is unwavering. I am confident that Sasol will continue to empower youth, support education, drive inclusive economic growth, advance sustainability and serve as a trusted partner to communities.

The challenges of inequality, unemployment and climate change cannot be solved alone. They demand collaboration across business, government, civil society and communities. Sasol has always recognised this truth, and I trust it will continue to guide the company’s path.

It has been an honour to serve alongside you, and I leave with the assurance that Sasol in Society will continue to grow, inspire and uplift.

Charlotte Mokoena
Executive Vice President:
Human Resources and Corporate Affairs

Our commitment and approach to social and shared value

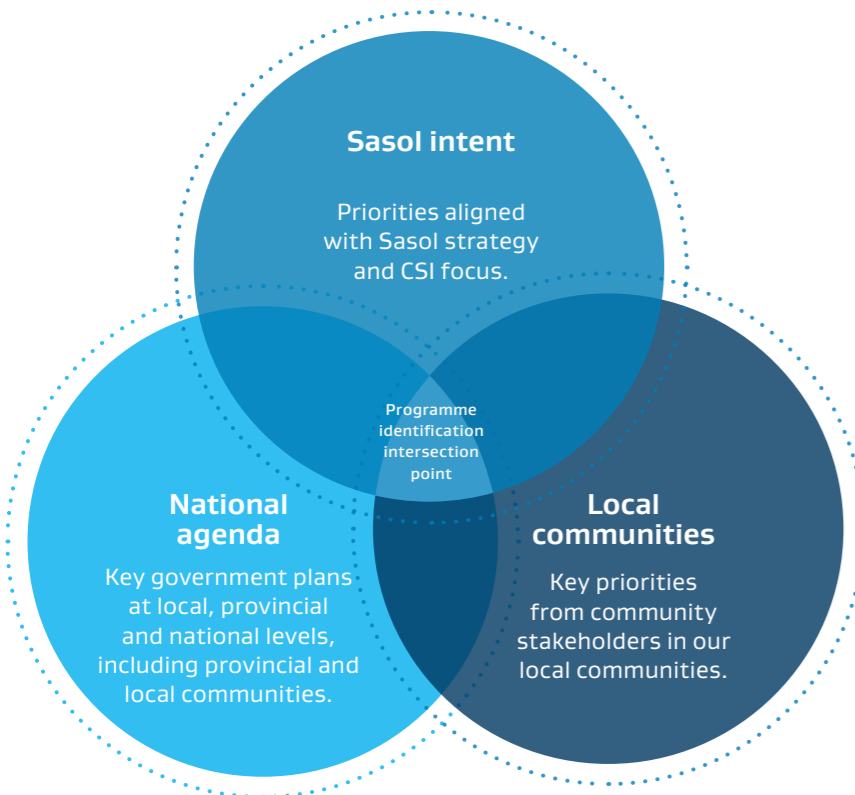
At Sasol, we strive to be a catalyst for positive socio-economic change, guided by our Promise to Society. This promise commits us to driving shared value creation by enhancing economic participation, improving quality of life and supporting inclusive growth in the communities near our operations.

Our social investment approach is grounded in data-driven decision-making and community collaboration. We actively engage stakeholders through structured forums, surveys, and direct engagement to identify key priorities.

This ensures our interventions are relevant, responsive and aligned with the needs of local communities, as well as the priorities of national, provincial and local government structures in our operating geographies.

By aligning Sasol's intent with stakeholder needs, we aim to co-create impactful programmes that deliver long-term value and unlock opportunities for those we serve.

We implement our programmes through a streamlined model of impactful and responsive initiatives which we categorise as focus areas. For more detail regarding our focus areas see page 14.

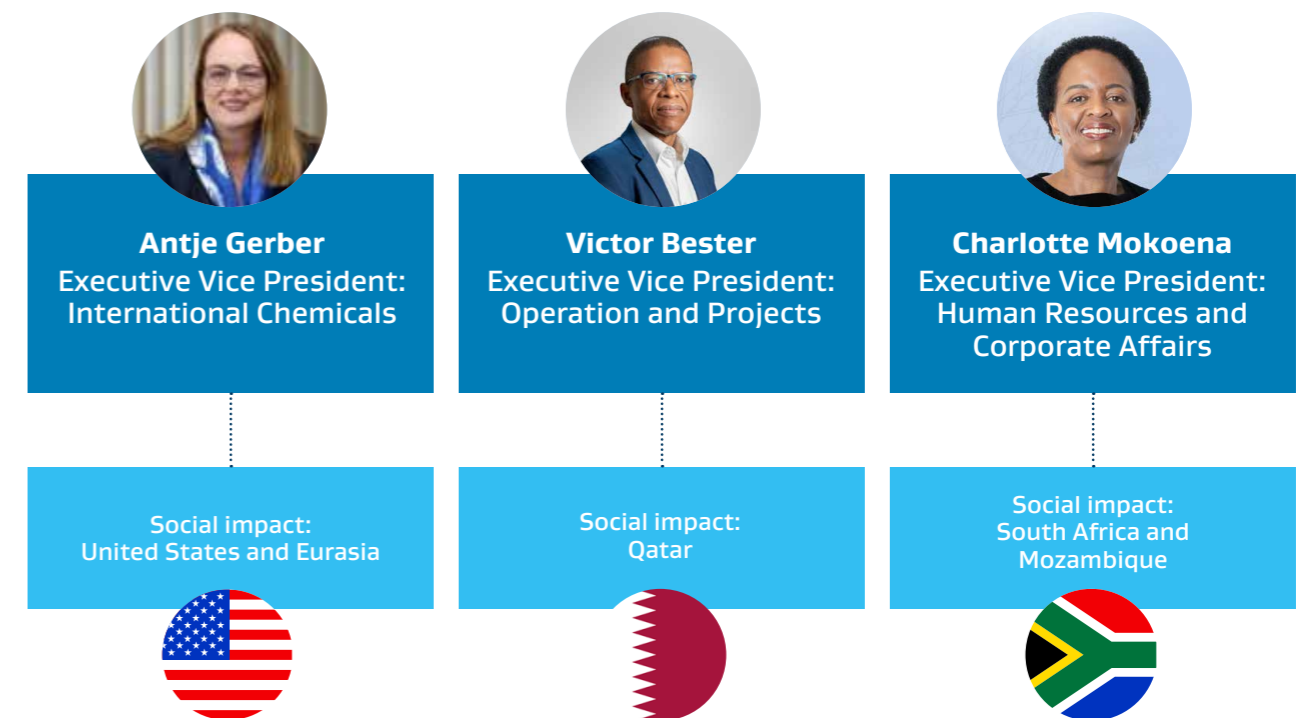


- 1 Impact**
Make a measurable socio-economic difference to stakeholders.
- 2 Relevance**
Understand stakeholder expectations and respond effectively to diverse stakeholders.
- 3 Shared value**
Manage and proactively influence, engage and partner with stakeholders. Engage a 'win-win' shared value outcome. Collaborate with our partners and stakeholders along the value chain, promoting safe and responsible practices related to the storage, use, conversion and end-of-life management of our products.

Our social investment reporting structure

Corporate social investment activities are reported to the Social and Ethics Committee through the Office of the President and Chief Executive Officer. The Group Executive Vice President for Human Resources and Corporate Affairs is responsible for the strategy, governance, and reporting of all Group CSI activities.

The following leaders are responsible for guiding and implementing CSI interventions across our various geographies and regional operations. The coordination of CSI reporting remains the responsibility of the EVP: Human Resources and Corporate Affairs.



Programmes are implemented by a global team with expertise across various fields that influence the CSI environment. In addition to the business units that contribute to the implementation of CSI interventions, Sasol operates three independent Trusts in South Africa. These Trusts administer funds allocated to community beneficiaries, ensuring alignment with Sasol's strategic objectives and the specific mandates of each respective Trust.



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-wide operating facilities.

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

People Promise

To provide a unique employee experience and a compelling value proposition to a diverse workforce in a safe and inclusive workplace.

Our Purpose

Innovating for a better world

Our Purpose guides everything we do and enables the delivery of shared value. It drives us to achieve outcomes across People, Planet and Profit with the intent to be a force for good.

Ambition

We are reshaping for a new era, harnessing the opportunity for value creation today and into the future.

Sasol of the future

We are strengthening our foundation, and growing and transforming the business to unlock its full potential. We are building a stronger, sustainable and more resilient organisation to deliver our strategy.



People

Committed to pursuing Zero Harm and caring for our people.



Planet

Reducing carbon intensity* in operations and transitioning to a more sustainable future.



Profit

Disciplined financial management and a balanced capital allocation approach.

* Refers to the process of reducing the amount of greenhouse gas emissions (carbon dioxide, methane, nitrous oxide) that a society or industry produces, as well as increasing the amount that is absorbed.

Our values

BE SAFE

We always place the safety of people first.

BE CARING

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

BE INCLUSIVE

We foster inclusivity in all we do for our employees, customers and stakeholders.

BE ACCOUNTABLE




We own our results.



BE RESILIENT

We boldly adapt to change and embrace agility.



Our focus areas

Focus area	Outcomes	Levers	Alignment to SDG
Enhance access to quality education through the Sasol Foundation	To be a transformational pathfinder in education, fuelling the growth of human potential in engineering, science and technology.	<ul style="list-style-type: none"> • Early childhood education • Science, technology, engineering and mathematics (STEM) in school education • Technical education • Tertiary education • Psychosocial support 	
Bridge-to-Work skills programmes	Access to training that enables communities to access meaningful work opportunities that can be converted into small businesses.	<ul style="list-style-type: none"> • Access to work and portable skills. • Technical and vocational education and training (TVET) and work transition programmes, including: <ul style="list-style-type: none"> - Training of unemployed people aligned with economic activity - Small business development and support - Business starter packs and mentorship 	
Community health	We contribute to health and wellness programmes to support healthier communities that are productive and contribute positively to society.	<ul style="list-style-type: none"> • Quality community healthcare • Resilient local service infrastructure 	

Focus area	Outcomes	Levers	Alignment to SDG
Community infrastructure	Improve communities' quality of life through better access to quality infrastructure and services.	<ul style="list-style-type: none"> • Resilient local service infrastructure 	
Community environment programmes	Improve communities' quality of life through improved access to environmental infrastructure and services.	<ul style="list-style-type: none"> • Community awareness and education • Community waste management education 	
Development sponsorships	Increase access to arts programmes, as well as women's and disabled people's sport development programmes to enhance diversity and inclusion as a human right.	<ul style="list-style-type: none"> • Sporting development in local communities • Sasol League • Banyana Banyana • Wheelchair basketball • Sasol New Signatures 	
Economic transformation and local content	Enable economic inclusion opportunities for small businesses to contribute to economic growth.	<ul style="list-style-type: none"> • Small business development, support and mentorship • Incubation • Funding 	
Sasol for Good	Mobilise employees to be a force for good, actively transforming the lives of our communities through their skills and resources.	<ul style="list-style-type: none"> • Skilled volunteering and employee giving • Non-profit organisation (NPO) capacity-building • Community support and philanthropy • Community development 	



THE GLOBAL GOALS

For Sustainable Development

1 NO POVERTY


2 ZERO HUNGER


3 GOOD HEALTH AND WELL-BEING


4 QUALITY EDUCATION


5 GENDER EQUALITY


6 CLEAN WATER AND SANITATION


7 AFFORDABLE AND CLEAN ENERGY


8 DECENT WORK AND ECONOMIC GROWTH


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE


10 REDUCED INEQUALITIES


11 SUSTAINABLE CITIES AND COMMUNITIES


12 RESPONSIBLE CONSUMPTION AND PRODUCTION


13 CLIMATE ACTION


14 LIFE BELOW WATER


15 LIFE ON LAND


16 PEACE AND JUSTICE STRONG INSTITUTIONS


17 PARTNERSHIPS FOR THE GOALS


Global footprint: spend and impact highlights



UNITED STATES

Local communities:
Westlake and Mossville - Louisiana

Spend
R21,1 million

Sasol invested R663 million directly into local communities across our operating geographies. This includes global socio-economic development initiatives and enterprise, and supplier development spend, primarily in South Africa. In addition, a significant amount was directed towards preferential procurement and localisation in South Africa, Mozambique and North America, with a focus on supporting small and local businesses.

We prioritise stakeholder concerns regarding economic empowerment and the localisation of procurement to ensure that our communities grow and can sustain and retain local jobs. We maintain open and transparent communication on community interventions, aligned with our approach, strategy, Group Minimum Standards and policies. This enables us to balance business strategy, societal needs and national and local priorities.

Our investments are tailored to the needs of each country and region in which we operate, and are aligned with their national, regional and local development goals. Our impact spans across education, healthcare, infrastructure, environment, employee volunteerism, access to work skills and small business development programmes.



MOZAMBIQUE

Local communities:
Inhassoro
Govuro and Vilankulo - Inhambane province

Spend
R76,9 million

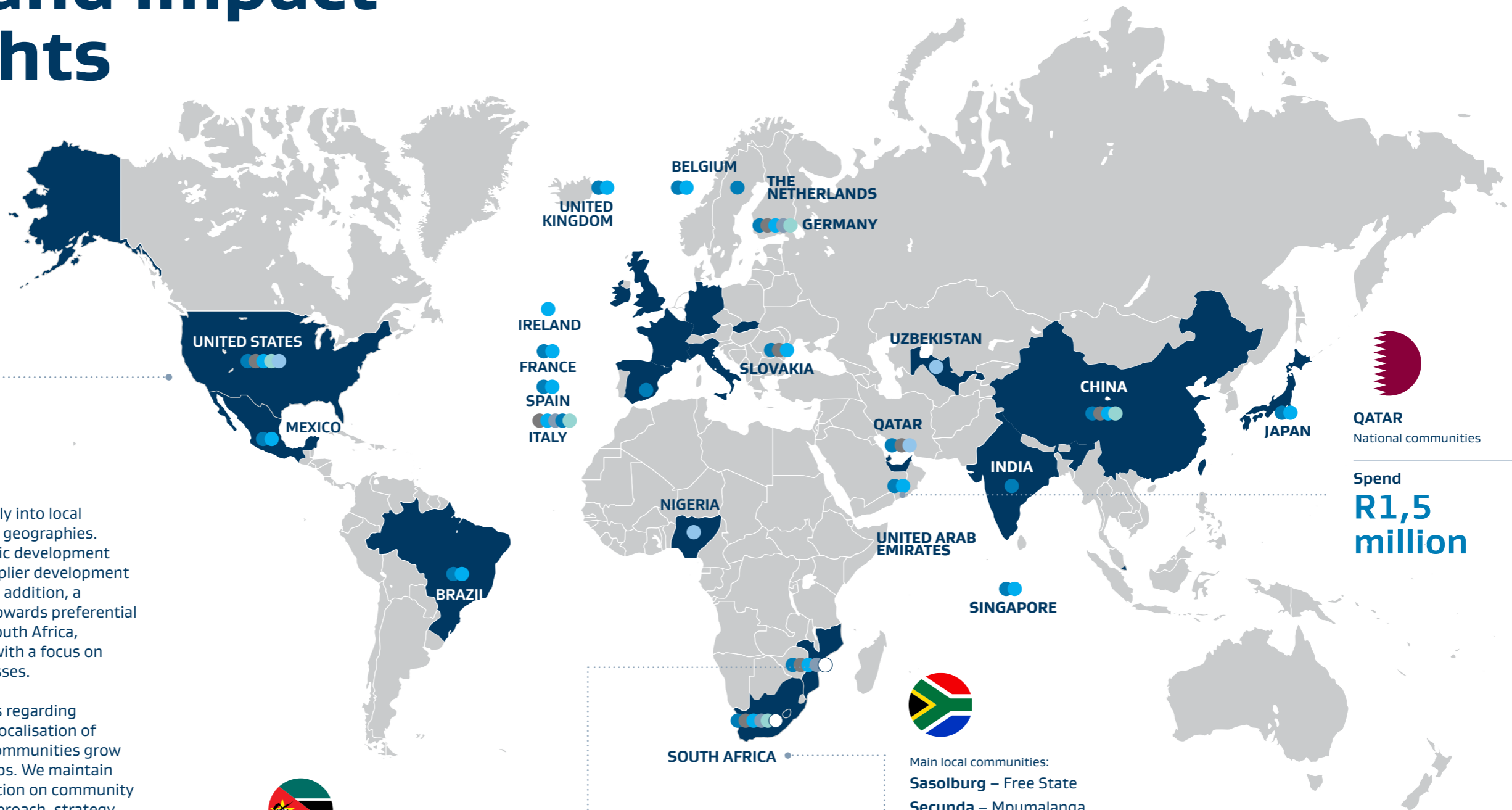


SOUTH AFRICA

Main local communities:
Sasolburg – Free State
Secunda – Mpumalanga
Ekandustria – Gauteng
Merewent and Umlazi – KwaZulu-Natal

Spend
R471,5 million

LEGEND: ● Office ● Operations ● Sales ● Projects at the prefeasibility, feasibility or implementation phase
● Research activities ○ Exploration ● Technology licensing services ● Countries in which we have a presence



QATAR
National communities

Spend
R1,5 million

Global highlights of our contribution to society

Sasol aims to create shared value, drive economic participation and improve the quality of life within its operational areas and local communities. Its investments align with local priorities and societal needs.

We continue to actively contribute to the economy through our products, services, social investment and localisation strategies.

This year, we invested over R663 million in our communities.

Our investments are focused on the following areas and have contributed value to both society and the economy in the following ways:



R208,8 million

Enhancing the quality of education



Sasol invested R208,8 million to improve education outcomes, from early childhood development to entrepreneurship and employment initiatives impacting over 40 000 learners in STEM education annually.



R156,2 million

Improving health and infrastructure in our communities



This year, R156,2 million was invested globally to improve the quality of life in local communities by enhancing access to quality health systems and community service infrastructure, reaching over 300 000 beneficiaries.



R94,8 million

Bridge-to-Work



In the past year, over R94,8 million was invested to bridge the skills gap by increasing relevant capabilities for beneficiaries in local communities. The programme enhanced employability and portable skills for youth, women and unemployed people.



R10,4 million

Community environment programmes



R10,4 million was invested in environmental awareness and education programmes within communities. These initiatives promoted environmental education to support the creation of sustainable communities and reached over 3 000 beneficiaries.



R156,2 million

Economic transformation and local content



Sasol supports small businesses to drive economic growth within its operating geographies through economic transformation and local content programmes. Over R156,2 million was invested to support small and medium-sized enterprises (SMEs). In addition, R52,8 million was set aside for SMEs to do business with Sasol, and loans totalling R103 million were advanced to enable operations.



R7,7 million

Sasol for Good



Over R7,7 million was invested this year, with 1 249 employees engaging with over 100 non-profit organisations. These efforts had a meaningful impact through payroll donations, one-off contributions and disaster relief support.

Our stakeholders are partners in delivering social value

We have a wide range of stakeholders in our operating geographies. We engage with them frequently (monthly and quarterly) to gather feedback and understand their concerns. In return, we provide updates on programmes implemented in our local communities in South Africa, Mozambique, North America and Qatar.

While priority issues differ across regions, the challenges faced by our communities are often similar. The three main issues in most of our communities are:

- Lack of employment opportunities due to shrinking economies.
- Crime, including safety, security and violence against women and children.
- Inadequate infrastructure, which hinders economic growth and quality of life.

During this financial year, we signed the second five-year cycle of local development agreements (LDAs) with our key stakeholders in Mozambique. In LDA1, we engaged with 38 communities. In LDA2, this number has increased to 70.

In addition to verifying the implementation process of our programmes in Mozambique, an impact assessment will be conducted to evaluate the value these LDA projects have contributed across the 37 areas.

We engage with 10 different stakeholder groups, all of which are important. We identify six groups as being most material to Sasol.



Some of our key engagements over the past year



Business	Stakeholder	Nature of engagement	Frequency	Action and response
Sasolburg and Ekandustria Operations	Youth forums	Enabling youth to participate meaningfully in the economy by improving their skills through targeted programmes	Monthly	Enabled local youth to qualify as artisans in various disciplines, including 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 (MLM)
	Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Supported the MLM in implementing water demand management programmes within the Water and Sanitation Department in order to reduce municipal water losses
		Improving STEM education outcomes in schools	Annually	Assisted the Department of Education in the Fezile Dabi District with training and resources through the Sasol Boitjhorisong Resource Centre (BRC)
Secunda Regional Operations and Mining	Local government and communities	Improving community infrastructure through municipal collaboration	Ongoing	Assisted the Govan Mbeki Municipality with the construction upgrade of its sewer system, eliminating the potential risk of sewage pollution and its negative impact on the environment and community wellbeing
	Non-profit sector	Enhancing capacity for non-profit sector to enable their sustainability	Annually	Assisted in capacity-building workshops for local non-profit organisations (NPOs) to improve organisational effectiveness, governance and capability
Energy Marketing and Sales	Franchisees, customers and Department of Mineral and Petroleum Resources	Improving the lives of communities where Sasol Forecourts and customers reside by partnering with government on collaborative community development programmes	Ongoing	Donated school shoes, uniforms and food parcels, implemented CSI programmes and issued bursaries to support vulnerable learners and communities

Business	Stakeholder	Nature of engagement	Frequency	Action and response
Sasol Foundation	Department of Mineral and Petroleum Resources	Improving STEM education outcomes in schools	Ongoing	Bursaries were allocated as part of Learners Focus Week to promote skills development and provide career guidance in STEM-related subjects within the energy sector, in partnership with the Department of Mineral and Petroleum Resources
	Technical and Vocational Education and Training (TVET) colleges	Enabling TVET colleges to align their curriculum with industry requirements	Ongoing	Engaged on the delivery of technical teacher education and provision of workshop resources
	Department of Basic Education	Implementation and operationalisation of the Affordable Gold Standard (AGS) for early childhood development (ECD)	Ongoing	The Department of Basic Education (DBE) signed off the ECD curriculum as part of the AGS implementation. In addition, the pilot site received approval, and a Memorandum of Understanding (MoU) was signed to support the operationalisation of the AGS model
	An entity of the Department of Higher Education and Training, the National Skills Fund supports strategic skills development initiatives aligned to national priorities	Partnership for undergraduate bursaries	Ongoing	Implementation of the skills competition in local schools across the country



Business	Stakeholder	Nature of engagement	Frequency	Action and response
Lake Charles	Local government and communities	Mitigating the impact of environmental degradation	Ongoing	In collaboration with the City of Lake Charles and the Community Foundation of Southwest Louisiana, identified two local parks to support as part of the city's Partners in Parks programme, aimed at preserving Lake Charles's park network
	Education sector	Continuing scholarship support	Ongoing	Partnered with the Southwest Louisiana community to establish a scholarship programme that provides financial support for tuition, training costs, support services and technical assistance for unemployed and undereducated individuals across a five-parish area

Stakeholder	Nature of engagement	Frequency	Action and response
Government and communities	Continuing capacity-building support with the Ministry of Labour	Periodic/as required	Committed to supporting Ministry of Labour inspectors for the next three years by providing cross-border exposure to South Africa's workplace practices. This initiative will enable participating inspectors to implement improvements within their respective areas of work
	Local development commitments focused on infrastructure, education, skills development, employment and access to the supply chain	Quarterly	<p>Progress on the LDA ensured that households have access to quality drinking water, and that schools and health facilities benefit from modern water and sanitation infrastructure through our partnership with SNV Netherlands Development Organisation</p> <p>Access to both off-grid and on-grid electricity has been enabled through a partnership with GIZ German Development Organisation in the communities of Inhassoro and Govuro</p>
	Fostering urban planning to support local communities	Annually	Embarked on a territorial and urban planning project to support the Govuro District with community demarcation plans as part of a broader infrastructure development initiative. The outcomes of this project will inform infrastructure design, costing, tendering and implementation



Stakeholder	Nature of engagement	Frequency	Action and response
Government and communities	Accessibility, inclusion and disability advocacy	Ongoing	Sasol Qatar strengthened the Accessible Qatar online platform through major digital enhancements, integration of the Definitely Able digital archives and the launch of the inclusiveai.qa website in English, Arabic and Braille. Sasol participated in various events with stakeholders, including the Global Accessibility Awareness Day (GAAD) Film Festival and the Ability Friendly Conference. Sasol was formally recognised at the Ability Friendly programme graduation for its contributions. Engagements helped raise national awareness on inclusive design and supported government-led disability inclusion priorities
Government and diplomatic community	Energy cooperation, bilateral relations and cultural diplomacy	Periodic / as required	Sasol Qatar supported several high-level engagements, including the ministerial visit led by South Africa's Minister of Electricity and Energy and Sasol's President and CEO. Sasol also sponsored and participated in Heritage Day events in collaboration with the South African embassy
Educational institutions	Collaborative STEM programming and capacity-building	Ongoing	Sasol Qatar finalised a long-term partnership agreement with Qatar Foundation, initiated engagements on a letter of intent with the United Nations Educational, Scientific and Cultural Organization, and initiated post-event collaboration with University of Doha for Science and Technology on the Sasol Solar Challenge. Joint visits were conducted to Qatar Academy Al Khor to explore future STEM labs and programming
Government and environmental stakeholders	Biodiversity awareness and environmental education	Ongoing/quarterly	Sasol formally transferred the Qatar e-Nature platform to the Friends of the Environment Centre under the Ministry of Environment and Climate Change. Sasol continued digital enhancements to the platform and integrated biodiversity information into public events, supporting national sustainability education initiatives





02 YEAR IN REVIEW SOUTH AFRICA

Celebrating 75 years of innovation



Sasol is headquartered in Johannesburg, South Africa, the economic hub of South Africa and home to the Johannesburg Stock Exchange, which hosts the country's Top 40 listed companies. According to Statista, the World Bank ranked South Africa the largest economy in Africa with a GDP worth US\$427 billion. South Africa hosts Sasol's mining and core manufacturing assets, incorporating Secunda Operations, Sasolburg and Natref Operations. The World Bank classifies South Africa as an upper middle-income economy and a newly industrialised country with an abundant supply of natural resources and well-developed financial, legal, communications,

energy and transport sectors. South Africa is a diverse country with a population of about 63.2 million people and 12 official languages.

Unfortunately, unemployment, poverty and inequality are key challenges with an unemployment rate of about 33% and over 46% of youth being unemployed. It is key for Sasol to ensure that all our programmes are targeted at making the economically active population and youth in our local communities meaningfully engaged and obtain the right skills or training for employability or entrepreneurship.

National high-impact programmes

National programmes are designed and implemented across all our local communities in South Africa, tackling key common issues, while regional programmes allow for nuanced intervention in region-specific matters.

Our total spend per focus area in South Africa

Region	Enhance access to quality education	Access to Bridge-to-Work skills opportunities	Community health and community service infrastructure	Economic transformation and local content	Environment and biodiversity programmes	Sasol for Good	Total FY25 spend (R'm)
National high-impact projects	43,4	19,3	13,5	0	0,7	3,8	80,7
Sasolburg and Ekandustria Operations	0,5	0,8	27,5	0	1,4	0,8	31
Secunda Operations	5,1	2,6	11	0	0,2	1,1	20
Sasol Mining	2,5	0	1,7	0	1,7	0	5,9
Sasol Energy	19	6,3	19,1	0	0	0	44,4
Sasol Foundation	R80,7 million						
Total social impact spend	R262,7 million						
Development sponsorship	R29,1 million						
Economic transformation and local content	R154,1 million						

1 Education

Why we support education

Sasol recognises the role of education in reducing poverty by preparing young individuals to participate in the economic growth and development of the countries and regions where Sasol operates. We further acknowledge the rapid pace of change in the world of work. Our contribution through educational interventions focuses on building skills that are relevant and aligned with changes in the micro and macro environments, including conducting and funding research that explores the future world of work and contributes to the development of the countries where we operate. These interventions include life skills and psychosocial support to help learners deal with changes they may struggle with during their studies. By building strong foundations in science, technology, engineering and mathematics (STEM) from basic level of education, we aim to increase participation and better prepare learners for future employment and entrepreneurship.

Our education strategy is driven by the Sasol Foundation (the Foundation) and executed locally in our operating geographies to ensure that the local needs of the countries where we operate are met, towards achieving a more sustainable future. The Foundation recently reviewed its education strategy to align with Sasol's business goals, focusing on the development of human capital essential for the Chemicals and Energy sector while also supporting our decarbonisation targets. This strategy is further reinforced by other educational initiatives implemented through Sasol Human Resources, Sasol Research & Technology, as well as our Corporate Social Investment unit. Collectively, these efforts create a comprehensive framework that supports our commitment to education and aligns with our broader organisational objectives.



ABOUT THE SASOL FOUNDATION

The Foundation is an independent Trust. It delivers science, technology, engineering and mathematics (STEM) education development programmes for Sasol and other entities in South Africa.



Our investments in education focus on the following areas:

Sasol Foundation | Vision 2030 Strategy

Enhancing early childhood development and education as an anchor for STEM careers.

Develop replicable systems to build a strong foundation for STEM learning, ensuring school readiness and holistic development of children through:

- Rollout of an affordable best-in-class early childhood development and education (ECDE) model.
- Development of age-appropriate learning resources for STEM.
- Enhancing the skills of educators.
- Building communities of practice that drive scale and reach.

Graduate development and innovative research for industry needs and beneficial solutions.

Create tertiary education access for youth, equipping them with employability skills through:

- Provision of funding support and enabling systems that produce graduate self-starters.
- Work readiness support.
- Research and infrastructure support historically disadvantaged institution (HDIs) to increase innovation.
- Development of a green skills training platform to create an adaptable workforce.
- Agile and accessible learning systems.

Psychosocial support that enables success and ensures achievement

Provide support to mitigate psychological and social challenges that hinder academic success of the learners we support through:

- Career counselling development and execution.
- Personal coaching.
- Mentorship and life skills training.
- Wellness coaching.
- Peer-to-peer training.

STEM education innovation that enhances learning and proficiency, and prepares for future work

Develop systemic interventions to improve STEM uptake and foster innovative teaching and learning through:

- Adoption of digital and artificial intelligence (AI) skills in basic education.
- Development and provision of scalable quality teaching and learning resources.
- Career guidance and coaching that excites learners about technical careers.

Technical education that bridges skills gap, fostering adaptability in a transitioning world

Support evolving technical and vocational education and training through:

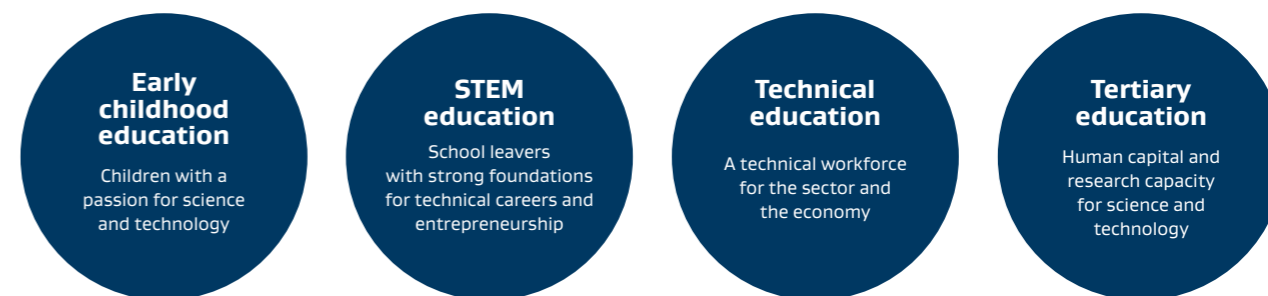
- Enhancement of digital skills of educators and learners through AI and digitisation.
- Development of a future-focused blueprint for technical teacher training and the establishment of a technical teachers' college.
- Enhancement of throughput numbers of technically trained professionals.
- Development of learning resources.

Programme implementation that focuses on learning for impact to execute at scale

Provide execution capacity that creates scale and sets a benchmark for education and training enablement through:

- Stakeholder management and engagement.
- Partnership development and management.
- Resource allocation and management.
- Market development and fundraising.

Key portfolios



Implementation channels through which education programmes are delivered

- **The Sasol Foundation:** Invests in systemic programmes in South Africa in collaboration with South Africa's Department of Basic Education (DBE) to enable upscaling once pilot initiatives have proven successful.
- **Sasol Human Resources:** Source talent from South Africa to support targeted learning and development which are aligned with Sasol's business requirements by investing in bursaries for Sasol's pipeline through our Graduate Development programme.
- **Sasol Research and Technology:** Invest in universities in South Africa and Mozambique to ensure that key talent and research projects are developed to support both business and community requirements.
- **Sasol corporate social investment (CSI):** Ensure that all pilot initiatives intended for scaling are implemented in our local communities.



Early childhood development and education

Why we intervene in early childhood education

Enhancing quality early care and education can offer a win-win solution for re-mobilising the workforce, developing an up-and-coming talent pool and increasing economic activity now and in the decades ahead.

To enable access to quality early learning opportunities and develop strong foundations for STEM careers

The Foundation supports South Africa's National Development Plan's assertion that early childhood education is the bedrock of building national capabilities. As a result, we seek to contribute towards the achievement of the country's goal to provide children with universal access to two years of compulsory, quality early learning before they start formal education.

Recognising that early learning forms the basis for lifelong learning, our aim is to contribute to the architectural foundations supportive of the holistic development of young children, ensuring they are cognitively stimulated, that stunting is prevented and they are ready for school. The Foundation therefore guides the design and implementation of programmes delivered by the different implementing partners in our local communities to foster holistic development,

ensuring they are of a high quality and aligned to government priorities.

How do we intervene?

We support replicable systems that contribute to the development of a strong foundation for STEM learning, ensuring school readiness and the holistic development of children through:

- Funding the training of practitioners and managers to enhance their skills
- Providing and improving infrastructure to ensure a safe and stimulating learning environment in the centres we support
- Providing nutrition support through food gardens and food packages
- Providing learning and play resources
- Enabling active parent participation in early learning activities

Execution methods

Teacher support	Learning resources and infrastructure	Policy	Learner support
Fund teacher training for qualifications	Provide literacy and numeracy packages to support National Curriculum Framework implementation in the Sasol ECD network	Design and test the best-in-class scalable model	Provide integrated services through the hub model
Provide ongoing mentorship support for local communities centres	Develop age-appropriate science and technology resources as part of hub model	Contribute to thought leadership through research	
Employ youth to serve as coordinators and facilitators of integrated service	Innovate and establish affordable gold standard ECD hub model	Participate in DBE forums to influence policy and utilise Sasol's convening power to establish communities	
Offer digital and entrepreneurship training	Contribute to the development of quality readers written in African languages to improve comprehension		

Programme elements



ECD practitioner training
Accredited training, skills training and continuous on-site support for managers and practitioners.



Leadership training
General management and leadership training for owners of centres.



Toy libraries
Mobile and purpose-built toy libraries.



Nutrition
Food packs and food gardens.



Comprehensive programmes
Offering services such as training, nutrition and infrastructure as a package at centres.



Safety training
First aid training for practitioners.



Resources
Learning and indoor and outdoor play equipment.



Infrastructure
Improvement of existing structures and provision of mobile classes.



Advocacy
Communities of practice for non-governmental organisations (NGOs) that support the sector, enabling access to resources and providing general support on policy matters.

Highlights:



Successfully provided training to more than 729 practitioners and

276 managers

including on-site support, cluster workshops, mentoring and coaching across various regions.



Number of children reached in the past year

14 858



38 practitioners

from Govan Mbeki and Dipaleseng municipalities successfully completed their NQF Level 5 training.



24 practitioners

and 24 early childhood development (ECD) centre managers participated in the Play with a Purpose training programme, facilitated by the Early Care Foundation. This specialised training focuses on the integration of play-based learning methodologies within the ECDE context.



14 practitioners and managers

received digital literacy training in areas like lesson planning, data management and educational software. These skills were applied in classrooms where 1 237 children benefited.



Early childhood education

A critical foundation in supporting STEM and technical education

The early years of a child's life are critical for brain development, with early experiences shaping the physical, intellectual and socio-emotional foundations for lifelong learning and wellbeing. Yet, South Africa's inaugural 'Thrive by Five Index' reveals a sobering reality: more than half of four- to five-year-old children are not meeting age-appropriate developmental milestones, limiting their ability to realise their full potential.

This national challenge is mirrored in the Foundation's 2021 baseline study, which revealed similar developmental gaps in our local communities. In response, the Foundation strategically prioritised strengthening the quality of early learning programmes through targeted literacy and digital skills interventions that build practitioner capacity and enrich learning for children in our local communities.

Recognising that literacy is the foundation for all learning, the Foundation launched a literacy programme designed to cultivate early reading skills and foster a love for storytelling. We distributed 585 boxes of African storybooks to 326 ECD centres in our local communities, ensuring that children engage with learning materials in their home languages and through stories that reflect their lived experiences. To ensure sustainability and impact, ECD practitioners received specialised training on integrating these books into daily routines. They now use storytelling as a dynamic teaching tool to spark curiosity, expand vocabulary and strengthen both literacy and numeracy foundations.

Through the introduction of digital training interventions, children are now able to explore

stimulating digital content and hands-on activities that promote creativity, collaboration and problem-solving. Meanwhile, practitioners have gained new digital competencies, enabling them to design responsive, learner-centred experiences and to strengthen centre-level management and reporting systems.

Our monitoring indicates that this integration of technology has enhanced classroom participation, supported cognitive and motor development, and improved data-driven decision-making within centres. In addition, practitioners gained new tools to facilitate inclusive learning environments that adapt to diverse developmental needs and foster social interaction.

The combined impact of the literacy and digital skills programmes is already evident. Practitioners report greater confidence and professional growth, while children show improved cognitive engagement, social interaction and foundational learning outcomes. By equipping ECD centres with the resources, training, and tools they need, we are laying a strong foundation for lifelong learning, future employability, and sustainable community development.

Ultimately, these interventions reflect the Foundation's ongoing commitment to finding innovative, scalable solutions that enhance the quality of early learning in under-resourced communities where opportunities and materials are limited. Through these efforts, the Foundation continues to ensure that every child, regardless of their circumstances, has the opportunity to learn, grow and thrive.

Outcomes of the ECD programme for FY25

Province	Areas	Number of centres	Number of learner beneficiaries	Number of practitioners
Free State	Sasolburg	98	5 765	50
Gauteng	Ekaandustria	52	2 945	40
KwaZulu-Natal	Richards Bay	50	2 102	50
Limpopo	Tzaneen	24	720	25
Mpumalanga	Secunda, Dipaleseng and Komatipoort	110	2 779	38
Total		334	14 311	203

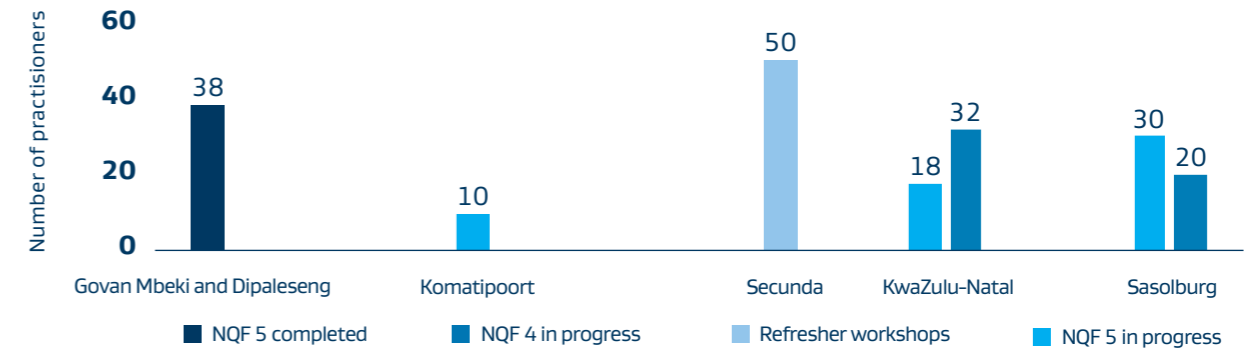
The ECD comprehensive programme offering includes:

- **Accredited and skills training** with on-site support to ensure that practitioners and managers implement what they have learnt and apply child-centred approaches to facilitate learning.
- **Indoor and outdoor resources** to support the adequate development of cognitive, physical and social skills in children.
- **Establishment of food gardens**, which have become a catalyst for food security for both the centres and communities around the centre locations. The food gardens have become a form of sustainability and an income generation tool for the centres, where funds are raised through produce from the gardens.

Training and skills development: National Qualifications Framework (NQF)

A total of 172 practitioners completed the training programmes across participating regions, with 84 pursuing the NQF Level 4 qualification and 88 advancing to NQF Level 5.

Training and skills development per area



Capacity and skills development

- The Foundation successfully trained 40 ECD practitioners – 20 from Diepsloot and 20 from Pretoria West
- A total of 85 ECD centre managers successfully completed targeted training in basic financial management – 10 managers from Diepsloot, 10 managers from Pretoria West, 15 managers from Komatipoort and 50 managers from Richards Bay
- In the Mopani West District of Tzaneen, 24 early childhood development (ECD) centres took part in a specialised training programme dedicated to food preparation and hygiene practices
- A total of 24 practitioners and 24 ECD centre managers took part in the Play with a Purpose training programme

720 children directly benefited through the programme

Digital skills

In November 2024 the Foundation launched a forward-thinking digital skills initiative aimed at enhancing the technological capabilities of early childhood practitioners. Rolled out over eight structured sessions, the programme concluded successfully in June 2025, marking a significant step toward modernising classroom practices.

- A total of 14 practitioners and managers participated in the training, which covered lesson planning using digital tools, data management for tracking learner progress and integration of educational software to enrich teaching and learning experiences.

1 237 children directly benefited through the programme.

Nutrition support

- 1 200 children benefited from nutrition support in KwaZulu-Natal
- The Foundation distributed comprehensive food hampers to 48 ECD centres, specifically designed to enable the provision of two nutritious meals per day per child
- 720 children from 24 ECD centres received fortified breakfasts on every school day in the Mopani West district
- In Gauteng, Mpumalanga and Free State 94 centres continue to benefit from food gardens that were established in previous years

The Mother Tongue Literacy programme

The Foundation, in collaboration with the South African Institute for Distance Education, successfully implemented a literacy programme that reached 330 ECD centres.

- Each centre received a library box containing 90 African language storybooks.
- 236 practitioners have been trained to integrate these resources into their teaching.

14 858 children directly benefited through the programme.

Toy libraries

- The Toy Library programme has made remarkable progress in broadening access to early learning resources for children aged 0–6 years, with a strong focus on the underserved communities of eMbalenhle and Ekaandustria.

2 079 children directly benefiting through the programme.

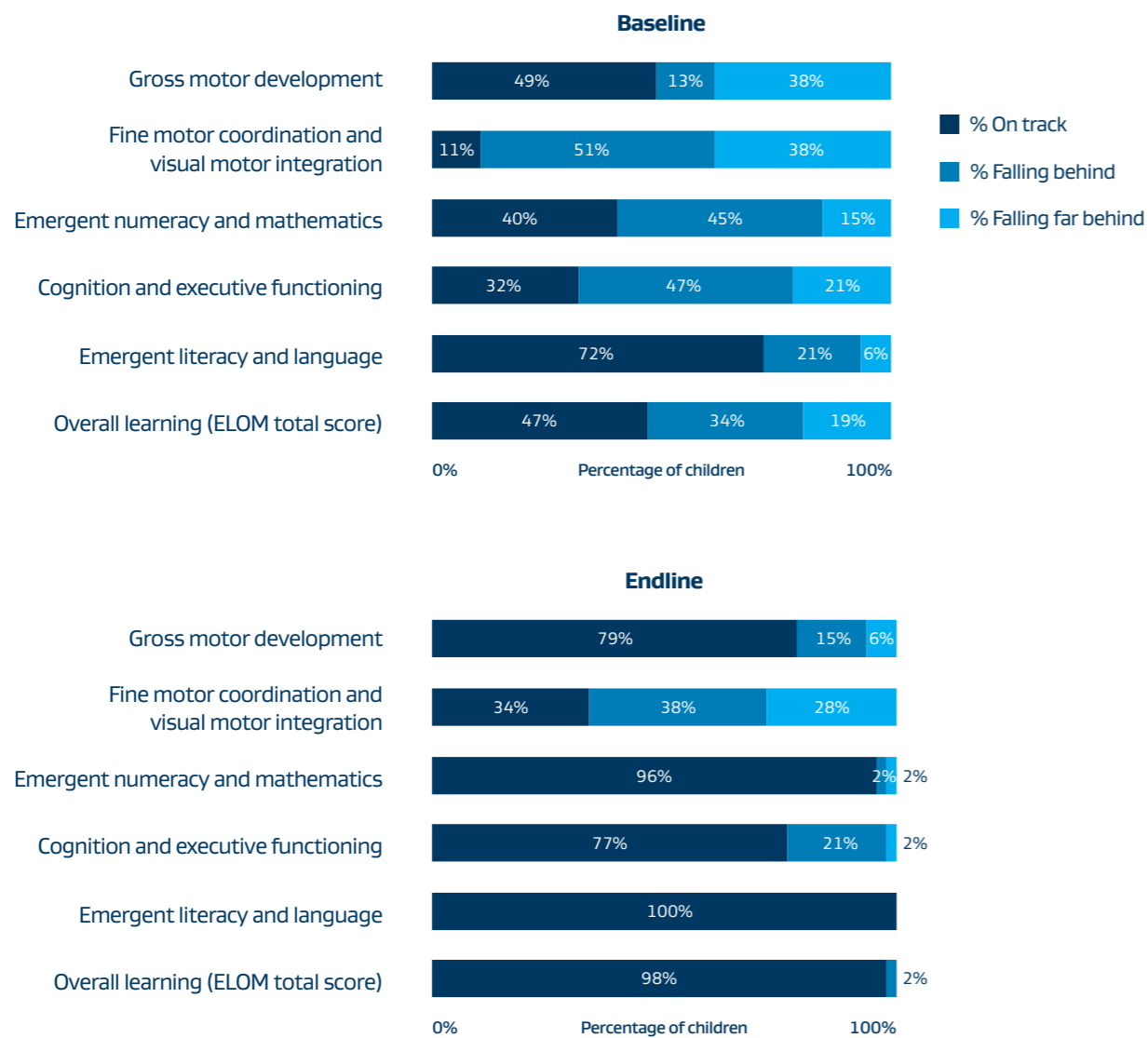
Highlights

Learning outcomes

As part of its commitment to evidence-based early childhood development, the Foundation introduced learner outcome monitoring across its ECDE interventions. In collaboration with implementing partners Penreach and The

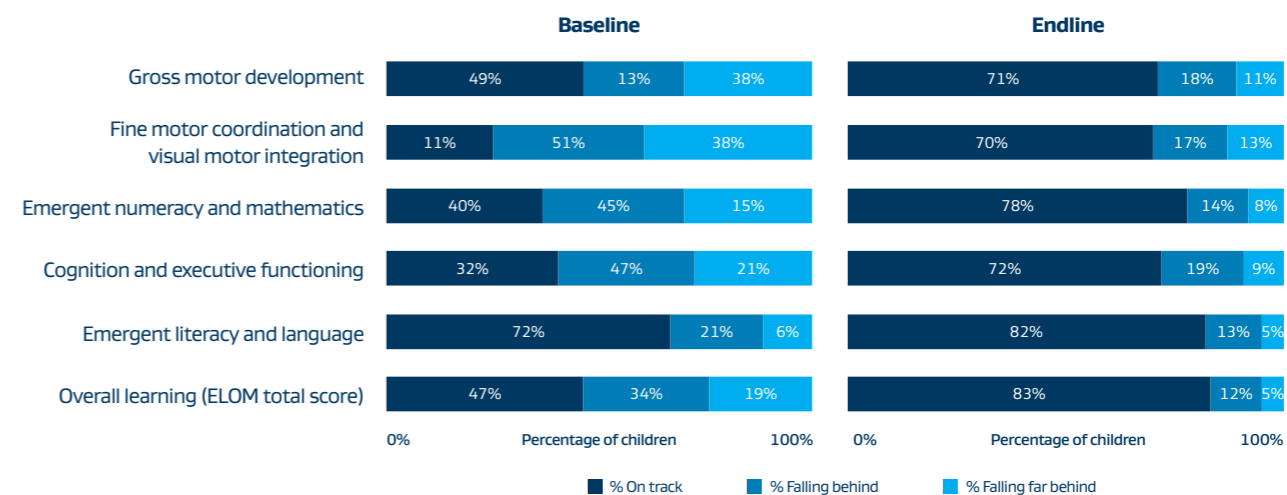
Unlimited Child, an Early Learning Outcomes Measure (ELOM) assessment was conducted in Komatipoort (Mpumalanga) and Richards Bay (KwaZulu-Natal), targeting four- and five-year-old children.

Figure 1: Performance of children in the ECD programme implemented in Komatipoort.



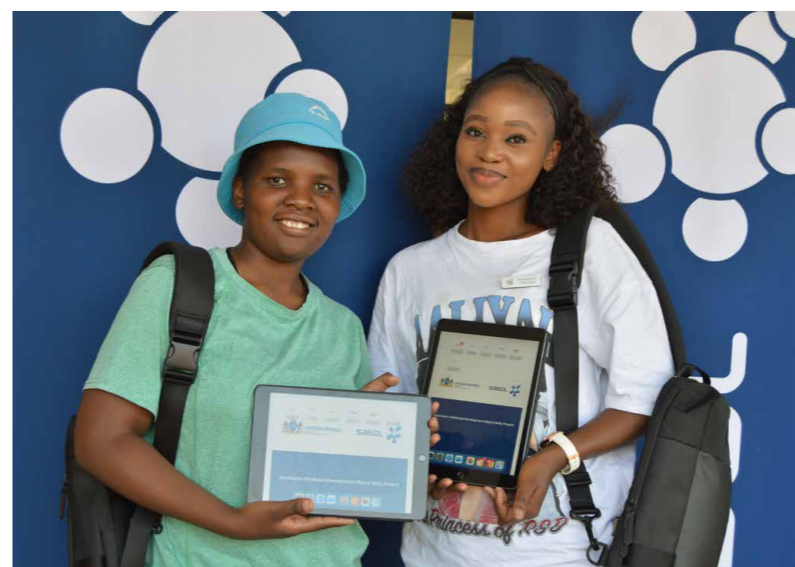
Across all five developmental domains, there was a substantial increase in the percentage of children classified as “on track”, accompanied by a marked decrease in those falling behind or falling far behind.

Figure 2: Performance of children in the ECD programme that was implemented in Richards Bay.



The ELOM assessment conducted in Komatipoort revealed significant developmental progress among four- and five-year-old children participating in the Foundation’s ECDE interventions. Across all five ELOM domains,

there was a substantial increase in the percentage of children classified as ‘on track’, alongside a clear decrease in those falling behind and falling far behind.



Practitioner testimonial

Sasol-funded intervention in Pretoria West



I am a teacher’s assistant at Supatsela Day and After Care in Itireleng, Pretoria West. The centre cares for 27 children. To gain more knowledge, I successfully completed a training course run by Ntataise Further Education at Diepsloot Skills Centre and received a training certificate in early childhood development NQF Level 4 funded by Sasol.

The early years, typically from birth to age five, represent a period of rapid cognitive, emotional and physical development during which quality educational experiences have a profound and long-lasting impact. I realise the important impression I can make on the children at the centre.

The course broadened my understanding of a child’s development and how each child needs to develop at their own pace. It also sensitised me to being aware in observing and picking up individual traits, nurturing those which are positive and reshaping the less desirable ones. Adopting a holistic approach to early childhood education is key and engaging with children in an open-ended manner to encourage questioning and dialogue was reinforced in the course. As a result, I am more confident, better prepared and more effective as an educator.

Petunia Lohobeleng



STEM education

Why we intervene in STEM

To contribute to the improvement of STEM outcomes and enable a critical mass of learners to access STEM-related careers and participate in the economy.

According to the Harvard Press, STEM education is important for so much more than just jobs. STEM fields demand curious individuals eager to solve the world’s most pressing problems.

STEM is important because it:

- Teaches critical thinking skills
- Instils a passion for innovation
- Creates critical thinkers
- Increases science literacy
- Enables the next generation of innovators

Source: Harvard Education Press. (n.d.). STEM education. Harvard Graduate School of Education. <https://hep.gse.harvard.edu/stem-books/>



Our key interventions in STEM include mobile laboratories, coding and robotics, online learning, resource development and career education.

According to the United Nations, sustainable development and innovation are anchored on solid scientific knowledge, cutting edge technology, advanced engineering and mathematical skills. For countries to thrive in a fast-changing world of technology, investing in STEM education is essential. Currently there is a significant gap globally in the performance of African learners in STEM subjects compared to the rest of the world. The United Nations report on STEM education and inequality in Africa indicates that by the end of the primary schooling phase only 18.65% of the learners achieve minimum proficiency levels in mathematics, compared to 58.11% in the rest of the world.

How we intervene in STEM?

Sasol’s programme to promote STEM in schools addresses systemic challenges that relate to the lack of capacity among educators and the lack of teaching and learning resources in schools. We intervene through partnering with the Department of Basic Education, other funders and implementing partners to innovate and develop solutions to improve learner performance in STEM subjects.

Our interventions comprise the following key strategic initiatives:

- Mobile science laboratories
- Fourth Industrial Revolution (4IR) teaching in schools

Programme elements

Teacher support	Learner support	Resources and infrastructure
Design and develop a comprehensive primary mathematics, science and technology teacher training programme that will be tested in Foundation learning competency (FLC)	Career guidance and personal development support in primary and high schools	Provide access to science equipment to under-resourced and rural schools (mobile laboratories and science kits)
Leverage the Tertiary portfolio to engage universities to develop relevant teacher education courses	Offer psychosocial support leveraging Sasol social impact health programmes and other partnerships	Partner to pilot resources and equipment for coding and robotics curriculum implementation
Design and implement a novice teacher induction model	Support and direct extra tuition initiatives for learners in local communities	Partner to pilot resources and equipment for coding and robotics curriculum implementation
Offer digital and science experiment training in primary and high schools	Matric awards	Partner to pilot provision of resources and equipment for coding and robotics curriculum implementation



Highlights:



On 11 October 2024, in celebration of the International Day of the Girl Child, the Foundation proudly launched the first Sasol Girls Hackathon – a dynamic initiative designed to spark interest in technology and innovation among young girls and address the persistent gender gap in STEM fields.



As part of Sasol's broader youth development strategy, the Hackathon brought together 30 girls from eight local schools, offering them a hands-on, immersive experience in digital problem-solving.



As part of its ongoing effort to bolster digital literacy and STEM readiness in underserved schools, the Foundation has extended its robotics lab initiative to the Western Cape in 2025, through a strategic partnership with the Cape Town Science Centre. This marks a significant expansion of the programme, which previously established seven robotics laboratories across six provinces.



The Foundation's mobile lab initiative has made remarkable strides in promoting STEM education across South Africa,

especially in underserved communities. Through a dynamic mix of school visits, educator workshops and career exhibitions, the programme has reached over more than 40 000 learners nationally, thanks to strategic partnerships with 11 host institutions.



The successful versioning of Grade 1 to Grade 3 mathematics learner guides into all 11 official South African languages, coupled with the completion of rigorous quality assurance processes, marks a transformative step in advancing equitable access to foundational learning.



The Mpumalanga teacher development programme has made significant strides in strengthening mathematics and science education for Grades 7 to 9. To date, eight teacher development workshops have been conducted, successfully reaching 238 educators and achieving the target set for the FY25 Q4 reporting period.



In addition to in-person support, Osizweni and Boitjhorisong Resource Centre (BRC) provided online tuition programmes for Grade 10 and Grade 11 learners in the Free State and Gauteng North, while in Mpumalanga the focus is on Grade 12 revision lessons.

STEM education

4IR in Schools programme

The 4IR in Schools initiative is a transformative effort aimed at preparing public school learners and educators for the demands of a rapidly evolving digital world. By integrating coding, robotics and data science into the curriculum, the programme is reshaping how learners engage with technology – not just as users, but as creators and problem solvers. Additionally, the Foundation supports coding and robotics to district and school-level initiatives.

The Foundation invested in seven robotics laboratories across six provinces.

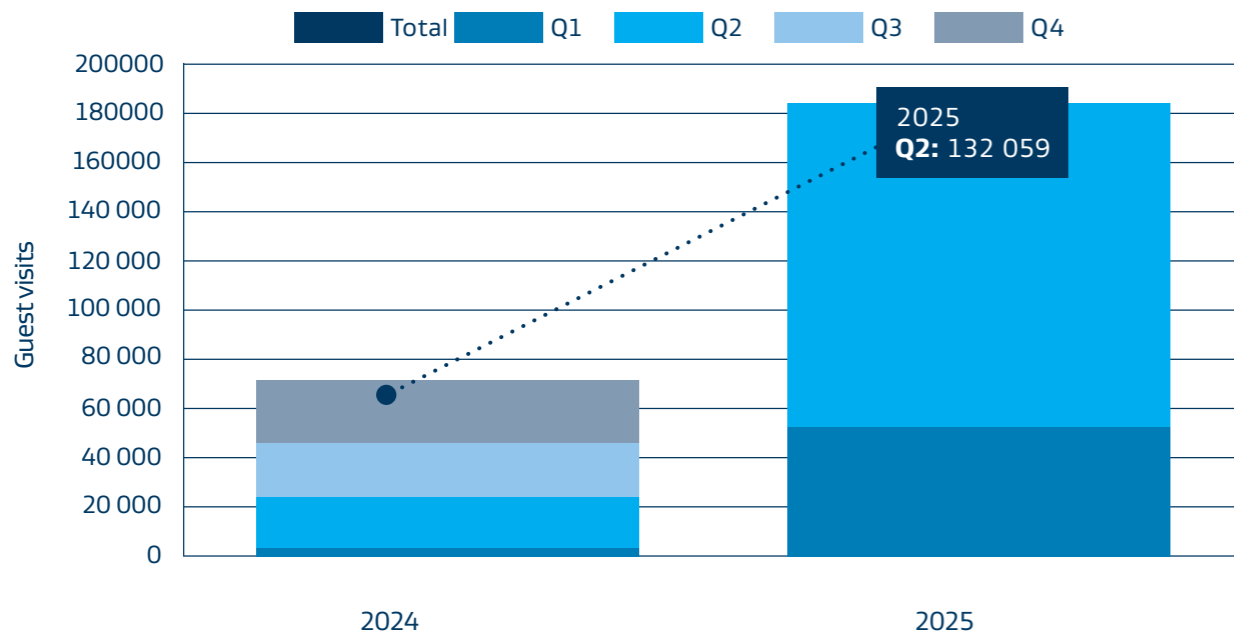
To date, the initiative has reached over 600 educators, contributed to provincial capacity

development, and is emerging as a scalable model for sustainable training and innovation hubs in the education sector.

The Foundation continues to provide support by hosting the Department of Basic Education server, ensuring that teachers are adequately prepared for the implementation of the coding and robotics curriculum.

The DBECloud platform continues to show strong uptake, with 2 724 unique visitors and more than 5 500 total visits, demonstrating its expanding reach and relevance. Guest access has also grown substantially, with over 184 000 guest visits recorded since the start of 2025.

Growth but also acceleration of DBECloud platform usage



Mobile laboratories

During the current reporting period, the Foundation's mobile laboratories have continued to play a pivotal role in advancing STEM education across South Africa. Through a dynamic mix of school visits, educator workshops and career exhibitions, the initiative

has reached more than 40 000 learners nationally, in collaboration with 11 host institutions.

The mobile laboratories assist learners and teachers in conducting prescribed experiments.

The number of schools and learners reached by mobile science laboratories

Institution	Number of schools reached per term	Number of learners reached per term
Osizweni Science Centre, Ekandustria	10	1 450
Osizweni Science Centre, Mpumalanga	19	2 000
BRC, Sasolburg	27	3 423
University of South Africa	60	5 000
South African Radio Astronomy Observatory	20	1 200
North-West University	52	3 700
University of Mpumalanga	10	1 000
Sol Plaatje University	4	200
Albertina Nontsikelelo Sisulu Science Centre	44	2 700
Sci-Bono Discovery Centre	21	2 269
Umkhanyakude District	12	500

Grade R to 3 mathematics versioning project

The successful versioning of Grade 1 to Grade 3 mathematics learner guides into all 11 official South African languages, along with the completion of rigorous quality assurance processes, marks a transformative achievement in the pursuit of inclusive education.

Complementing this achievement, the Grade R integrated teacher guide has now also been finalised in all official languages, further cementing the Foundation's commitment to advancing inclusive, home language instruction in the early years of schooling.

Teacher capacity-building

The Foundation, in collaboration with the Department of Basic Education Teacher Development Directorate, has launched a teacher development programme designed to enhance the teaching of mathematics and natural science in the Intermediate and Senior Phases (InterSen). This training will focus on effective teaching strategies, pedagogical content knowledge, conducting science experiments and utilising manipulatives.

In our local communities, the Mpumalanga teacher development programme has made significant strides in strengthening mathematics and science education for Grades 7 to 9. To date, eight teacher development workshops have been conducted, successfully reaching 238 educators.

Learner support

The Sasol Foundation provides a diverse range of academic support to schools, including extra tuition classes, structured holiday camps and access to online learning platforms.

In Gauteng, the Ekandustria Highflyer programme continues to provide targeted academic support to Grade 12 learners from 10 schools in Gauteng North. In 2024, the programme supported 216 learners who achieved a remarkable 96% overall pass rate, including notable distinctions in mathematics (13), physical science (6) and life sciences (27). In 2025, the Gauteng North initiative has recruited 125 new learners to sustain progress in STEM education.

To further strengthen learning outcomes, 15 tuition sessions have been conducted, focusing on mathematics, science, and life sciences, ensuring continued support for academic excellence.

In addition to in-person support, Osizweni and BRC provide online tuition programmes for grade 10 and 11 learners in the Free State and Gauteng North, while in Mpumalanga, the focus is on Grade 12 revision sessions.

Sasol Energy Innovation Challenge

The Sasol Energy Innovation Challenge, a flagship initiative aimed at stimulating interest in STEM and encouraging innovation and problem-solving through scientific research at school level, held its regional and final competitions in August and September 2024.

More than 120 high-quality, research-driven projects on renewable energy were showcased, reflecting not only the learners' creativity but also their ability to apply scientific methods and engineering design principles to developing functioning prototypes. This large-scale and impactful programme ignited

excitement and creativity among learners from primary, secondary and technical high schools, showcasing the power of inclusive, competitive learning. They advanced through district rounds in Gauteng North and Fezile Dabi and Gert Sibande district municipalities culminating in a high-energy final event where the top teams from each district presented their work.

More than 120 high-quality, research-driven projects on renewable energy were showcased, reflecting not only the learners' creativity but also their ability to apply scientific methods and engineering design principles to develop functioning prototypes.

The final competition celebrated youth innovation. Top primary schools earned up to R50 000, while high schools and technical schools received up to R70 000. Supporting teachers were recognised with certificates which will earn them professional development points.

Highlights

Versioning of Grades 1 to 3 mathematics textbooks have been completed and final print-ready material is being awaited.

The robotics lab at Simunye Teacher's Centre provided access to kits and resources for eight primary schools, training over 760 Foundation Phase educators in 2025 and planning 'Just-in-Time' sessions for other phases.

The programme reached 216 Grade 12 learners in 2024 and added 125 new learners in 2025 across 10 schools in Gauteng North. It produced strong academic results, achieving a 96% pass rate in 2024.



Technical education programme

Why do we support technical education?

Sasol aims to contribute to closing the skills gap between theory and industry requirements and drive adaptability in a transitioning world. The technical education programme is designed to contribute to the human capital development of the country and increase the pool of skilled people in STEM disciplines.

Sasol also supports the development of technical and vocational skills while addressing the shortage of critical skills and mismatch between the demand for and the supply of skilled manpower in South Africa. We raise awareness about technical vocational education in schools and its contribution to the economy in order to enhance individual employability. We help build capacity in these institutions and develop engineering-related skills in the sector.



How do we intervene in technical education?

We support the changing landscape of technical and vocational education and training (TVET) through:

- Providing career guidance to students, in the form of try-a-skill activities that grow interest in technical vocational skills
- Enhancing the vocational skills development equipment in schools and TVET colleges
- Building the skills competencies of lecturers and teachers to offer effective and quality instruction
- Enhancing digital skills of lecturers and teachers to deliver the curriculum, using blended learning pedagogies

Programme elements

	Resources and equipment for technical workshops		Teacher development
	Career development		TVET college lecturer development
	Work-integrated learning (WIL)		Learner development

Building the technical workforce

Technical Schools of Excellence expansion	Infrastructure development	Upskilling and reskilling the technical workforce
Curate career education content for digital use	Enhance information and communication technology infrastructure digital skills	Institute a bursary for educators in digital and future skills, green energy and green hydrogen
Introduce renewable energy concepts to partners and local schools as extracurricular activities	Technical Teacher Training Institute for upskilling and training of lecturers and teachers from TVET colleges and technical schools	Design a model for reskilling professionals for secondment to schools and colleges
Provide targeted educator training for technical mathematics and trade subject advisors	Strengthen and roll-out future energies and technologies classes of service and trade test centres	Invest in community education and training for short skills programmes
Enhance skills development for both learners and teachers through skills competitions	Convene partnership funding for the development of TVET and community education and training (CET) colleges	

The Sasol Foundation continues to play a pivotal role in embedding technical subjects and courses, building teacher and college lecturer capacity and providing the resources required for technical vocational education to succeed in the South African education system. The Technical Education Portfolio focuses on technical-vocational schools and TVET college programmes that are designed to develop the skilled workforce of the country, particularly in STEM.



National skills competition

The Sasol Foundation hosted the national skills competition, which has grown from a regional event into a prominent national platform involving eight provinces, over 190 teachers and 550 learners. This reflects rising interest in technical education.

Additionally, in Limpopo, four-week matric camps focused on mathematics and science were offered to help students prepare for final exams.



Technical Schools of Excellence Network (TechSENet) schools

From 2023, 14 schools improved their pass rates, with notable gains from Zinikeleni Secondary School, improving by 17%, Barnard Molokoane Secondary School improving by 13.5% and AD Nkosi Secondary School showing a 12.9% improvement.

Eighty-five per cent of schools achieved of over 80%, and half surpassed 90% pass rate. Hazyview Secondary School reached a 100% pass rate, with 87% bachelor passes, becoming the top-performing quintile 2 school in Mpumalanga. Two learners from Leolo Technical School and AD Nkosi Secondary School placed second and third nationally in technical science. Sekhukhune East district, where the programme expanded in 2022, was named most

improved district (2022–2024) with a 19.5% improvement. Ntwampe Secondary School teachers won top national awards in technical mathematics and science.

Completed capacity-building for 167 TVET college lecturers to help them bridge some of the teaching gaps to align with industry requirements.



Try-a-skill campaign

A try-a-skill campaign was held for 163 Grade 7 learners in Sekhukhune East district to spark early interest in technical education. The initiative introduced learners to various trades, and its impact was evident by 88% of the previous year's participants enrolling in technical schools.



8th Annual Technical Educators Conference

The year ended with the 8th Annual Technical Educators Conference, attended by over 400 delegates. The event included workshops, exhibitions on emerging technologies and discussions on technical education pathways. It also celebrated TechSENet's 10-year anniversary with a gala evening, featuring a 3D model of a technical school and a commemorative video. The conference highlighted the Foundation's commitment to expanding the network and partnering to replicate its success nationally.

Teacher assistant programme

Launched in May 2024, the teacher assistant programme enhanced support for vocational and technical schools across South Africa by deploying 68 assistants – 25 for laboratories and 43 for trade workshops. They supported educators with lesson preparation, safety management and maintenance tasks, improving the overall learning environment.

Deployed full-time across all nine provinces, teacher assistants played a vital role in maintaining efficient technical learning environments. They received training in first aid, workshop maintenance and essential life skills, with 35 assistants supported in obtaining their driver's licences. By the third quarter, a structured monitoring process confirmed the programme's success, highlighting its positive impact on both schools and the assistants themselves.

The teacher assistants remained in schools until the end of May 2025, with many securing jobs as a direct result, demonstrating the programme's success in promoting employability. Formally recognised by the Department of Basic Education, the initiative also influenced recruitment and policy discussions under the Basic Education Employment Initiative (BEEI). All 68 assistants received formal certification, marking the impactful conclusion of a year-long programme that strengthened technical and vocational education in South Africa.

TVET college intervention

In 2025, the Sasol Foundation advanced technical education by supporting TVET colleges with industry-aligned training in renewable energy and 4IR technologies. Key initiatives included a short skills programme in solar PV and energy efficiency, and a 55-day renewable energy training course in partnership with RES4Africa Foundation, the University of Pretoria and Resolution Circle. The programme, involving lecturers from six colleges across three provinces, offered training accredited by the Quality Council for Trade and Occupation (QCTO) in solar PV, hydrogen fuel cell technology and energy performance. Six lecturers earned Solar PV Green Card certification, and Flavius Mareka College was chosen to deliver the hydrogen fuel cell course.

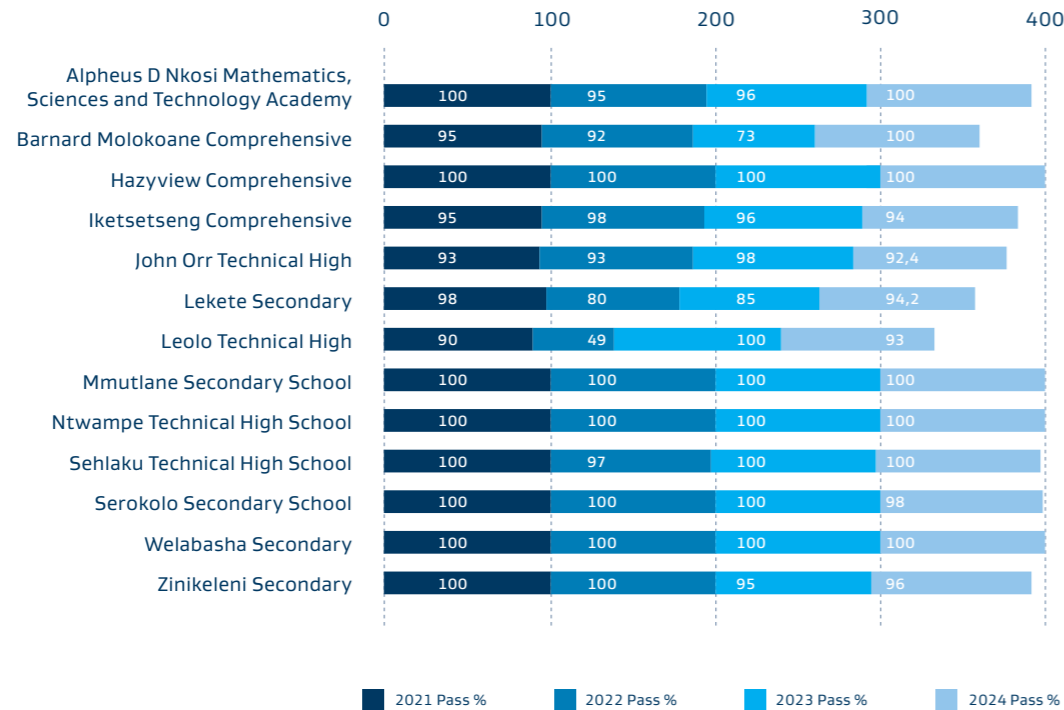
The Sasol Foundation supported practical training and accreditation by installing Solar PV infrastructure at Gert Sibande TVET college's Evander campus, aiding QCTO accreditation. It also advanced the development of 4IR labs at Gert Sibande and Flavius Mareka colleges. Despite weather delays and student-led refurbishments, equipment procurement was completed, with installation completed in July 2025. Additionally, Flavius Mareka college established a cybersecurity lab to expand its technical training options.



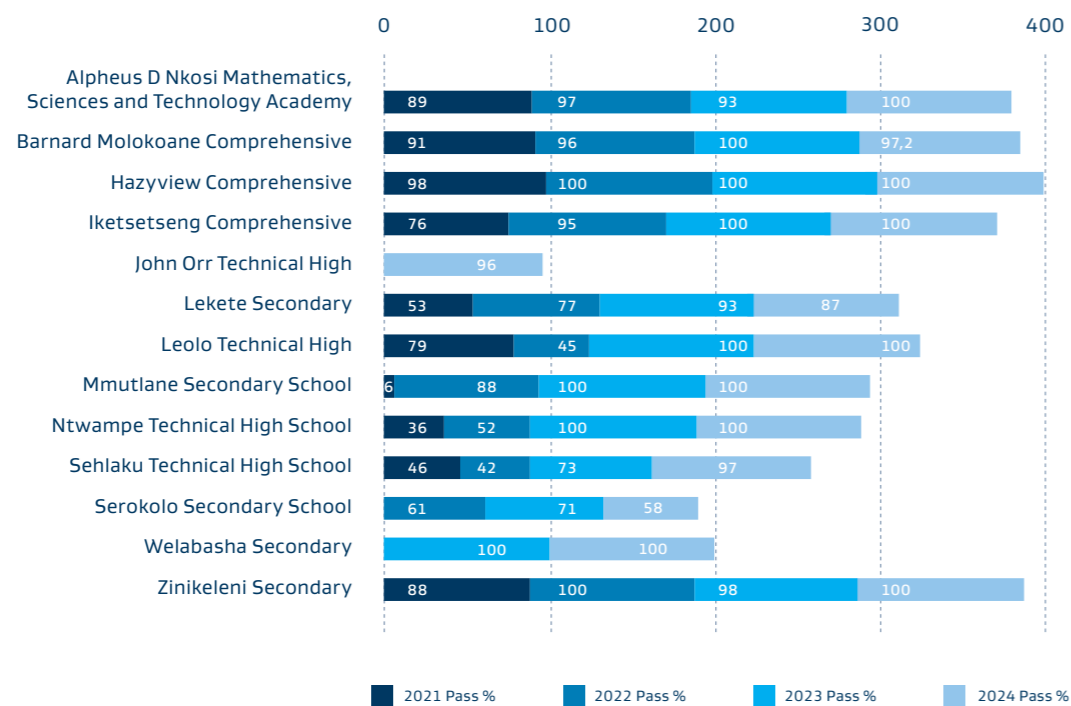
Grade 12 results for technical schools within Sasol Foundation's network of schools

Highlights:

Engineering graphics and design



Technical mathematics



1

Ten years of TechSENet, marking a decade of transforming ordinary schools into technical high schools, celebrated in a prestigious gala dinner at the Annual Technical Educators Conference.

7

Secured support from Kagiso Trust, with discussions underway for co-funding and collaboration on the TTTI.

2

Expanded the TechSENet by two schools in FY25 and built and equipped an electrical technology hub Hub at Ntwampe Secondary School in Burgersfort.

8

Signed a memorandum of understanding with German automation company Festo, Gert Sibande and Flavius Mareka TVET colleges to co-fund a 4IR laboratory programme.

3

Organized the 8th Annual Technical Educators Conference, attended by over 400 delegates, with pre-conference workshops and exhibitions on emerging technologies.

9

Trained 56 lecturers from seven TVET colleges in solar PV installation, maintenance, energy performance calculations and hydrogen fuel cell technology.

4

Trained and deployed 68 teacher assistants (25 laboratory and 43 workshop assistants) across nine provinces to support technical schools, with 35 assistants obtaining learner driver's licences and starting drivers' licence training.

10

Launched a 55-day renewable energy training programme in partnership with RES4Africa Foundation, University of Pretoria and Resolution Circle.

5

Completed and analysed a national feasibility study confirming the need for a dedicated technical teacher training institution.

11

Installed solar PV training infrastructure at Evander Campus (Gert Sibande TVET college) to support QCTO accreditation.

6

Finalised the technical teacher training institution concept and shared it with the Department of Higher Education and Training, which submitted a briefing note to the Director-General's office.

12

Procured and delivered equipment for 4IR and Cybersecurity Labs at Gert Sibande and Flavius Mareka TVET Colleges.

13

Facilitated accreditation of 3 schools plumbing workshops by the QCTO.

Highlights:



27 primary schools

participated in try-a-skill campaign in Sekhukhune and Welabasha



68 teacher assistants

trained and placed in schools



85% TechSENet schools

attained above 80% pass rate



Eight provinces

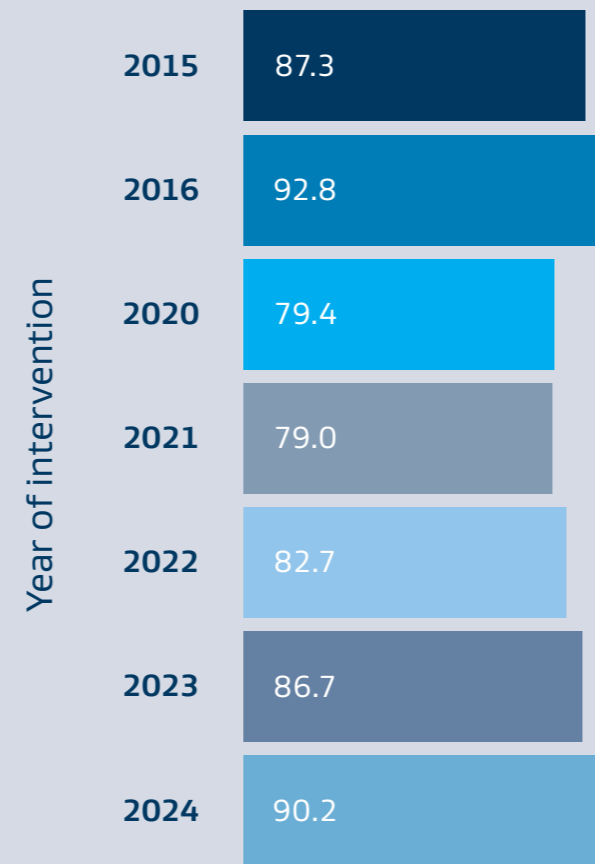
participated in national skills competition



190 teachers and 550 learners

participated in national skills competition

Average pass rate for supported technical schools



Tertiary education

Why we invest in tertiary education?

- 1 To develop a pool of skilled graduates that responds to the needs of the industry and contributes towards closing the skills gap in the country and in our local communities.
- 2 To increase access to tertiary education for financially needy and academically deserving youth, particularly those from previously disadvantaged groups.
- 3 To enhance research and innovation in order to produce new knowledge, products and solutions that benefit society and make South Africa globally competitive.



How do we intervene in tertiary education?

By creating access to tertiary education opportunities that equip youth with skills that will enhance their employability and address the industry's and country's skills shortage through:

- Provision of comprehensive funding support for candidates pursuing STEM and non-STEM career studies linked to future of work.
- Work readiness and entrepreneurship

support, enabling systems that produce graduate self-starters.

- Research and infrastructure support, through provision of postgraduate scholarships and critical research equipment for historically disadvantaged institutions (HDIs), to increase capacity for research and innovation.
- Development of green economy skills to support the country's transition towards more sustainable solutions.

Human capital development and research capabilities placement for a Just Energy Transition (JET)	Graduate development and placement	Entrepreneurship development and commercialisation of research	Postgraduate mobility pathways	Digital transformation
Identification of high-demand and emerging STEM skills to close the gap and address industry mismatch	Graduate development and placement of bursars and graduates for: <ul style="list-style-type: none"> • Vacation work • Internships • Employment 	Technology transfer for students' research outputs	Mobility grants for training of postgraduates at international institutions – critical skills	Digital skills training for 21st-century graduates – closing the gap
	Integration of bursary programmes internally and identification of opportunities for placement of graduates			
Leverage Energy Skills Centre to develop energy skills for the country	Identification of partnerships/links to industry Enhance psychosocial and mentorship support	Student innovation and enterprise development support	Top-up training at local institutions for hydrogen technologies and renewables	Data analytics Artificial intelligence Cybersecurity Automation
Build research capabilities for green economy skills – renewables and hydrogen technologies, including environmental studies and agriculture	Launch alumni programme Registration of graduates as professionals through statutory bodies		Identification of partnerships, local and international	Internet of Things

Programme elements:



Bursaries and scholarships



Research resources



Research, training and development



Student wraparound support

- ✓ Graduate development
- ✓ Mentorship support
- ✓ Psychosocial support
- ✓ Work readiness
- ✓ Entrepreneurship support

What did we achieve?

The Foundation invests 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 for innovation, economic growth and social advancement.

The Sasol Foundation tertiary education portfolio has a mandate to provide support in the following strategic areas:

- Undergraduate bursaries
- Postgraduate scholarships and research support
- Student wraparound support



The lack of access to tertiary education undermines the country's broader economic development and social stability. Our bursary and scholarship programmes underscore the importance of social justice, equality and diversity and inclusion with a mandate to recruit and support youth pursuing undergraduate studies at all twenty-six public universities, as well as postgraduate students undertaking honours, master's and doctoral studies at five historically disadvantaged universities, viz University of Venda, University of Limpopo, University of Fort Hare, University of Free State (QwaQwa campus) and North-West University (Mahikeng campus).



Undergraduate bursary programme

The programme aims to develop critical STEM skills aligned with Vision 2030, focusing on future-oriented areas like sustainability and future skills. It also supports both STEM and non-STEM studies for special groups, including qualifying children of Sasol Khanyisa shareholders, Sasol employees and residents of Sasol's local communities.

In the first half of the year the programme continued supporting its existing student cohort with funding and comprehensive wraparound services, including academic monitoring, psychosocial support and structured engagements to enhance wellbeing and performance. Additionally, the recruitment for the 2025 cohort was completed, and 46 bursaries were awarded based on academic merit, financial need and alignment with Sasol's strategic skills priorities.

Furthermore, the Foundation signed a Memorandum of Agreement with the CSIR, through which an additional nine bursaries were awarded, bringing the total number of new undergraduate bursary recipients for the 2025 intake to 56.

Postgraduate science fellowship programme

The programme focuses on developing the next generation of Black science researchers and strengthening research capacity at historically disadvantaged individuals (HDIs). It supports honours, master's and doctoral students in chemistry and environmental chemistry, with an expanding focus on sustainability research, including fields like agriculture. This initiative aligns with Vision 2030 and is jointly funded by the National Research Foundation (NRF).

- In the 2024 academic year, the programme supported a total of 61 postgraduates, with 28 students completing their studies at the end of 2024.
- Honours students achieved a 100% throughput rate, i.e. all completed their studies in the allotted time of one year, a 10% improvement from 2023.
- The throughput rate for master's degrees in 2024 was 62,5%, i.e. students who completed their degrees within two years. This is an improvement of 12,5% on the 2023 academic year.
- A new intake of 76 postgraduates was achieved, comprising 24 honours, 36 Masters of science and 16 doctoral students, with 28 postgraduate students continuing from the 2024 academic year.

In the 2025 academic year the postgraduate programme supported 104 students: 24 honours, 51 masters, and 29 doctoral. Research outputs include 24 peer-reviewed publications and 38 conference presentations by master's and doctoral students, both locally and internationally.

In 2024, the Sasol Foundation's postgraduate science fellowship programme expanded in both scope and impact, reinforcing its commitment to developing next-generation HDIs science researchers and enhancing research capacity at HDIs.

The Foundation finalised the scoping of agricultural research activities with the University of Mpumalanga (UMP) under the Iphepe Farmer programme, with a Memorandum of Agreement to be signed, enabling co-funding of postgraduate scholarships. Additionally, the approved a concept – following board approval – for establishing a research chair to lead the monitoring and evaluation of Sasol Foundation as well as social impact programmes. A Memorandum of Agreement has been signed, allowing for recruitment and the start of research activities in FY26.

Joint visits were conducted by the Sasol Foundation and the NRF in May and June 2025, with key highlights from these visits outlined below.

- Significant improvements were noted in the grant disbursement process, however, minor administrative delays still occasionally result in late, bulk disbursements, complicating students' budgeting efforts. To mitigate these challenges, the Sasol Foundation, through its Wellness and Discovery finance programme, provided financial training to help students manage their grants more effectively. All postgraduate students received this training on 5 June 2025.
- Research facilities at HDIs remain uneven. While some have benefited from lab upgrades, others still face outdated infrastructure and a shortage of essential equipment, affecting the quality of postgraduate training. To address this, the Sasol Foundation facilitates students' access to additional research training at better-equipped institutions.
- Furthermore, maintenance of research instruments, including those donated by Sasol, remains a challenge due to a lack of in-house technical expertise. An audit conducted in April 2025 confirmed this. In response, the

Foundation is partnering with the University of Cape Town to develop a technician training programme aimed at building local capacity for maintaining research equipment at HDIs.

Student wraparound support

This programme is aimed at improving throughputs and the overall student experience at universities, while also preparing them for the future world of work. The programme includes:

- Psychosocial and mentorship support
- Graduate development/work readiness support
- Research training and support

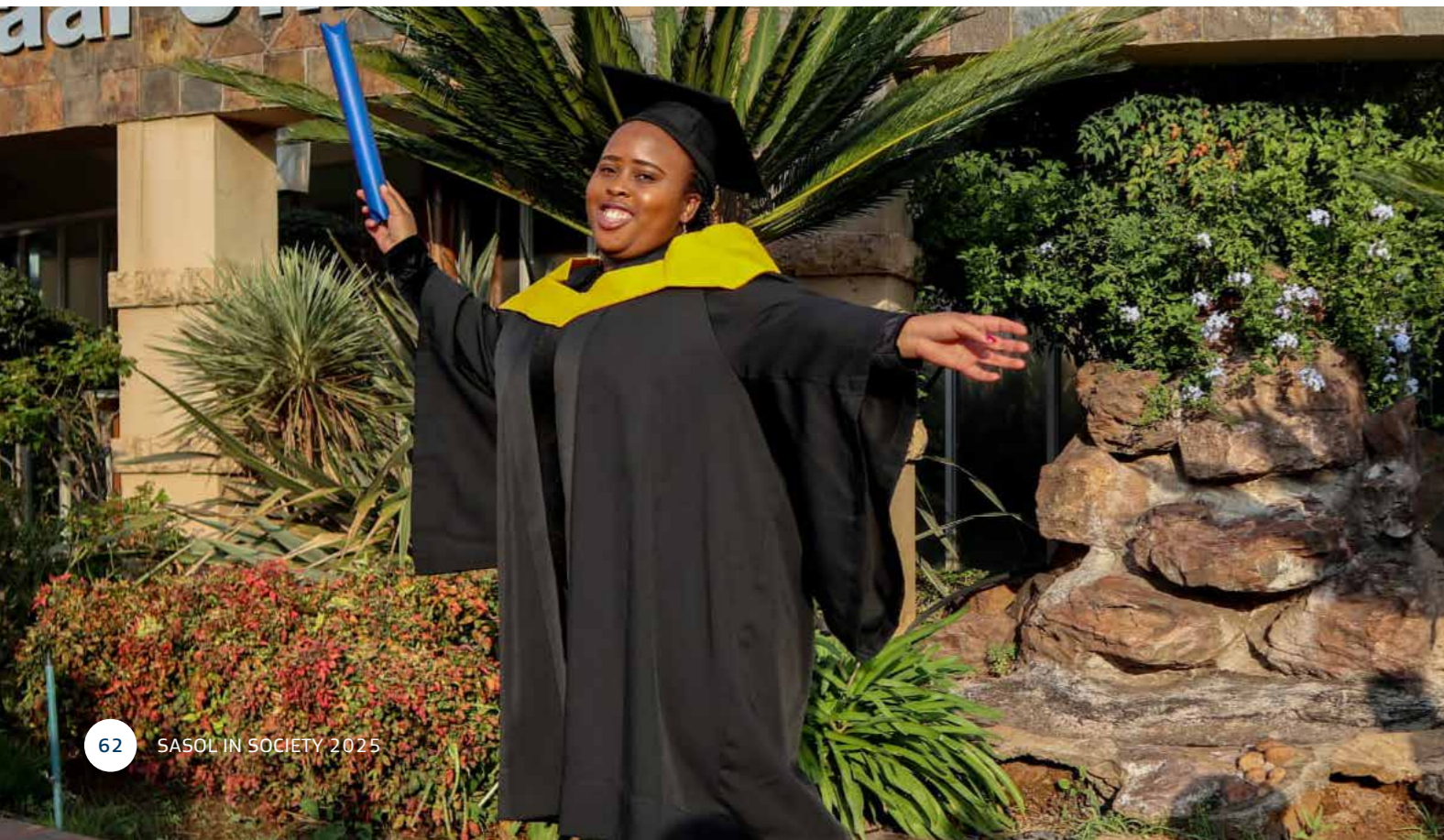
The psychosocial support programme is intended to mitigate social and academic challenges that may hinder students' academic performance, while also helping to build resilience among the youth. Graduate development support is also critical in ensuring the development of future-fit graduates who can transition seamlessly into the world of work. Research training endeavours to enhance the research skills of postgraduate students enrolled in HDIs, while also enhancing research capacity and innovation at HDIs.

Graduate development and work readiness support

Following the launch of the Sasol Foundation graduate internship programme, nine unemployed graduate youth were selected, after a recruitment process, and placed across various Sasol operations for two-year internships. One intern exited the programme after accepting external full-time employment.

Two interns placed at Sasol Research and Technology (R&T) have secured permanent positions within Sasol's Product Stewardship unit, with their appointments effective from July 2025.

Additionally, the Foundation obtained funding from Sasol Energy to support 13 unemployed graduates from local communities. These graduates will be placed within Sasol Shared Services, including the Sasol Foundation. Nine have already been appointed and were set to start on 1 July 2025, while the selection of the remaining four was expected to deliver appointments scheduled for 1 August 2025.



The process to source a partner to provide additional work readiness training for graduate trainees was undertaken. This comprehensive work readiness training programme is aimed at equipping graduate interns with essential soft skills and tools for effective job searching and career planning to enhance their employability and professional development.

Psychosocial support

In April 2025, a wellness survey was conducted among students in the undergraduate bursary programme to assess their overall wellbeing. Of the 136 students invited to participate, 74 responded, providing valuable insights into their lived experiences.

Students reported a range of challenges, with academic stress, fear of failure and anxiety emerging as the most prevalent concerns. Additional issues included family-related pressures, burnout, low self-esteem and, particularly among first-year students, difficulties adjusting to the university environment were reported.

In response to these findings, students were encouraged to book counselling sessions with psychologists.

Research training and support

The Memorandum of Agreement with the University of Mpumalanga (UMP) to support agricultural research for Sasol's Iphepe Farmer programme was finalised in June 2025.

The Sasol Foundation and Sasol R&T jointly hosted the 2024 biennial Sasol postgraduate research seminar. The event was attended by 135 delegates, including 42 postgraduate students and 93 other participants, representing 11 universities, including all five HDIs supported by the Sasol Foundation. The keynote address was delivered by Mr. Bheki Hadebe, Director of Research Development at the Department of Science, Technology, and Innovation (DSTI).

Update on Sasol Foundation alumni tracking platform

The Foundation has redesigned the alumni platform which will assist to track the progress and feedback from the Foundation's alumni. This

platform will enable collaboration for current and former graduates on various topical issues of interest.

Graduate development and work readiness

Final-year students received much-needed training in job search tools. Attention was given to skills such as curriculum vitae writing, interviewing skills, personal brand development with LinkedIn, resilience in job hunting and entering the job market. We also shared useful websites for graduates. Postgraduate students interested in pursuing research-related careers further received information on research institutions and organisations that offer internships and job opportunities.

Over the years, Sasol Foundation graduates have gradually been impacted by the rising youth and graduate unemployment in the country, because we do not offer a work-back obligation contract upon completion of degrees. In 2025, we successfully sourced a partner to assist with placement of our graduates for internships to help improve their employability.

The Foundation also engaged various stakeholders from private, government and academic sectors to explore opportunities for employment of the graduates. Ensuring that our graduates are gainfully employed after completion of their studies remain a challenge and concern we wish to address through engaging Sasol Human Resources department and willing external partners. This includes ensuring that we provide vacation work where it is a mandatory requirement for the completion of degree studies.

Mentorship

Mentorship support for our postgraduates expanded, with two new senior scientists from Sasol R&T volunteering their services to support students at the University of Venda. This takes the number of Sasol volunteers from R&T to 14.

Plans are under way to launch a mentorship programme in our undergraduate programme. Our aim is to utilise senior students as main support system, particularly for first-year students who are transitioning from school to university, but the support will extend to other levels of study to improve students' overall university experience.

Highlights:

1

Memorandum of Agreement with the CSIR signed for co-funding of STEM bursaries

2

56 new undergraduate bursaries were awarded for 2025

3

Memorandum of Agreement with the University of Mpumalanga developed, to support Sasol's Iphepe Farmer programme.

4

84 new postgraduate bursaries awarded.

5

Concept for the establishment of the Research Chair developed, and Memorandum of Agreement finalised with the NRF, with commitment to co-funding the Research Chair initiative at 50%.

1

Introduced mandatory monthly check-ins for undergraduate students to identify and support at-risk individuals. Surveys administered to assess overall student wellness and referrals for counselling support initiated.

6

Continued voluntary counselling and mentorship check-ins for postgraduate students.

7

Recruited and placed the first cohort of nine graduate interns in November 2024 for placement within engineering and science disciplines at Sasol.

8

Recruited nine of the 13 unemployed graduates for placement within Sasol Shared Services.

9

Placed nine engineering bursars at the CSIR for mandatory vacation work.

10

Redeveloped the Sasol Foundation alumni tracking platform to improve user interface and user experience.

11

In 2025, the undergraduate programme supported a total of 146 beneficiaries (including CSIR bursaries), of which 91 were returning students and 55 new.

12

Intake of nine new students for the year by the Council for Scientific and Industrial Research (CSIR) and Sasol Foundation.

13

Funding of 137 undergraduate students.

14

In the 2025 academic year, the postgraduate programme supported 104 students: 24 honours, 51 masters, and 29 doctoral students.

Sasol learning and development

There are two main talent pipelines within the Sasol learning and development space

- 1 The Sasol mainstream bursary programme is a talent-based programme and provides support under the following programmes:
 1. Undergraduate mainstream bursary programme
 2. Postgraduate programme
- 2 The Sasol learnership programme

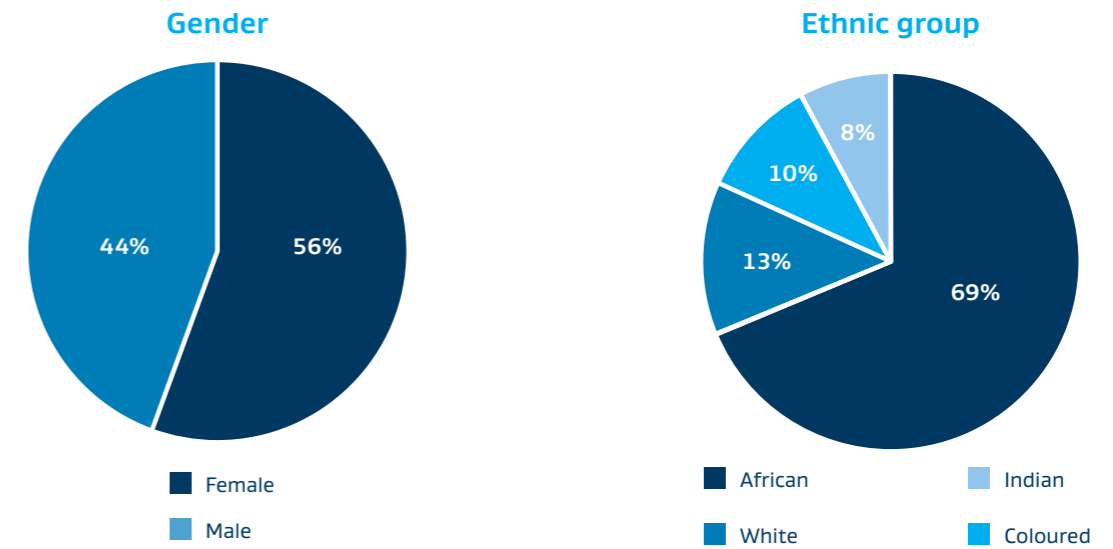
Sasol mainstream bursary programme

Undergraduate mainstream bursary programme

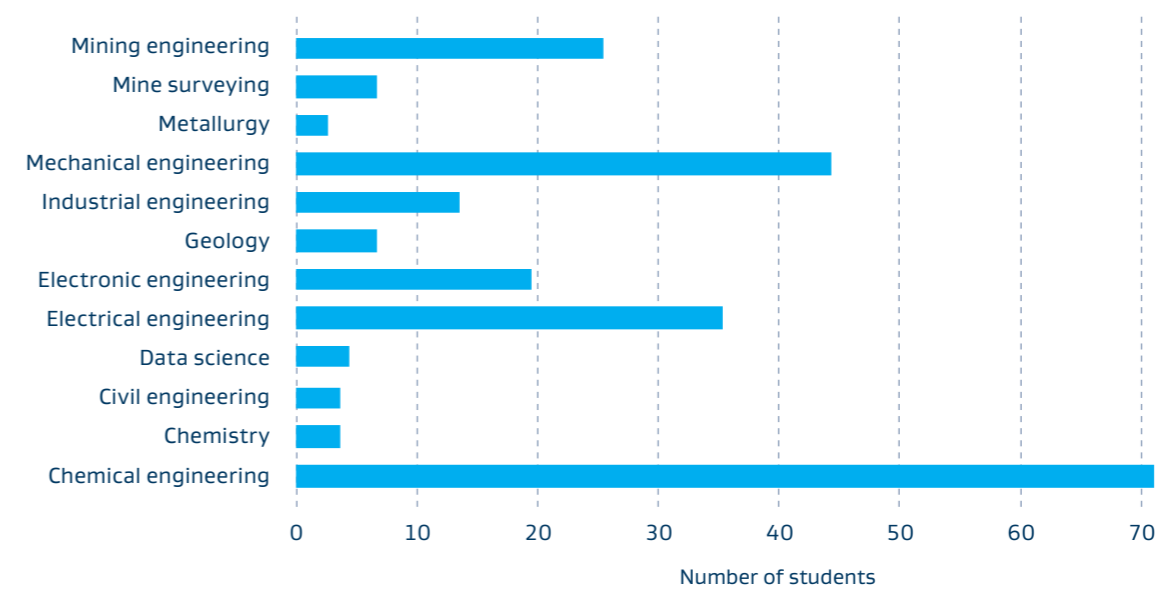
The South African undergraduate programme has the primary goal of enticing exceptional young talent in STEM fields to join the organisation. It extends its support to specific categories, including qualifying children from our local communities and the children of Sasol employees.

In 2025, the programme funded a total of 230 Sasol Mainstream undergraduate students.

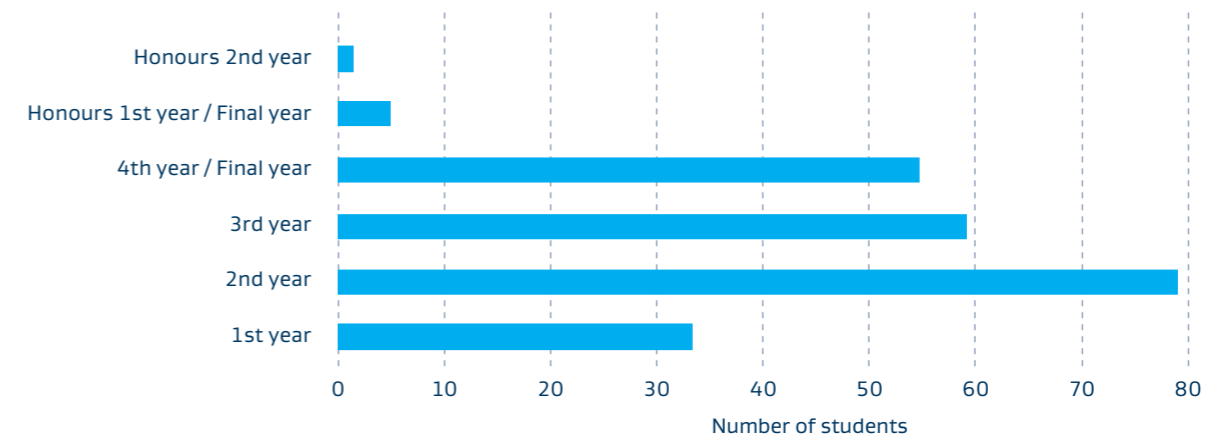
Demographics of mainstream undergraduate bursaries



Field of study of mainstream undergraduate bursaries



Academic level mainstream bursaries



Postgraduate

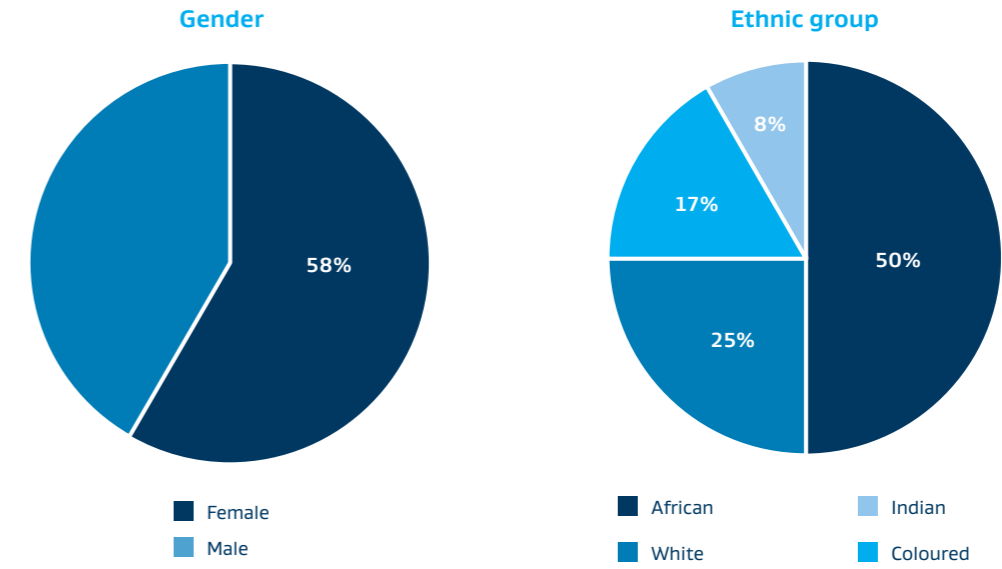
To support economic growth demands in South Africa and to satisfy our own requirements for highly skilled postgraduates in the science and engineering disciplines, Sasol awards postgraduate bursaries for Master of Science, Master of Engineering and Doctor of Philosophy degrees. These awards will be made for

postgraduate research supporting Sasol and South Africa's energy and circular economy transition.

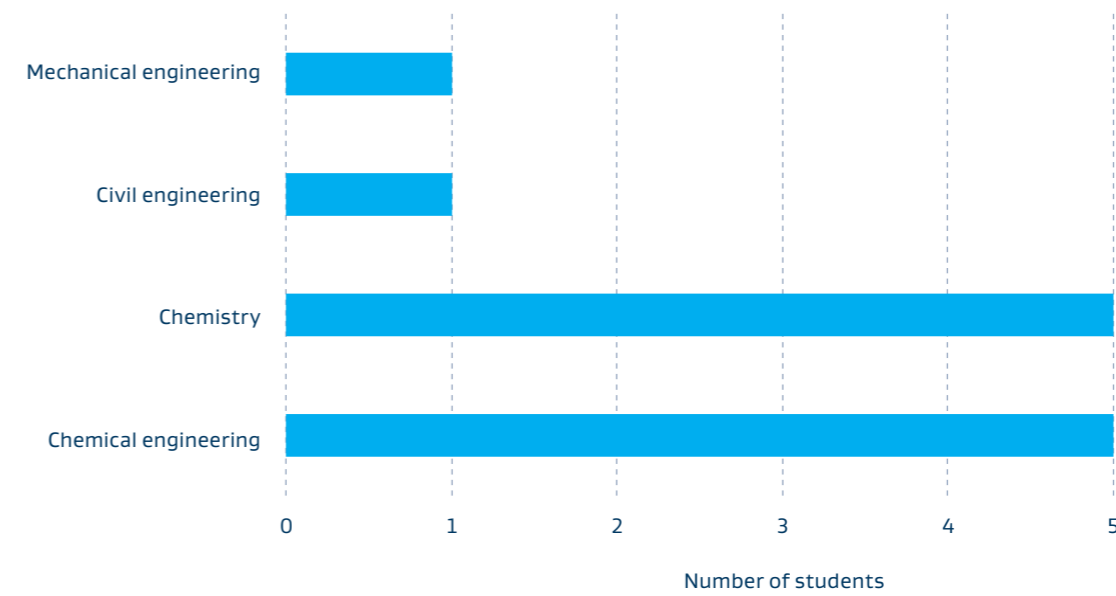
The total number of funded Mainstream postgraduate students in 2025 is 12.



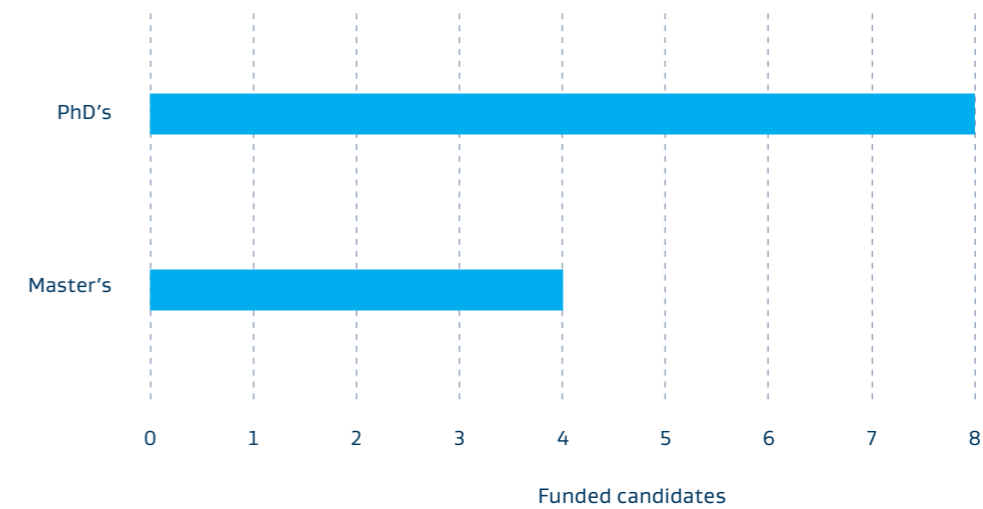
Demographics of mainstream undergraduate bursaries



Field of study of postgraduate bursaries



Academic level



Sasol learnership programme

The Sasol Learnership programme has the primary goal of enticing young talent to qualify in predetermined trades in line with Sasol's skills need. Preference is given to qualifying candidates from our local communities.

For FY25 the various trades funded the training of 520 individuals.

Active learners FY25 in terms of race and gender (including 18.2 non-permanent employees, WIL, candidate artisans (CAs) and specialised CAs)					
Race and gender	18.2	WIL	CAs	Specialised CAs	Total
African	341	0	39	6	386
Female	171	0	23	6	200
Male	170	0	16	0	186
Coloured	78		3	0	81
Female	27		2	0	29
Male	51		1	0	52
Indian	31		1	4	36
Female	5		0	2	7
Male	26		1	2	29
White	70		0	2	72
Female	11		0	0	11
Male	59		0	2	61
	520	0	43	12	575

No of active learners FY23 (including 18.2)	
Trade	No of learners
Boilermaking	4
Electrical	58
Fabrication	3
Fitting	89
Instruments	54
Production	301
Rigging	1
Turning	1
Welding	9
	520

Absorption after qualifying remains one of the top priorities and 65 learners were appointed after completion of their qualification.

Learners appointed		
Trade	Level	Appointed
Electrical	Level 4	5
Fitting	Level 3	4
Fitting	Level 4	6
Instruments	Level 4	8
Production	Level 2	6
Production	Level 3	20
Production	Level 4	15
Welding	Level 4	1
		65

Sasol Research and Technology

How we intervene?

- Research and Technology (R&T) scientists and engineers are supporting corporate bursary holders as well as Sasol Foundation bursary holders through mentorship programmes.
- These programmes are supported on a purely volunteer basis and the students gain vital technical as well as emotional support.
- Lectures on various chemistry and engineering-related subjects are provided by R&T subject matter experts at various academic institutions in South Africa as well as the Eduardo Mondlane University in Mozambique, focusing on historically disadvantaged individuals at Vaal University of Technology, University of Western Cape, etc.
- Technical advisory support is provided to the Sasol/National Research Foundation (NRF) research grant holders, as well as funded post-doctoral fellows and South African Research Chairs Initiative (SARChI) beneficiaries.

Sponsorship and collaborations

As part of our endeavours to increase platforms that promote research in the country, we sponsor multiple science-based awards and conferences nationally.

Sasol/NRF collaboration

The Sasol/NRF partnership has been implemented through multiple strategic initiatives, including joint funding of research chairs and research grants, the post-doctoral development programme, and a Young Academics Accelerator programme. Research areas funded to date include carbon capture and utilisation, green hydrogen, energy storage, fuel cells, renewable energy and non-fossil feedstocks, offsetting opportunities, water, waste and air research, as well as advanced data science.

Fifty-six grants have been awarded across five strategic research programmes emanating from

the partnership between NRF and Sasol. This includes the following programmes that are in progress:

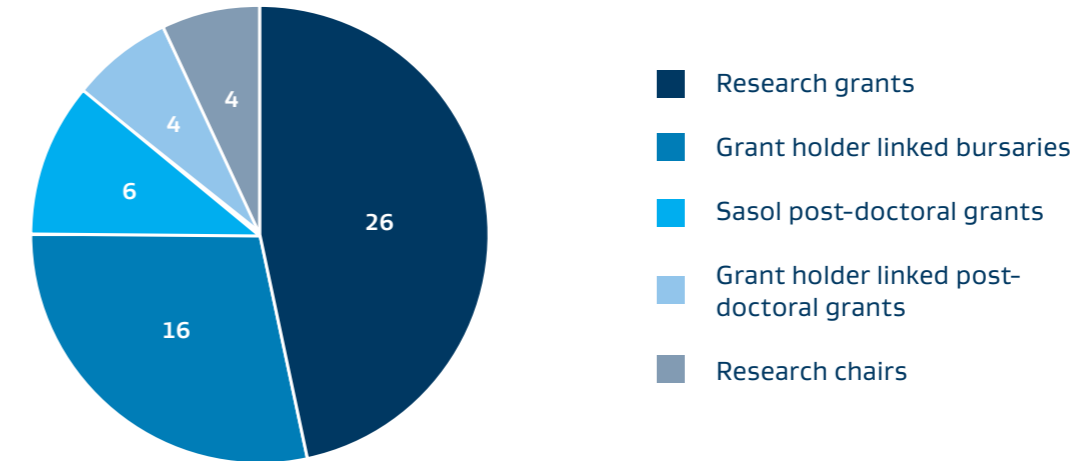
- Research grants:** In 2021, the NRF and Sasol launched a joint call to support science and engineering projects that can enable Sasol’s energy transition and that of the country, as well as the development of South Africa’s green economy.
- Research chairs:** In 2022, NRF and Sasol launched the Chairs programme which is aligned with the SARChI. The joint programme aims at stimulating academia-industry research designed to attract and retain excellence in research and innovation at South African universities.
- Post-doctoral programme:** The Sasol/NRF post-doctoral Innovation Fellowships programme is aimed at providing a comprehensive training, development and mentorship programme for the establishment of independent researchers involved in engaged and industrially relevant research. As part of this programme, post-doctoral fellows

are expected to visit Sasol’s Research and Technology facilities in Sasolburg.

- Young Academics Accelerator programme:** The Sasol/NRF Young Academics Accelerator programme is

designed to ensure a pipeline of young skilled talent to inform processes towards a just energy transition, while fulfilling the objectives of both Sasol and the NRF. This programme will connect or create a pipeline between Sasol Foundation skills development and the Sasol and NRF programmes.

Grants awarded as per December 2025



Publications from Sasol/NRF Ltd collaborative programmes from 2022 to 2025 across all programmes

Year	Journal articles	Book chapters	Books	Conferences
2022	0	0	0	2
2023	19	0	1	1
2024	95	3	1	37
2025	7	2	1	0
In press	2	0	0	0
Total	123	5	3	40

The Sasol/NRF partnership has yielded several technological breakthroughs, with multiple innovations successfully transitioning from research to real-world applications. Key achievements include:

- Functional prototypes
- Development of sustainable energy solutions, including hydrogen-based water heating
- Hydrogen-based cooking and solar-based cooking systems

Human capacity development has been a major institutional impact of the Sasol/NRF and Sasol Foundation/NRF collaborative programmes. Through these collaborative programmes, over 50 researchers and 400 honours, master’s and PhD students have developed critical STEM and energy-sector skills and experience, contributing to the national STEM and energy talent pipelines. These diverse talent pipelines have fostered greater inclusivity in research and innovation.

Partnerships

Our partners in education

Partnerships are key to delivering value to society and maximising the impact on initiatives and optimising resources. This is important in an era where resources are continually shrinking while needs continue to increase. In line with our delivery approach, we work with a broad range of stakeholders locally, nationally and globally. These stakeholders range from government, civil society, business, academia, learners, teachers, amongst others and teachers, amongst others – those whom we impact and who, in turn, impact us.

Our partners who supported our programmes throughout the year:

- Kagiso Trust
- National Education Collaboration Trust
- Department of Education
- Provincial Departments of Education (Free State, Mpumalanga, KwaZulu-Natal, Gauteng)
- National Research Foundation

We understand that trust is a key element of stakeholder relations, so we endeavour to build this through open dialogue. We prioritise 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. We have a partnership model which outlines the pact we have and can create with our partners in order to meet the needs of our society.



2 Bridge-to-Work

Why we invest

According to Statistics South Africa approximately 33% of all economically active individuals in South Africa are unemployed – nearly a third of the population – with half of those being young people. To better understand the issue within our local communities, we conducted a study which revealed that about 60% of the working population in Sasolburg, Secunda and Ekandustria is unemployed.

Source: Statistics South Africa. Quarterly Labour Survey (QLFS), Q1 2024 - Unemployment in South Africa: A Youth Perspective.

While our operations contribute positively to provincial employment statistics, especially at municipal level where Govan Mbeki Municipality (GMM) and Metsimaholo Municipality reflect higher employment levels than the provincial average, many local communities at settlement level experience over 60% unemployment. Furthermore, 50% of residents in these communities rely on social grants.

Self-employment remains low, at 7%–8%, although 25% of households operate some form of small business, whether formal or informal. Very few households have a direct income, either through employment or via businesses that supply the mines, although this figure is slightly higher in GMM.

The results of the baseline study solidify the importance of focusing on programmes that improve employability. Our Bridge-to-Work (BtW) programme specifically targets unemployed individuals, particularly youth and women, to equip them with critical skills that enhance their prospects of employment or entrepreneurship.

The goal of the programme is to support local community members in accessing meaningful work opportunities. These opportunities are designed to be converted into small businesses through structured development interventions.

What we invest in:

Programme elements:

- Access to work and portable skills.
- Technical and vocational education and training (TVET) to work transition programmes, including:
 - Training of unemployed people aligned with economic activity.
 - Small business development and support.
 - Business starter packs and mentorship.

Motor mechanics

Focus on training to certify motor mechanics who will contribute to the motor industry and be positioned to enter the renewable energy-powered vehicle industry.



Solar PV programme

Reduce youth unemployment through skills development, employment placement and entrepreneurship in the green energy sector.



Handyman services

Create jobs for unemployed youth, upskilling unqualified handymen and those in our local communities interested in learning handyman skills.



Iphephe farmer incubation

Establish and grow successful smallholder farmers through integrated support systems, ranging from technical learning to access to markets.



Welding

Provide training to create qualified welders who are equipped to meet the required skill level for new and existing projects in the Mpumalanga and Free State provinces.



Business digital services

Assist youth from our local communities in acquiring applied technology skills to create scalable start-ups and build sustainable digital SMMEs.



Community Service

Mobilise members of the community to become active citizens of the country's democracy, while earning an income and increasing their employability.



* For more information on our BtW programme, please click here: <https://society.sasol.com/bridge-to-work/>.



Motor mechanics

Overview of the programme

The aim of the programme is to focus on training to get diesel and motor mechanic candidates certified enabling them to contribute to the motor industry and be positioned to enter the renewable energy powered vehicle industry. These learners are drawn from the

local communities of Secunda (14 learners), Ekandustria (nine learners), and Sasolburg (nine learners). During the current financial year, five learners dropped out of the programme due to various reasons such as finding full time employment, and the current number of active learners stands at 27.

Targeted beneficiaries

Area	Number of beneficiaries in training	Gender		Trade qualification		Number of beneficiaries in employment
		Female	Male	Motor mechanic	Diesel mechanic	
Secunda	12	1	11	3	9	1
Ekandustria	8	4	4	0	8	0
Sasolburg	7	2	5	5	2	0
Total	27	7	20	8	19	1

Partnerships and collaborations

Host companies: Responsible for hosting the learners, assigning workplace mentors, providing practical work experience and signing off the learners' logbooks to confirm competency in required modules.

Accredited training providers: Tasked with registering learners, delivering both theoretical

and workshop-based training, facilitating trade test preparation and conducting the final trade tests. They also sign off relevant sections of the learners' logbooks.

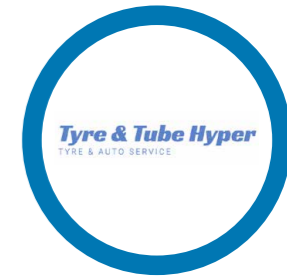
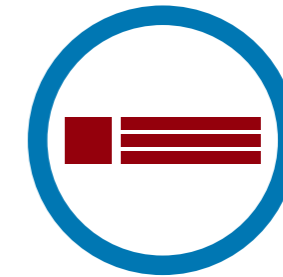
Service providers: Including those responsible for the provision of personal protective equipment (PPE), medical assessments and accommodation. These providers deliver essential support services to ensure learner readiness and wellbeing throughout the programme.

The following companies signed intent letters and participated in the collaborative effort to host learners for workplace experience:

- Amo & Gops (Bronkhorstspuit)
- Apex Panelbeaters and Towing (Bronkhorstspuit)
- V.S. Hydraulic Specialists (Bronkhorstspuit)
- Gearbox & Diff Rebuilding (Pretoria West)
- Flagline (Sasolburg)
- Gemsbok Auto (Sasolburg)
- SDT Vulas (Sasolburg)
- Mf Repair and Tune Up Centre (Vereeniging)
- Metrobus (Johannesburg)
- SABB Motors (Soweto)
- SupaQuick (Secunda)
- Tiger Wheel & Tyre (Secunda)
- Tyre & Tube Hyper (Vereeniging)

The programme has positively impacted the targeted community and its beneficiaries by demonstrating tangible outcomes:

- Some learners entered the programme with only a Grade 12 qualification and no prior technical experience. The programme provided them with theoretical knowledge, hands-on workshop training and practical experience.
- Through placements at host companies, learners gained valuable work experience that strengthened their skills and improved their employability.
- In return, host companies contributed to community development by sharing their expertise with learners. This not only helped build a skilled workforce for the future but also empowered learners to pursue entrepreneurship, potentially creating employment opportunities and driving broader social impact.





Welding



Overview of the programme

The welding apprenticeship aims to develop qualified artisan welders capable of meeting the skills demands of both new and ongoing projects in the country. It also seeks to

promote skills development within local and surrounding communities, while producing employable youth aligned with critical skills shortages.

Targeted beneficiaries

In the current financial year, eight individuals who completed the skills development training have advanced into a two-year apprenticeship programme. Of these, seven are actively engaged in on-the-job training, gaining practical experience across Secunda Operations. Their second year is funded by engineering and construction company PDPS, demonstrating a successful co-funding

collaboration. In addition, 10 more participants from the same training programme have joined a fully funded apprenticeship initiative with PDPS. Notably, one apprentice has already passed the trade test and secured employment with PDPS, showcasing the programme's success in equipping learners for meaningful roles in the industry.

Beneficiaries participating in the apprenticeship programme

Company	Number of beneficiaries	Gender		Number of beneficiaries employed
		Female	Male	
Sasol and PDPS co-funded	8	3	5	1 (Male)
PDPS – fully funded	10	4	6	0
Total	18	7	11	1

The impact on the targeted community or beneficiaries is demonstrated through the following quantitative and qualitative outcomes:

- One apprentice has completed the trade test and secured employment with PDPS.
- All beneficiaries have successfully qualified as double-coded welders, certified with a Sasol stamp of approval.
- Each beneficiary completed their work integrated learning (WIL) at the Sasol plant in Secunda, providing them with critical hands-on industry experience.
- Beneficiaries also participated in the Sasol Secunda 2024 shutdown, which further enriched their practical exposure and enhanced their readiness for employment in the welding trade.



Partnerships and collaborations

Key partnerships and collaborations contributed significantly to the success of the project:

- PDPS played a dual role as both a co-funder and host of the apprenticeship programme. PDPS funded the second year of training for eight learners and absorbed one learner into employment after trade test qualification.
- PDPS provided practical training opportunities and workplace mentorship. This opportunity offered learners access to real-world experience across multiple industry environments, fulfilling module requirements for qualification.

Further education and training colleges were instrumental in delivering the theoretical components of the apprenticeship. In addition:

- They provided venues for supplementary academic support classes.
- Managed the administration of National Accredited Technical Education Diploma subject rewrites, allowing learners to improve their academic performance.

The Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) played a pivotal role in:

- Curriculum guidance, ensuring alignment with national standards.
- Registering beneficiaries on its system to formalise learning pathways and track academic progression.



Business digital services

Overview of the programme

Over a 15-month period, the business digital services programme is set to support approximately 90 participants from designated local communities in Mpumalanga and Sasolburg. The initiative follows a structured implementation approach, beginning with a rigorous selection process, followed by technical skills development, entrepreneurship training and strategic placement into one of three tailored streams; Global Start-Up, SMMEs, or Employment Pathways.

The technical training component focuses on high-demand digital skills, including data science, coding/software development, robotics and drone piloting. Participants are continually assessed on aptitude and performance

throughout the training phases to determine the most suitable stream for their development and career trajectory. This approach ensures that each individual is guided toward opportunities aligned with their strengths and aspirations, contributing to sustainable outcomes for both the participants and the broader green and digital economy.

Key objectives of the programme:

- Create 4IR global start-ups ready for funding.
- Establish SMMEs that are market-ready.
- Facilitate work placement opportunities for beneficiaries.

Targeted beneficiaries

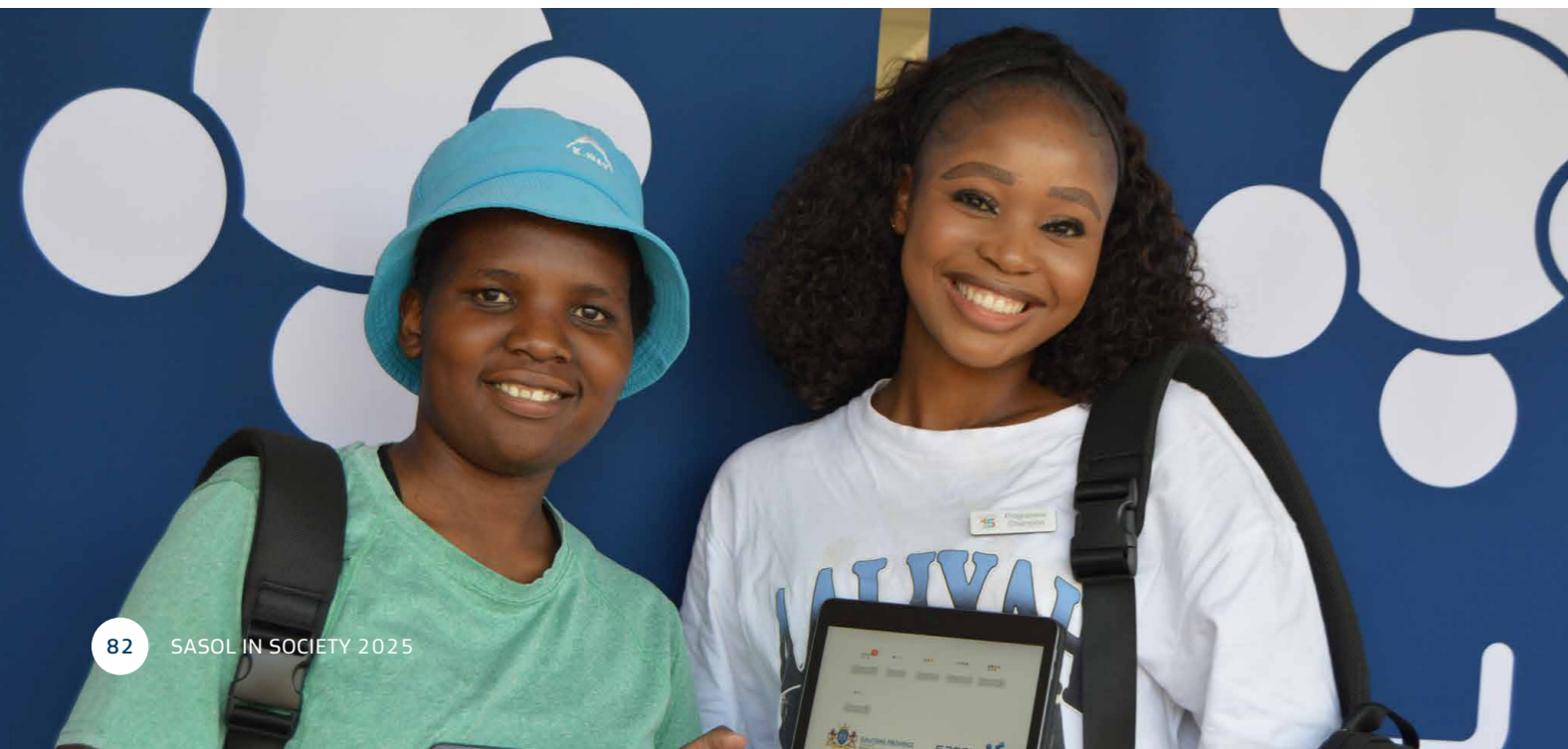
Gender		Age			
Male	Female	< 7 years	8 – 14 years	15 – 35 years	>35
46	39			85	

Total statistics of beneficiaries					
Number of beneficiaries enrolled	Number of beneficiaries who completed training since inception	Number of beneficiaries in the employment stream	Number of beneficiaries in the entrepreneurship stream	Number of established businesses	Number of beneficiaries employed
90	85	72	13	13	9
Statistics for beneficiaries (Mpumalanga)					
60	55	49	6	6	5
Statistics for beneficiaries (Free State)					
30	30	23	7	7	4

The programme has had a meaningful impact on its targeted communities and beneficiaries. A total of nine participants have successfully secured employment, highlighting the initiative’s role in facilitating job placement. In terms of entrepreneurial development, over R6,3 million has been raised to support small

businesses incubated through the programme. Additionally, seven funding applications are currently being facilitated by the training provider to help participating SMMEs access capital, with the aim of accelerating their growth and long-term sustainability.

Partner/organisation	Contribution to the programme
Simplilearn	A global ed-tech platform integrated by Deviare.
Mimecast	A global leader in cybersecurity and AI, partnered with Deviare to support 4IR skills development
Media, Information and Communication Technologies Sector Education and Training Authority	Accredited Deviare to deliver 4IR programmes at National Qualifications Framework (NQF) levels 5 and 6, ensuring national recognition of qualifications.
Institute of IT Professionals of South Africa	Deviare is an accredited training provider, enabling learners to earn professional points upon certification.
Ntsu Aviation	Certified by the South African Civil Aviation Authority, this partner supports drone pilot training and certification.
American Tower Corporation	Provided R6 million in funding to small businesses.
Crayon	Provides grant support and onboarding for start-ups as reseller partners, helping them scale operations.





Handyman programme

Overview of the programme

The handyman programme trains unskilled and semi-skilled beneficiaries in inspection and use of tools, materials management, general maintenance, electrical maintenance, and civil and construction management.

Sasol is collaborating with the National Business Initiative through the Gert Sibande TVET College Centre for Entrepreneurship Rapid Incubator (CfERI) on the installation, repair and maintenance (IRM) Initiative, specifically focusing on Secunda. The programme includes the following components:

Pre-incubation

This component is designed to provide three youth graduates from the BtW handyman programme with training in entrepreneurship development and plumbing assistant technical skills. It prepares them for roles as plumbing assistants and supports the establishment of plumbing enterprises.

Youth enterprise incubation

This component aims to support three SMMEs with business development services, including ideation, coaching, mentoring, technical upskilling and post-incubation support.

Small enterprise technical support

This stream targets eight SMMEs, offering technical support to business owners and existing staff to upgrade their skills and ensure compliance with industry standards and regulations. This may include Recognition of Prior Learning to acknowledge existing knowledge and help meet other industry competency requirements.

Small enterprise acceleration:

This initiative provides support to four SMMEs through business assessments, training, coaching, mentoring, business advisory services, marketing support and technical upskilling.

The collaboration delivers one-year developmental interventions that capitalise on pre-identified economic opportunities. The IRM Initiative is premised on the belief that strengthening township-based IRM entrepreneurs and linking them to localised market access will generate increased demand for skilled labour.

The initiative offers support packages to existing IRM SMMEs and entrepreneurs to enhance their enterprise capacity, technical competencies and access to markets. In exchange, these businesses are required to train and employ young people. The programme delivers demand-led skills training aligned with SMME needs for both workers and unemployed youth, including placements for work-based learning. It also supports young entrepreneurs with IRM skills to incubate new businesses and connect them to local markets.

The programme has provided direct support to 18 beneficiaries (15 existing SMMEs and three new SMMEs from the BtW handyman programme). This intervention has contributed to the preservation of 75 existing jobs and facilitated the creation of 20 new jobs, indicating tangible progress in employment generation and enterprise sustainability.

Market visibility for participating SMMEs has been strengthened through active involvement in expos and supplier forums.

In addition, technical upskilling for participants in the pre-incubation programme commenced during the second quarter, further enhancing capacity within the beneficiary group.



Partnerships and collaborations

Key partnerships and collaborations that contributed to the project's success

CfERI: Through its work placement unit, CfERI committed to placing interns within supported SMMEs to improve operational capacity and address human resource needs.

Small Enterprise Development Finance Agency: Played a key role in recruitment by providing outreach and screening support. The local branch also pledged to assign sector-based mentors to SMME cohorts for tailored enterprise guidance.

National Youth Development Agency: Supported recruitment efforts and committed to issuing branding vouchers to youth-owned SMMEs to enhance their market visibility.

Community workshops: Ongoing community engagement was facilitated through CfERI-hosted workshops, strengthening local ties and awareness.

Industry events: Participation in events such as the Mpumalanga Mining Indaba enabled valuable networking opportunities with both public and private sector stakeholders.



Community Service

Removal of alien invasive plants

Overview of the programme

Mobilise members of the community to become active citizens of the country's democracy, while earning an income and increasing their employability. The initiative will scale up opportunities for beneficiaries to contribute to the development of their community through providing specific services that meet priority needs.

This initiative has delivered measurable social value by equipping youth, women and previously unemployed individuals with essential skills through targeted development interventions. As a result, beneficiaries have progressed from dependency towards active economic participation and greater self-reliance. In

parallel, the programme has contributed to strengthening the local entrepreneurial ecosystem by promoting inclusive and sustainable green enterprise development.

Beyond individual outcomes, the initiative has fostered a renewed sense of purpose and pride within communities. This was achieved through visible environmental improvements and the stimulation of local economic activity.

The 131 direct beneficiaries now have improved prospects for long-term employment, enhanced dignity through meaningful work and the opportunity to actively contribute to the growth of South Africa's green economy.

Business development and support

Overview of the programme

Business development is a critical pillar within the BtW focus area as it assists the young people who have completed the practical skills training to start their businesses.

The programme adopted a holistic approach that integrated structured classroom-based learning with personalised coaching and tailored business consulting. This dual approach ensured that participants gained both theoretical knowledge and received practical guidance, supporting their entrepreneurial development and long-term growth.

The small business development programme played a pivotal role in equipping entrepreneurs with essential skills in financial planning, regulatory compliance and business growth. By combining group-based training, hands-on compliance support and personalised advisory services, the programme effectively addressed key challenges faced by SMEs, particularly in accessing funding and scaling their operations.

Highlights across BtW programmes:

- 66 businesses supported
- Jobs created 83 new jobs (35 in Mpumalanga, 48 in Sasolburg)

- Turnover growth 20–25% increase in SME turnover
- SEDA Grant Funding facilitated R997,000; one received R249,000 tractor and two received equipment worth R748,000.
- The handyman programme has been elevated to support three existing beneficiaries that formed part of the handyman services programme and 15 existing SMEs in the construction industry with a one-year developmental intervention aimed at capitalising on pre-identified economic opportunities. This Initiative supports township-based entrepreneurs to strengthen and grow their businesses, while linking them to localised market access, which in turn will drive increased demand for skilled labour. This year, these were some of the key deliverables:
- Total SME revenue as at June 2025: R6,9m
- Total SME number of jobs sustained as at June 2025 from 50 to 75
- Average payroll of SMEs (quarter to quarter) R652 804
- Total Asset (Balance Sheet/Asset Register) R2 603 065



3 Community service infrastructure

Why we invest:

Sasol's community development programmes are shaped by the needs of those closest to our local communities and guided by our commitment to strengthening relationships with stakeholders and regulators.

While we recognise that it is not Sasol's primary role to provide municipal services, it is often the most marginalised members of our communities who are most affected by the lack of access to service delivery.

As a committed partner in the regions where we operate, particularly in South Africa and Mozambique, we understand

the important role we can play in supporting and collaborating with local government efforts. Our aim is to help create an enabling environment where both communities and businesses can thrive.

A recent community survey focused on key needs for and satisfaction with public infrastructure revealed that residents in our local communities of Govan Mbeki and Metsimaholo identified roads as their highest priority.

Key deliverables from this area of focus will be outlined in the Regional Operations sections.

4 Access to quality community health

Why we invest:

According to the research published by the University of Cape Town's South African Child Gauge 2025 : "A whopping two-thirds of children (63%) in South Africa live below the upper-bound poverty line. Nearly one in two children (42%) have experienced violence, including physical violence (35%) and sexual abuse (35%). In some parts of the country, almost all children have either witnessed or experienced violence in their homes, schools and/or communities."

It is therefore not surprising that more than one in ten children in South Africa have a diagnosable and treatable mental health disorder. This includes depression, anxiety, post-traumatic stress disorder, conduct, learning and substance-use disorders. Half of all adult mental health disorders begin before the age of 14, underscoring the need for early intervention in childhood and adolescence.

Our community health programmes focus on improving both the physical health and mental wellbeing of our communities. We understand that physical and mental health is important for society to thrive. This is why, in addition to building health infrastructure, we implement programmes that contribute to the psychosocial wellness of our communities.

What we invest in:

Our communities are in areas which face some of the highest drug and physical abuse challenges in the country. It is important for us to assist with interventions that support our communities to manage some of these challenges.



This year, we contributed to improving our communities' health and wellbeing by investing in the following programmes:

What About the Boys? movie screening

Overview of the programme

The *What About the Boys?* programme was launched in partnership with PrimeStars to promote the expression of positive masculinity and empower young men in Sasol's local communities. The programme combines the power of storytelling with structured mentorship to educate learners and employees.

Outcomes

The initiative has had a meaningful impact on individuals, families and communities. Over 800 learners from local schools in Sasolburg, Secunda and Sandton attended screenings and discussions about the film also entitled *What About the Boys?*, gaining new insights into gender dynamics, masculinity and personal responsibility.

The participation of more than 300 Sasol employees and their sons added a valuable intergenerational element to the programme, deepening its relevance and emotional resonance.

Upgrade victim-friendly rooms (VFRs)

Overview of the programme

As part of our ongoing commitment to addressing gender-based violence and femicide (GBVF), the next phase of the GBVF response plan focuses on the upgrading of VFRs at police stations within our local communities. VFRs play a vital role in ensuring that victims of GBVF have access to safe, confidential and supportive spaces where they can report abuse, access counselling and receive immediate assistance from trained professionals.

Outcomes

The upgraded VFRs will significantly improve the reporting experience for GBVF victims, ensuring they feel supported and respected when seeking help. This initiative strengthens the capacity of

law enforcement to respond sensitively to GBVF cases and builds trust between the community and police services. In Mpumalanga, Free State and Gauteng it is estimated that these upgraded facilities could serve approximately 15 000 people annually, providing vital support to survivors and their families.

Psychosocial support

Overview of the programme

The high unemployment rate, persistent poverty, inequality and the lingering effects of the COVID-19 pandemic have had a profound impact on the mental health of society at large. In response, the psychosocial support programme has been developed as a comprehensive effort aimed at providing emotional, psychological and social assistance to individuals and communities experiencing trauma and stress.

This initiative plays a crucial role in fostering health, stability and recovery within vulnerable communities, promoting resilience and social wellbeing.

Outcomes

The programme provides unemployed graduate social workers from local communities with an opportunity to gain meaningful work experience, thereby supporting their professional development while simultaneously addressing the emotional and psychological needs of local communities. Two cohorts of social workers will be deployed for a two-year period, with ongoing engagements with the Department of Social Development aimed at facilitating their absorption into formal employment thereafter.

Through the provision of effective counselling services, the programme helps individuals cope with trauma, reduces the stigma surrounding mental health support, and empowers communities to build resilience against future challenges. In Mpumalanga, Free State and Gauteng, the programme is projected to reach approximately 50 000 individuals annually, including survivors of GBVF, learners in schools, survivors reporting abuse at police stations, shelters, and other community members experiencing psychological stress.

Gender-based violence and femicide

Our GBVF response plan is a multi-year programme comprising two main activities:

- The upgrading of critical infrastructure.
- The provision of psychosocial support for GBVF survivors, schools and the broader community.

These focus areas were selected based on a comprehensive baseline study conducted in our local communities to determine the prevalence and extent of GBVF. As part of this intervention, infrastructure upgrades include the refurbishment of the Siphephile Haven Home of Safety in Secunda, a shelter supporting survivors of gender-based violence.

Overview of the programme

In response to the pressing need for safe housing for women impacted by GBVF in the Gert Sibande District, we donated a company-owned property in Secunda to serve as a shelter for survivors. This initiative was prompted by the closure of the district's only accredited shelter, following the expiry of its lease, which created a significant gap in support services for vulnerable women. The donated house is intended to offer a secure, nurturing space where survivors can begin their healing journey with access to essential care and support services. This contribution reflects our ongoing commitment to community upliftment and GBVF intervention, aligning with the national call to enhance survivor-centred infrastructure.

Outcomes

The project provides survivors with secure and dignified living conditions, access to counselling and legal support, and opportunities to acquire skills for economic independence. It strengthens community resilience by addressing a critical gap in GBVF response infrastructure, fostering a supportive environment that promotes healing and empowerment. The shelter has the capacity to accommodate between 10 to 15 survivors.

Renewable energy solutions at public clinics and other critical emergency services

Overview of the programme

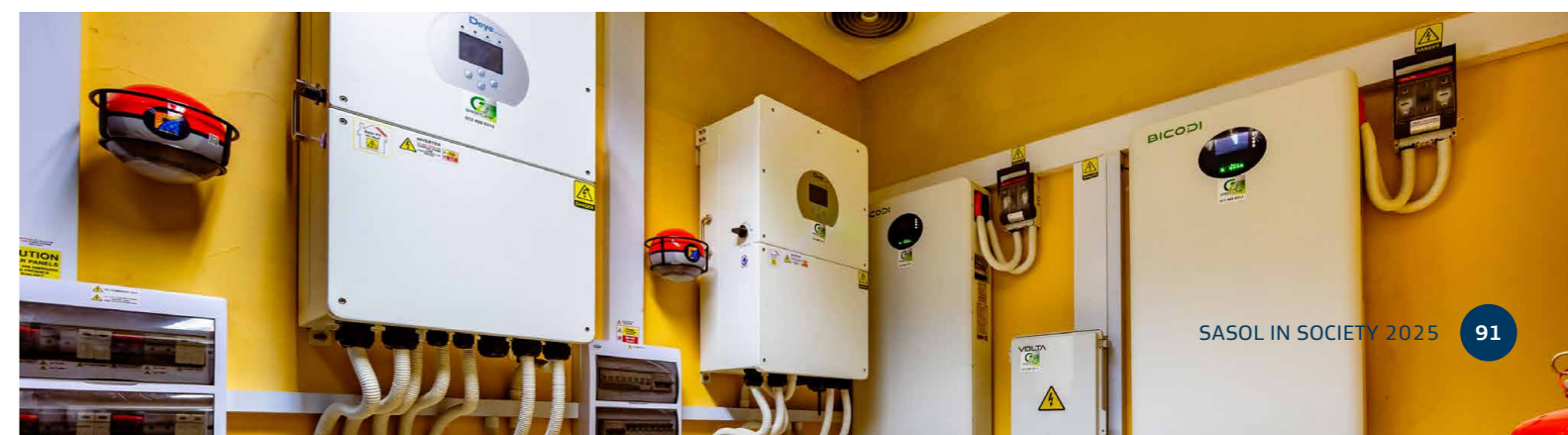
Sasol's renewable energy solutions project is a strategic initiative designed to strengthen the resilience and operational efficiency of public clinics and essential emergency service infrastructure. Through the installation of solar backup energy systems, the project ensures a stable and sustainable power supply, particularly in areas frequently affected by electricity disruptions.

Phase one prioritises public clinics, which are vital in delivering essential healthcare services, by equipping them with uninterrupted energy to maintain daily operations. This intervention is crucial for ensuring the continuity of healthcare delivery, emergency response and broader community support services.

Outcomes

The implementation of renewable energy systems marks a transformative step toward ensuring uninterrupted operations at clinics and emergency service facilities, even during power outages. This advancement not only safeguards lives but also significantly enhances the delivery of healthcare services.

By reducing energy costs, the project enables facilities to redirect resources toward other critical needs. In the provinces of Mpumalanga, Free State and Gauteng, the improved reliability of these essential services is expected to benefit over 100 000 people annually, including patients, healthcare professionals and emergency responders.





Heidelberg Autism Centre “spell to communicate”

Overview of the project

The spell to communicate (S2C) programme was introduced as a targeted intervention to support autistic children, their educators and parents in developing alternative communication skills through structured training. As part of the programme, six educators from the supporting school were enrolled in S2C training and completed the course. In addition, more than 20 autistic learners participated in the S2C programme, and three parents have also been trained to reinforce the communication methods at home. This integrated approach promotes consistency, shared understanding and inclusive learning practices across the school and family environments.

Outcomes

The programme has shown early signs of meaningful transformation for both learners and educators. Educators who completed the S2C training have demonstrated increased knowledge and improved teaching practices, enabling more tailored and engaging instruction for autistic learners.

These improvements have led to greater confidence and autonomy, as learners become more capable of expressing their needs, thoughts and ideas.

Parents who have undergone the training and those supporting their children through the programme have also testified to its positive impact. They report significant improvements in their children’s ability to communicate, express emotions, and engage meaningfully in daily life.



Eye testing and addressing spectacles backlog

Overview of the programme

As part of our ongoing commitment to enhancing health and wellness in our local communities, a focused health campaign was launched in FY24 to address pressing healthcare gaps, specifically in chronic disease screening and eye testing. The initial phase of the campaign was implemented in Secunda, Sasolburg and Ekandustria, targeting underserved populations with limited access to essential health services.

Outcomes

The campaign’s expansion into the Gert Sibande District, in response to a critical backlog of spectacles identified by the Mpumalanga Department of Health, further demonstrated its adaptability and community focus. A total of 400 patients received prescription spectacles, significantly reducing the backlog and restoring vision for individuals who had been waiting for spectacles over two years. Moreover, 52 learners from Vukuzithathe Primary School received corrective eyewear, directly enhancing their ability to learn and engage in the classroom.



5 Sasol for Good

Why we invest:

At Sasol, volunteerism is paramount. As it is 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. Through Sasol for Good, we give our employees 40 hours of paid leave per annum in which to volunteer. We also complement their financial contributions to fundraising initiatives of their choice via payroll deductions by matching gifts and volunteer grants.

We encourage our employees to get involved in their communities by volunteering their time, skills and resources through company-and-employee-initiated social development causes. By doing so, we leverage the considerable, diverse abilities and expertise of our employees as volunteers in causes that empower local communities and co-create sustainable livelihoods.

What we invest in:

Employee giving

Where employees give time or money to causes, those who benefit from employee giving are empowered, while employees are enriched with a greater understanding of community issues, making them advocates for those issues.

Non-profit organisations (NPOs)

We also invest in NPO capacity-building and philanthropic giving to support community-based organisations.

Philanthropy activities

These are linked to our local communities, where we donate to small community-based organisations to enable them to continue implementing programmes that uplift their communities.

Community development

Various community development initiatives are implemented, including the Cancer Association of South Africa (CANSA) Shavathon, school shoes drive, festive drive and more. These programmes assist our local communities and are often done in collaboration with our franchisees on initiatives closer to their forecourts.

What we delivered

- Over 600 employees, including Sasol's President and CEO and other Group Executives, participated in Sasol's Mandela Day event.
- 121 000 meals were packed and distributed to early childhood development centres across the country.



Payroll giving and matching

Overview of the programme

The Sasol payroll giving and matching programme aims to mobilise employees to give back to society. It is a corporate social responsibility initiative designed to encourage employees to support NPOs actively working to address social challenges within communities. Through the programme, employees voluntarily contribute a portion of their salaries to registered NPOs, and Sasol matches these contributions to amplify impact.

Outcomes

The programme demonstrated a substantial impact through employee engagement and corporate support. Over 300 Sasol employees participated in the payroll giving initiative, contributing a remarkable R833 622. This generosity was matched by Sasol's corporate contribution of R643 635, effectively doubling the support extended to communities. This collective effort empowered over 300 NPOs operating in critical sectors such as education, healthcare, poverty alleviation and disaster response. These contributions helped expand services, and directly impacted the lives of more than 20 000 individuals. The programme stands as a powerful example of how employee participation, combined with corporate commitment and trusted partnerships, can drive meaningful and sustainable community development.

Employee fundraising and volunteering

Overview of the programme

The employee fundraising and volunteering programme is a dynamic initiative designed to inspire Sasol employees to make a meaningful difference in the lives of disadvantaged communities, with a special focus on children. Through this programme, employees are encouraged to actively engage in both fundraising and volunteer activities, contributing their time, skills, and resources to charitable causes. Six fundraising events were successfully hosted, collectively raising R91 230. Sasol further enhanced the impact of these efforts by matching R61 230, demonstrating its commitment to social upliftment and employee-driven community support.

Outcomes

The funds raised have been channelled into a range of community-driven initiatives that deliver meaningful support to disadvantaged individuals. Through dedicated volunteering efforts, Sasol employees have contributed their time and skills to activities such as book reading sessions, food preparation and other outreach programmes designed to uplift underprivileged communities. These engagements not only improve the quality of life for beneficiaries but also cultivate a strong sense of purpose, empowerment and social responsibility among the volunteers. To date, the programme has positively impacted approximately 2 000 people.



International Nelson Mandela Day event

Overview of the programme

On 18 July 2024, Sasol hosted a company-wide Mandela Day event across multiple sites, including Sasol Place, Secunda, Mining, Energy, Germiston, Sasolburg, Ekandustria and KwaZulu-Natal, with the aim of supporting child-headed households and promoting employee volunteerism.

individuals in under-resourced areas. A total of 3 249 households received food hampers, each receiving two buckets. With these handovers Sasol addressed urgent food insecurity and provided relief to families with limited support structures. The presence of 1 294 Sasol employees who volunteered across various regions not only offered direct assistance but also fostered a sense of solidarity, care and community spirit.

Outcomes

The campaign had a meaningful and tangible impact on targeted communities, particularly child-headed households and vulnerable

In Sasolburg, the handover of refurbished facilities at the Thuthuzela Care Centre (TCC) and the safe house significantly improved the quality of care and safety for survivors of gender-based violence. Overall, the campaign uplifted over 3 000 individuals.



CANSA Shavathon

Overview of the programme

The CANSA Shavathon campaign was held across Sasol operational sites, including Sasol Place, Secunda, pipeline operations, Mining, Germiston and Sasolburg. The campaign aimed to raise awareness of and support for people living with cancer. The event created an inclusive platform for employees to show their support by either shaving, cutting or colouring their hair, symbolising

a personal gesture of empathy, courage and hope. In partnership with the CANSA, branded merchandise was sold across sites, further contributing to fundraising efforts. The campaign saw enthusiastic participation from more than 100 Sasol employees, who raised more than R75 000 to support CANSA’s cancer awareness education, and patient care programmes.

Outcomes

The Shavathon campaign had a meaningful impact by raising both awareness and critical funding for cancer-related support services. Through activities and merchandise sales the campaign raised more than R75 000 in support of CANSA programmes focused on cancer awareness, early detection, patient care, and

emotional support for individuals and families affected by cancer. Through this campaign, Sasol employees helped extend CANSA’s reach to hundreds of cancer patients and survivors who rely on the organisation for resources, counselling and community support.

World clean-up day

Overview of the programme

The world clean-up day campaign, under the theme “Make Room for Life,” hosted impactful environmental activities across several regions.

Events took place on 19, 20 and 28 September 2024 in Johannesburg, Secunda, Sasolburg, Ekandustria, and Clairwood in KwaZulu-Natal.

Outcomes

The campaign delivered a significant and wide-reaching impact across the participating communities. With over 421 volunteers actively engaged, the initiative led to the removal of waste from and the revitalisation of key community areas, including sports grounds, roads, parks and school premises. A total of 180 trees were planted, enhancing the aesthetic and environmental quality of both school and public spaces. The

campaign directly benefited more than 15 000 learners and 700 teachers from the primary and secondary schools where the clean-up and greening activities took place, improving the learning environment and promoting environmental awareness among youth. Additionally, an estimated 100 000 community members gained from the cleaner, safer and greener public spaces, supporting improved community health, pride and wellbeing.



6 Development sponsorship

Why we invest:

Sasol's investment in sport is grounded in our belief that sport is a powerful enabler of inclusion and nation-building. Through our partnerships with the South African Football Association (SAFA) and Wheelchair Basketball South Africa, we continually aim to broaden access to opportunities, elevate under-represented sports and create pathways for athletes, especially women and persons with disabilities, to reach their full potential.

What we invest in:

- Sasol Banyana Banyana
- Wheelchair basketball



Sasol Banyana Banyana

Sasol's long-standing partnership with the SAFA, since 2009, continues to be a cornerstone of the South African women's football value chain. As the longstanding premier sponsor of Banyana Banyana, our support extends beyond the playing field and into the broader development of the women's game. Our collaboration is anchored in building visibility, improving competitiveness and opening doors for young athletes across the country.

During the review period, Banyana Banyana remained one of the most inspiring symbols of women's sport in South Africa.

Women's Africa Cup of Nations preparations and international friendlies

Although the tournament schedule shifted, Banyana Banyana continued their high-performance preparation programme, including training camps and competitive fixtures against Malawi, Botswana and Zambia. The team took part in strategic international friendlies designed to expose players to top-tier competition and provide valuable experience for younger and newly capped players.

Talent pathway

Sasol's continued commitment plays an enabling role in Banyana Banyana's sustained success and international competitiveness. Many younger athletes leveraged the exposure gained to participate in training camps and squad selections.

Wheelchair basketball

Sasol's partnership with Wheelchair Basketball South Africa reflects our commitment to advancing inclusivity and expanding opportunities for persons with disabilities in sport. Wheelchair basketball is one of the most dynamic adaptive sports globally and has potential for further growth in South Africa. Our investment, through the Sasol Technical programme, aims to strengthen the sport's structures, increase participation and support elite athletes competing in international tournaments. We are intentional in making

sure that the development clinics also identify young talent and equipping coaches and technical officials with the required skills to grow the sport sustainably.

During FY25 we primarily focused on rebuilding competitive momentum for continental and world championship tournaments, including:

- **Under 23 Men's Africa Northern Region Tournament:** This was a preparation tournament, matching our strengths against Egypt, Tunisia and Libya.
- **International Wheelchair Basketball Federation (IWBF) Africa Under 23 Men's Tournament:** The Sasol Amawheelies delivered a dominant performance in this tournament and clinched the African Championship title.
- **IWBF Under 23 Men's World Championships:** Held in São Paulo, Brazil, the tournament continues to give our athletes exposure to highly competitive wheelchair basketball, facing dominant nations such as United States, Germany, Japan, Italy and Thailand.

7

Economic inclusion: Enterprise and supplier development

Why we invest:

At Sasol, we recognise small and medium-sized enterprises (SMEs) as critical drivers of economic growth and job creation. Our investment in enterprise and supplier development (ESD) demonstrates our commitment to creating an enabling environment where small businesses to grow, compete and participate meaningfully in a more inclusive and sustainable economic landscape.

ESD is a strategic pillar of our transformation strategy, underpinning our efforts to broaden economic participation and strengthen the local ecosystems in which we operate. Guided by the principles of shared value, our programmes build SME capability, strengthen our local economies and foster sustainable participation across value chains.

We intentionally leverage our supply chain as a catalyst for transformation, purposefully integrating small, medium- and micro-sized enterprises (SMMEs) and businesses owned by historically disadvantaged individuals. Through this approach, we expand access to economic opportunity, strengthen local participation and accelerate inclusive growth across all geographies where we operate.

Our commitment is reinforced by strategic investments in innovative, sustainable and socially relevant development solutions, supported by funding mechanisms that prioritise long-term impact.

Our transformation approach

The guiding principles that underpin our transformation approach are centered on connecting and inclusion



Support

Find, connect and develop new small suppliers



Include

Embrace smaller suppliers and drive supply chain integration



Transform

Drive empowerment within the supplier base

What we invest in:

Our ESD approach is designed to build capability, increase visibility and generate long-term value for Sasol, the SMEs we support and the broader ecosystem of stakeholders who enable and benefit from an inclusive and sustainable supply chain.

We are committed to developing a resilient, competitive and inclusive supplier base that supports Sasol's operational requirements while advancing national development priorities.

Our investments focus on strengthening SME capability, expanding access to markets and fostering sustainable economic participation, with a particular emphasis on Black-owned, women-owned, youth-led and locally based enterprises in the communities where we operate.

Through targeted funding, technical support and fit-for-purpose development solutions, we aim to cultivate an enabling environment in which small businesses can grow, innovate and contribute meaningfully to resilient and thriving local economies.



Our development support pillars

We deliver enterprise development through seven integrated pillars designed to address the unique requirements of SMEs:

Access to markets	Helping SMEs reach the right customers and grow their visibility. SMEs gain marketing tools and strategic guidance, as well as pitch and tender readiness to compete confidently in relevant markets.
Business and leadership support	Strengthening SME leadership and strategic capacity. Entrepreneurs receive mentorship, financial coaching and wellbeing support to grow professionally and navigate business challenges effectively.
Technical capability building	Equipping SMEs with skills and certifications for operational excellence. SMEs are able to enhance service delivery, comply with industry standards and implement quality and safety systems to support value chain integration.
Access to business infrastructure	Providing SMEs with essential physical and digital infrastructure for efficient operations. Access includes incubation hubs, essential business software, hot desks, Wi-Fi and shared services in accounting and systems support.
Access to our partnership network	Connecting SMEs to growth opportunities and expert guidance. Interventions include access to expert guidance via internal and external networks and leveraging Sasol's resources to unlock new business opportunities and support expansion.
Access to finance	Supporting SMEs capital needs to enable growth and sustainability. Interventions include grant funding for equipment and systems, interest-free purchase order financing, investor readiness support and post-investment guidance to ensure continued financial stability.
Strategic and special interventions	Delivering unique, high-impact support to drive SME innovation, competitiveness and access to critical and future value chains. SMEs can also access legal contract support, favourable payment terms and enablement for strategic projects that enhance growth, resilience and readiness for emerging opportunities.



Our enterprise and supplier development programme portfolio

Our ESD agenda has evolved significantly over the past five years, advancing inclusive procurement and enabling the meaningful growth of SMEs. Over this period, we have supported the development of more than 500 SMEs, underpinned by a combined investment of over R500 million across development and funding interventions.

This progress has been delivered through the following structured programmes:

Sector-specific support

- **Information and Communication Technology programme** – Empowering technology-driven SMEs with the skills, tools and digital capabilities needed to innovate, scale and compete in rapidly evolving digital markets. The programme equips entrepreneurs to leverage emerging technologies, build

scalable solutions and position their businesses for sustainable growth and relevance in the tech ecosystem.

- **Transporter development programme (salt, fuel and coal transportation)** – Equips SMEs in the transport sector with the skills, systems and mentorship needed to navigate operational, regulatory and safety challenges. Through funding support and dedicated set-aside opportunities in salt, coal and liquid fuels, township-based SMEs gain access to critical value chains, strengthen fleet management and compliance capabilities, and build sustainability through competitive participation in Sasol's logistics supply chain.
- **Franchise development programme** – Aligned with our Energy business strategic ambitions to build an inclusive fuel retail network, our franchise development programme enables both aspiring and existing fuel retail entrepreneurs to build the operational, financial and market-readiness capabilities required for success. Through two structured pathways, the franchise readiness programme for future franchisees and the franchisee development programme for those already operating sites we strengthen performance, expand participation and cultivate a transformed, high-performing franchise network.

- **Clearing and freight forwarding programme** – Developing logistics-supplier capability for trade, movement of goods, and import/export compliance across Sasol's value chain.

Local economy development programmes

Strategic initiatives designed to stimulate township economies by creating meaningful opportunities for qualifying local suppliers. These programmes serve as vehicles to redirect procurement spend towards SMEs across Sasol's operating regions. In this period, set-aside opportunities have been implemented in Alrode, Ekandustria, KwaZulu-Natal, Sasolburg and Secunda, directly strengthening local SME capabilities, enhancing market access and enabling businesses to scale sustainably.

Collectively, the programmes drive local economic growth, foster community resilience and contribute to long-term enterprise development in the areas surrounding Sasol operations, ensuring tangible socio-economic impact.

Supplier development programmes

Intervention-focused initiatives target suppliers integrated into Sasol's supply chain. These programmes are designed to improve quality, safety, operational performance and competitiveness, with a strong emphasis on building supplier capability and enhancing reliability within Sasol's operations.

Sustainability and energy support programme

Sasol Siyakha solar energy support programme - As part of a three-year R90 million investment, the Sasol Siyakha solar energy support programme delivers fully funded solar energy systems to qualifying SMEs, tailored to their operational needs. By integrating reliable, clean energy infrastructure into small business operations, the programme enhances operational resilience, reduces energy costs and enables SMEs to reinvest savings into growth and job creation. Through this intervention, Sasol not only improves the competitiveness and sustainability of individual suppliers but also cultivates a resilient, inclusive and environmentally responsible supplier ecosystem, driving long-term socio-economic impact in communities surrounding our operations.

Gender-specific programmes

- **Women in Engineering Incubator programme (cohorts 2 and 3) and Women in Mining Incubator programme (cohorts 1 and 2)** – Flagship Sasol initiatives that strengthen the technical capability, competitiveness and market participation of women-owned enterprises across the

engineering and mining value chains. These programmes create structured pathways for female-led SMEs to access opportunities, build specialised skills and contribute meaningfully to sectors critical to South Africa's industrial and economic growth.

- **Khulisa growth accelerator** – Targeted at women-owned enterprises under our development, the programme equips SMEs with market access, brand development and commercial strategy capabilities to strengthen competitiveness and unlock growth. Leveraging AI as an enabler, the programme helps businesses optimise proposal development, contract management and pitch readiness, while enhancing digital visibility and strategic positioning.

Specialist support programmes to enhance existing programmes

To strengthen enterprise competitiveness, the following interventions were implemented across programmes:

- **Costing and financial modelling training** – Equipping SMEs with the essential skills to understand and analyse financial statements, develop effective costing and pricing strategies, and leverage financial modelling tools for strategic planning and decision-making.
- **South African Institute of Chartered Accountants (SAICA) financial excellence programme** – Structured accounting, compliance and financial management training delivered through SAICA specialists.

Our impact

Our intentional approach to enterprise development continues to deliver measurable socio-economic impact:

R42,6 billion

In preferential procurement spend with Black-owned businesses

505 beneficiaries

Participated in business development training designed to strengthen entrepreneurial capability and operational effectiveness, with 146 (29%) of trained SMEs engaged as suppliers.

R50,7 million

Invested in SME development, of which 30% supported 100% Black women-owned enterprises

R26,9 billion

Spent with Black women-owned businesses

Unlocking growth through SME funding

R103 million

In Siyakha Trust funding disbursed to 37 suppliers



The fund closed the financial year with 62 loan beneficiaries and a loan book value of R637 million

The impact of this investment includes:

212

New jobs created

3 152

Existing jobs sustained

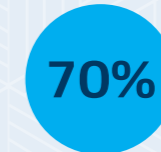
Interest savings of more than

R20 million

Enabling SMEs to reduce borrowing costs and reinvest in growth

Significant improvements in SME performance, including:

Average revenue growth exceeding



Average profit increase of over



Case study

Franchising value chain project



Overview

Sasol remains committed to driving transformation within South Africa's fuel retail sector by empowering current and aspiring entrepreneurs through targeted skills transfer and holistic enterprise development support. Through our national network of almost 400 retail sites, the majority of which are dealer-owned or -leased, we continue to

enable the growth and inclusion of majority Black-owned, Black women-owned and youth-owned businesses. This approach supports our broader objective of fostering inclusive economic participation and advancing social equity across the communities and value chains in which we operate.

Through targeted initiatives such as the Franchise Readiness programme for prospective franchisees and the Franchise Development programme targeted at existing retail partners, Sasol supports the enhancement of operational excellence, financial management and adherence to global safety and regulatory standards.

Key interventions and impact areas

- Franchise Readiness programme:** This programme is a direct response to the need for more inclusive participation in the fuel retail sector. It provides prospective franchisees with structured exposure to the industry, including mentoring and practical experience at Sasol retail sites. The aim is to equip aspiring entrepreneurs with the insights and capabilities required to establish sustainable and competitive businesses within the fuel retail value chain.
- Franchise Development programme:** Designed to strengthen the operational performance, financial resilience, and regulatory compliance of existing franchisees. Through one-on-one mentorship and tailored business development plans, the programme enables franchisees to enhance efficiency and profitability. In doing so, Sasol contributes to the long-term economic sustainability of its retail network by supporting capable, future-fit operators.

Outcome/performance

- Franchise awareness workshop:** Sasol hosted a two-day workshop that provided potential franchisees with in-depth information about the fuel retail franchising value chain.
- Focus participation and outreach:** The workshop attracted 83 potential franchisees, a strong turnout highlighting the programme's role in unlocking opportunities and driving inclusive growth within the fuel retail sector.
- Strategic partnerships:** Delivered in partnership with Absa, with strategic participation from the Department of Mineral and Petroleum Resources and the National Empowerment Fund, the event underscored a commitment to advancing inclusive franchisee development through a multi-stakeholder collaboration that strengthens sustainability and scalability by drawing on diverse expertise, networks and resources. This approach reflects Sasol's commitment to shared value creation and aligns with the United Nations Sustainability Development Goals (SDGs), particularly SDG17, which promotes effective partnerships for sustainable development.
- Proactive inclusion:** The programme prioritises the appointment of African and Coloured women, as well as youth, as franchisees into unencumbered sites – actively advancing gender equality and youth inclusion in alignment with SDG5 and SDG8. The strong response from the participants highlights both the relevance of the intervention and Sasol's growing impact in cultivating a diverse, inclusive and future-fit fuel retail network that delivers long-term social and economic value.

Feature story

Pioneering gender inclusion in the mining sector: The Sasol Women in Mining Incubator programme



The Sasol Women in Mining Incubator programme addresses one of South Africa's most strategically critical industries by empowering female-led SMEs across the mining value chain. Mining is central to national economic growth, yet female entrepreneurs face significant barriers, including complex technical requirements, limited market access and scarce sector-specific support.

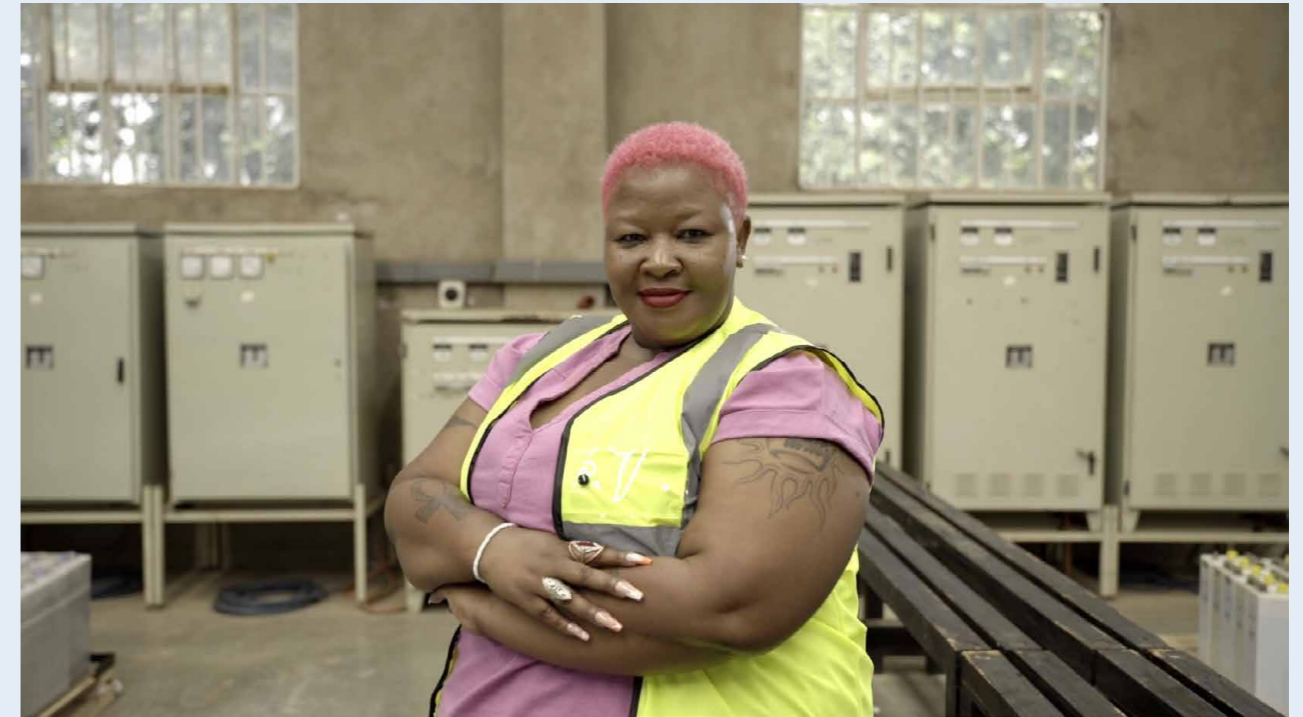
In its second cohort, the programme supports 28 women-owned businesses, providing targeted interventions that unlock potential, accelerate growth and create meaningful

market access. By equipping female founders with the tools, networks and knowledge to succeed, the programme strengthens the competitiveness and resilience of the mining supply chain.

This initiative goes beyond gender equity. It demonstrates Sasol's commitment to inclusive industrial development, driving socio-economic impact, fostering enterprise sustainability and ensuring that women participate meaningfully in one of the country's most vital sectors.

Feature story

Sasol Khulisa spotlight: Mmasikhirikhiri Trading Enterprise



Mmasikhirikhiri is a 100% Black female-owned enterprise delivering standby batteries and power solutions for mining and heavy industry. Launched in 2023, the business emerged as a solution-focused SME addressing critical energy needs for state-owned enterprises and mines across Gauteng, Mpumalanga and Limpopo.

Through the Sasol Khulisa programme, powered by development partner Growthmakers, Mmasikhirikhiri strengthened its operational capability, integrating digital tools and AI to streamline proposals, contracts, pitch decks and documentation. The programme also enhanced the market visibility, enabling the business to position itself strategically and attract new opportunities.

The results are measurable: Mmasikhirikhiri now delivers high-performance batteries

and inverters 30% faster than competitors, expanding its footprint and building credibility with key clients. In 2025, the business was selected for a three-week international programme in Germany, providing exposure to global best practices, potential partners and South African Development Community market expansion.

Mmasikhirikhiri's trajectory demonstrates the impact of targeted SME support: improving competitiveness, fostering innovation, and contributing to local economic growth. With ambitions to establish a dedicated assembly plant, secure original equipment manufacturer partnerships and scale regionally, Mmasikhirikhiri exemplifies how strategic interventions can transform a small business into a resilient, high-growth enterprise.

Feature story

Strengthening SME competitiveness: financial excellence for sustainable growth



A critical barrier for many SMEs is the ability to manage finances effectively to scale sustainably. Limited financial management capability can result in cash flow challenges, non-compliance, and constrained growth, often preventing SMEs from accessing funding, winning contracts, or sustaining operations.

In our third year of partnership with SAICA Enterprise Development (ED) we continue to deliver the Financial Excellence programme, targeting SMEs with tailored financial capability building. The programme provides each SME with a comprehensive financial diagnostic assessment, a customised development plan and ongoing coaching with registered accountants.

Through this intervention, SMEs strengthen their financial management, maintain compliance and gain the confidence and capability to make informed business decisions. Complemented by back office accounting support, including monthly accounts, tax, payroll, company secretarial duties and annual financial statements, SMEs are better equipped to plan strategically, access funding and compete sustainably in corporate supply chains.

The programme has delivered significant impact: 28 SMEs achieved an average 51% increase in turnover and 43% growth in net profit, 21 SMEs improved both turnover and net profit by an average of 38% and SARS compliance improved from 35% to 69%. Additionally, SMEs have expanded market access and built resilience, demonstrating how sound financial management underpins SME competitiveness, sustainability and long-term growth.





03 YEAR IN REVIEW

SOUTH AFRICA OPERATIONS

Sasolburg and Natref Operations

Sasolburg was established 72 years ago in the Free State grasslands just south of the Vaal River. The town was built by Sasol, the world's first oil-from-coal plant, to house its employees.

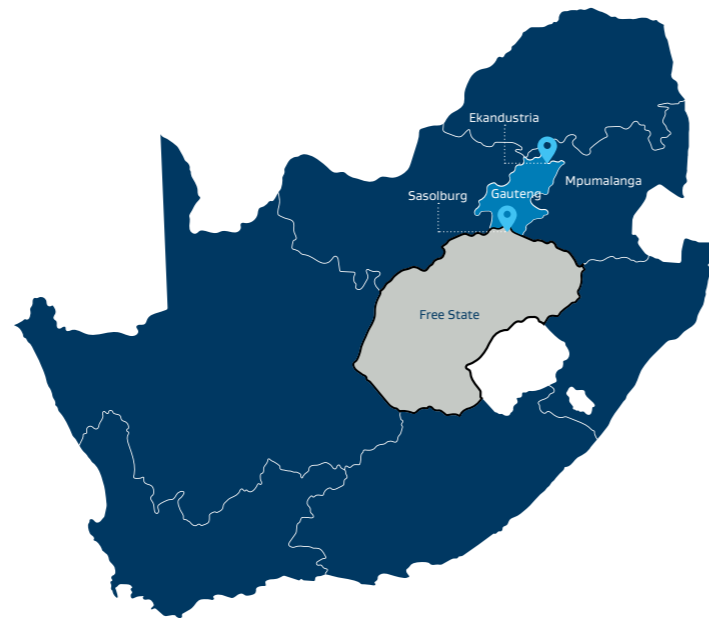
The town serves as the seat of the Metsimaholo Local Municipality, which has a population of more than 163 000 people.

The municipality also includes Zamdela, Deneysville, Refengkgotso and Oranjeville.

Ekandustria is in Region 7 of the City of Tshwane in Gauteng. The region, with a population of about 110 000 people, is also home to the town of Bronkhorstspuit and the townships of Rethabiseng and Zithobeni.

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

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 northern Gauteng by supporting strategic economic drivers, skills and capacity development, and by involving our communities and employees in value creation to enable employability and increase potential for self-employment through portable skills useful in communities.



Spend for corporate social investment in Sasolburg and Ekandustria

	Quality education	Bridge-to-Work	Community health and service infrastructure	Economic transformation and local content	Environment and biodiversity	Sasol for Good	Total FY25 (R'm)
Sasolburg and Ekandustria Operations	0,5	0,8	27,5	0	1,4	0,8	31

Education

The Sasol Foundation implements all the education programmes which support Sasolburg and Ekandustria operations through the Boitjorisong Resources Centre in Sasolburg and Osizweni Science Centre in

Ekandustria. These programmes support 130 early childhood development (ECD) centres in Sasolburg and Ekandustria providing online and extra mathematics and science lessons to 25 schools and allocate bursaries for qualifying learners for science, technology, engineering and mathematics careers. Technical education is also provided through

the high schools or technical and vocational education and training (TVET) colleges.

We hosted a ceremony to recognise matriculants who did well in their final matric exams. Twenty top performing learners in Fezile Dabi and Gauteng North (Region 7) districts were awarded prizes and bursaries for their post-matric studies.

These awards also aim at encouraging excellent academic performance from learners in our local communities, with the emphasis on mathematics, science and arts subjects.

Awards

- Full bursaries to three Fezile Dabi and two to Gauteng North top performing learners to study at higher education institutions of their choice.
- Laptops to 15 top performing learners in Sasolburg and Ekandustria schools.
- Certificates of achievement and goodie bags to 20 top learners in Gauteng and Fezile Dabi districts.

School desks and chairs project

Sasol remains committed to driving positive change and shared economic value by improving educational infrastructure and creating conducive learning environments. The company donated 400 school chairs and desks to the Oasis of Praise Community Centre in Sedibeng and an additional 100 chairs and desks to the Sasolburg Community Learning Centre that falls under the Free State Department of Education.

Oasis of Praise supports learners from the Free State, North West, and Gauteng, with a mandate to accommodate 400 learners for pre-university entry examinations. The donation strengthens the centre's ability to prepare learners for tertiary admission.

Sasol, having originally built the community learning centre focused on adult education, further enhanced its contribution by providing the additional furniture.

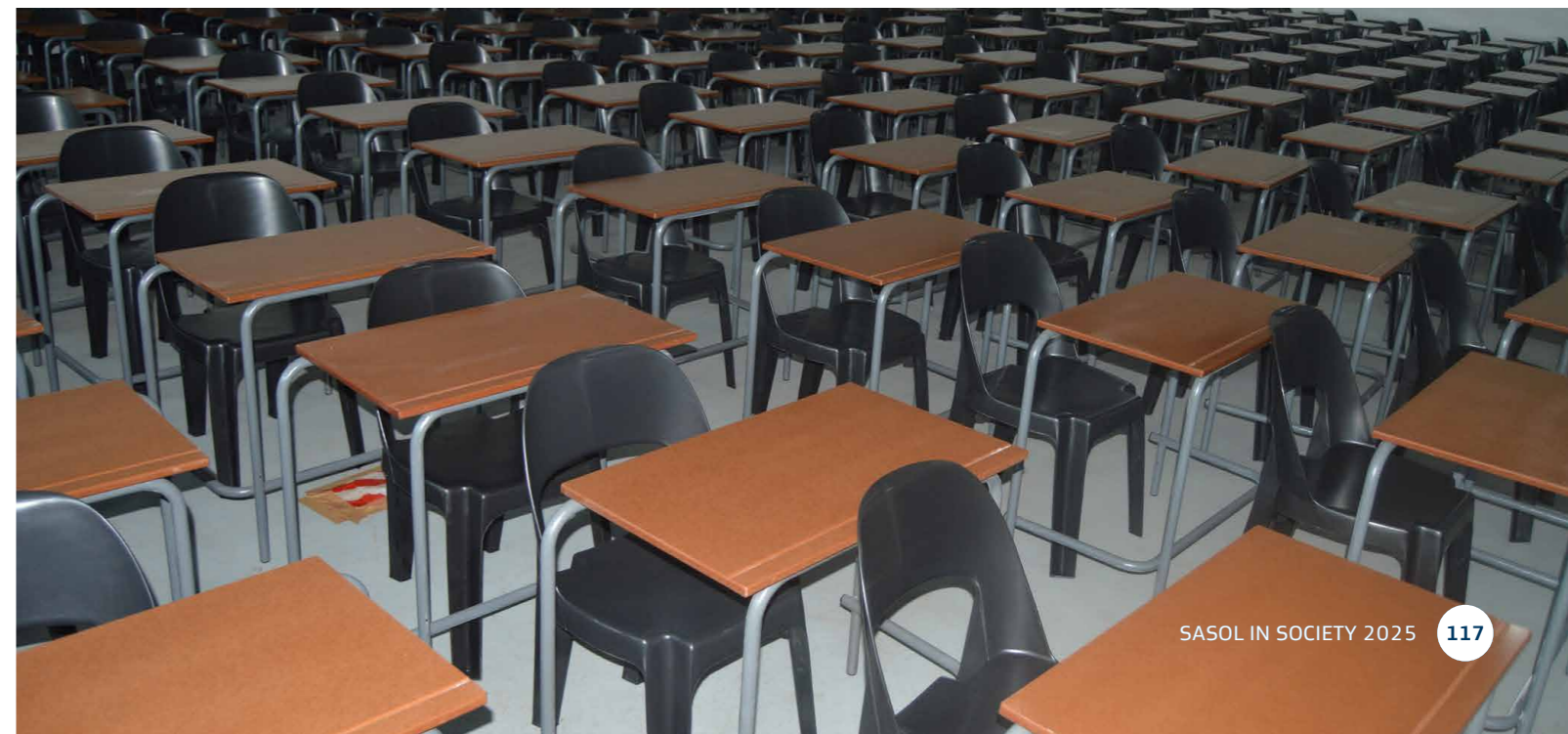
Bridge-to-Work

Iphephe agricultural project

Thirty-nine participants from the Sasolburg and Ekandustria communities successfully completed training in livestock, vegetable production, poultry farming and farm business management at Buhle Farmer's Market. These beneficiaries have already launched their own enterprises and are receiving ongoing mentorship to help them apply the skills and knowledge gained during the programme.

Work experience for safety watchers

Forty-three young people from Zamdela completed Safety Watcher training under Sasol's Level 1 Permit to Work procedure. They are eligible for employment during shutdown activities at Sasolburg Operations and will be placed on a one-year programme to gain practical work experience.



Artisan work integrated learning

Sasolburg Operations has helped more than 150 local youth to qualify as artisans across trades such as mechanical fitting, welding, rigging, plumbing, motor mechanics, electrical work and instrumentation.

Boitjhorisong Welding Training Centre

The sixth cohort of the welding school, a partnership between Sasol, Aurex and Afrox, has seen the graduation of 62 structural welding and 20 TIG (tungsten inert gas) welding students. More than 20 graduates have been placed in companies to begin their careers.

Community service infrastructure

Crucial roads in Vaalpark and Zamdela upgraded

As part of our broader social impact initiatives in Metsimaholo, we recently upgraded two critical roads in Vaalpark and Zamdela. Paardeberg Road, the main access route into Vaalpark,

had deteriorated severely, forcing motorists onto road shoulders and into oncoming lanes, creating safety hazards and damaging vehicles. In Zamdela, heavy rains in April caused flooding on Somerspost Street near the police station intersection, increasing the risk of accidents due to concealed potholes.

These upgrades reflect Sasol's commitment to addressing community priorities through meaningful, high-impact investments that create shared value for stakeholders.

Carl Bosch Road rehabilitation

Following extensive repairs undertaken by Natref, Carl Bosch Road in Sasolburg was officially reopened in February 2025. The 1.2 km secondary public road, which supports high volumes of commuter and industrial traffic including fuel loading operations, was resurfaced over an area of 9 600 m², from the Natref loading facility to the Jan Haak Road intersection. Three traffic-calming measures were installed to improve safety.

This investment reflects Sasol and Natref's commitment to driving positive socio-economic impact and creating shared value by supporting infrastructure that enables economic activity and enhances the quality of life in our local communities.



Community environment programme

Sasolburg and Natref Operations cleaning campaign

The campaign raised awareness about waste pollution and encouraged community clean-up efforts under the theme Make Room for Life. It mobilised employees, the Fezile Dabi District and the Metsimaholo Local Municipality to jointly clean the Sasolburg central business district. The initiative also included tree planting at schools, demonstrating the positive impact of strong public-private partnerships on improving communities and their environments.

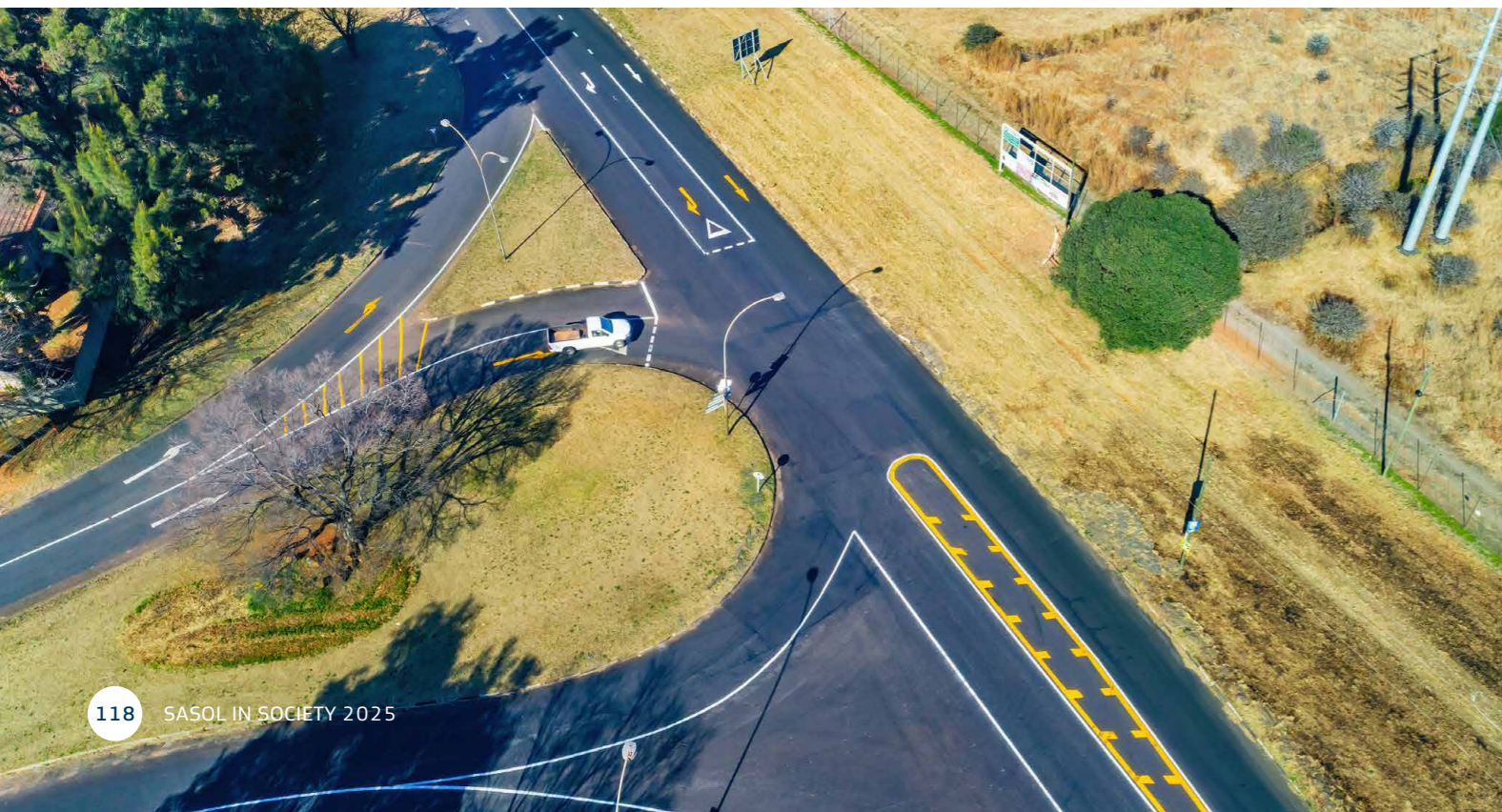
Sasol for Good

Winter warmth

Sasol supported vulnerable learners by donating school tracksuits, jerseys and socks to improve their wellbeing, health and learning environment. The initiative benefited 274 learners in Metsimaholo and Ekandustria, helping them stay warm during winter and reducing school absenteeism.

School shoe project

The project provided new school shoes to orphaned and vulnerable learners, helping restore dignity, confidence and a sense of equality. In the Sasolburg and Natref Operations area, 530 pairs were donated to learners from 41 Metsimaholo schools. In Ekandustria, 516 pairs were distributed across 22 schools, supported by an additional contribution of 330 pairs from Sasol service providers.



Casual Day

The initiative supported vulnerable groups by assisting persons with disabilities through employee volunteerism and direct contributions to children living with disabilities. Funds raised included R5 560 from employee sticker sales and a R10 000 donation from Sasol, all of which was donated to a school supporting children with disabilities.

CANSA Shavathon

A cancer education and awareness campaign was implemented through an employee volunteerism initiative to support individuals living with or affected by cancer. The initiative involved 17 volunteers and raised over R38 000 in donations and fundraising.

Keep a Girl in School

This project provided sanitary products and to school-going girls in Metsimaholo and

Ekandustria while also raising menstrual health awareness. The initiative improved school attendance among disadvantaged learners and helped restore dignity. A total of 7 200 girls in the Sasolburg and Natref Operations community and 3 500 girls in the Ekandustria Operations community were supported. More than 128 000 sanitary product units were distributed across 62 schools.

Festive drive

The festive drive aims to enhance the mental, emotional and physical wellbeing of vulnerable children by offering support and festive joy during the holiday season. Children were taken on an excursion to the Emerald Zoo for animal viewing and a game drive. A total of 306 children from six local non-profit organisations benefited, supported by the participation of 30 Sasol volunteers.

Secunda Operations

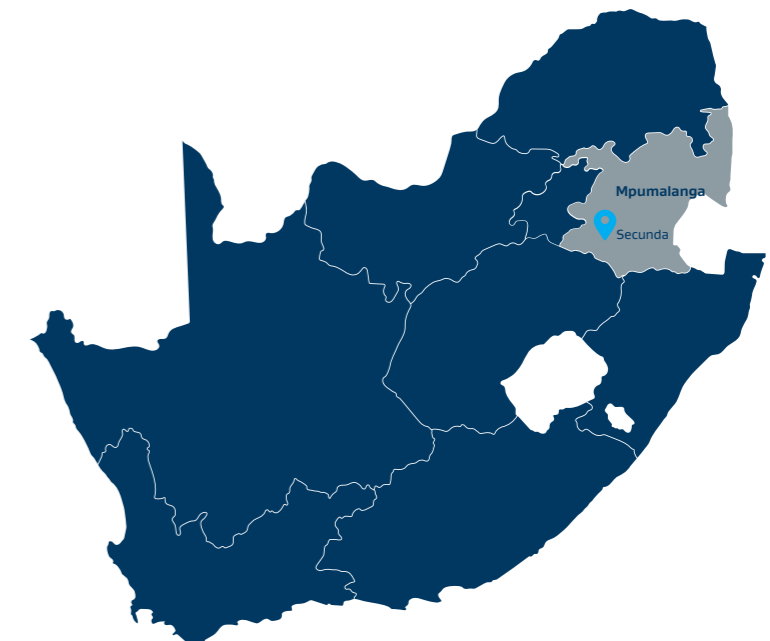
Secunda hosts one of the world's largest synthetic fuels and chemicals facilities.

Govan Mbeki Local Municipality is a South African local municipality situated in the Gert Sibande District Municipality of Mpumalanga, where Sasol Secunda Operations is located.

According to the census of 2022, the area has a population of about 310 117. The predominant languages spoken are Zulu, Afrikaans, isiNdebele and Sesotho.



Sasol's Secunda Operations 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 the development of local entrepreneurs. The Integrated Development Plan is a joint initiative with local government that brings together key stakeholders to engage and prioritise areas of need.



Spend for corporate social investment in Secunda Operations

	Quality education	Bridge-to-Work	Community health and service infrastructure	Economic transformation and local content	Environment and biodiversity	Sasol for Good	Total FY25 (R'm)
Secunda Regional Operations and Asset Services	5,1	2,6	11	0	0,2	1,1	20

Education

Take a learner to work

This programme was designed to provide valuable workplace exposure and inform participants about career opportunities at Sasol.

Key deliverables included:

- **Mock mine and Secunda Operations plant visits:** Participants gained first-hand insight into industrial operations through guided tours of a mock mine and the active Secunda Operations plant. This exposure aimed to demystify industrial environments and showcase real-world applications of various skills.
- **Information sessions on Sasol opportunities:** The programme provided comprehensive information regarding potential learnerships, bursaries and other opportunities available at Sasol. This covered both STEM (science, technology, engineering, and mathematics) and non-STEM fields, broadening the scope of appeal and relevance for a diverse group of participants.

The initiative successfully concluded, reaching a significant number of individuals and fostering awareness of career pathways within Sasol.

Reach: The programme hosted a total of 2 442 learners.

Target audiences: Participants came from diverse backgrounds, including:

- Local schools (schools geographically close to Sasol operations).
- Children/dependants of Sasol employees in KwaZulu-Natal, Regional Operations and Asset Services, and Project and Engineering Services.
- Out-of-school youth.
- Students from institutions of higher learning.

The primary change effected by this programme was a significant increase in awareness and understanding among participants regarding potential career paths and development opportunities at Sasol. By providing direct exposure to industrial environments and detailing available learnerships and bursaries, the programme likely inspired and equipped many individuals to consider future employment or further education within relevant fields.

Demographics of the total number of beneficiaries

Gender		Age
Male	Female	15 – 35 years
		2 442

Bridge-to-Work

Point duty traffic marshalls

This project continues to directly benefit the local community by creating 38 job opportunities for local youths who serve as point duty/traffic marshalls. These young individuals are strategically deployed at busy intersections and schools during peak hours from Monday to Friday, effectively managing traffic flow and enhancing safety.

This initiative is a testament to the power of collaboration, with Sasol proudly partnering with the Govan Mbeki Municipality and the Mpumalanga Department of Community Safety, Security and Liaison, as well as the Mpumalanga Traffic Training College. Sasol maintains its vital role as the sponsor of the project, while the Govan Mbeki Municipality takes full responsibility for implementation and management.

The programme’s impact is immediately visible and widely appreciated by various stakeholders, demonstrating its significant value within the community and to Sasol.

This initiative has not only garnered acknowledgment from the Govan Mbeki Municipality, local community members and

schools, but has also been highly valued by Sasol employees and management.

The key element of its success is the significant difference it continues to make for the local community through:

- **Employment opportunities:** Creating pathways for local individuals to gain access to meaningful work.
- **Skills development:** Equipping young people with valuable skills, enhancing their employability and future prospects.
- **Beyond community development,** the project also directly supported Sasol Secunda Operations during the 2024 shutdown. This critical support earned recognition from Sasol Secunda Management for the service rendered during the shutdown, as well as for contributions to other Sasol events like the Sasol Secunda Annual Interdepartmental Relay.
- **Through these tangible contributions,** the project consistently delivers visible and acknowledged impact, reinforcing its crucial role in both community upliftment and operational support for Sasol ('greener pastures'). This turnover necessitates ongoing recruitment and training efforts to maintain optimal staffing levels for the point duty/traffic marshal roles.

Demographics of the total number of beneficiaries

Gender		Age	Total
Male	Female		
13	25	15 – 35 years	38

Access to community health and wellbeing

Eye screening programme

This project represents a continued and vital partnership between Sasol, the District

Department of Health and mobility services company GUUD. Its primary objective was to address the significant backlog in eye care within the Gert Sibande District Municipality by distributing spectacles to the over four hundred patients who were on the Department of Health’s waiting list. This initiative directly aimed to improve the quality of life of individuals suffering from uncorrected vision.



Highlights

The project achieved a significant impact by directly improving the vision and quality of life of hundreds of individuals:

- **Broad community reach:** Spectacles were successfully distributed to more than 400 patients on the Gert Sibande District Department of Health's waiting list, effectively reducing the backlog for essential eye care.
- **Targeted support for learners:** In a focused effort, Sasol further assisted 57 learners at Vukuzithathe Primary School in eMbalenhle, Govan Mbeki Municipality, by providing them with spectacles. This specific intervention, based on submissions from the district's Eye Care Unit, ensures that visual impairments do not hinder the academic progress and overall development of these learners.

Through these combined efforts, the project directly enhanced the wellbeing, educational opportunities and daily lives of hundreds of community members.

Gender-based violence and femicide plan and response /What About the Boys? film screening

As part of Sasol's partnership with Primestars and our committed to address gender-based violence and femicide, the company provided another opportunity for schools within our local communities (Govan Mbeki Municipality) to attend the screening of the film *What About the Boys?*. Male learners from three high schools as well as the dependants of Sasol employees attended the screenings on 11 and 12 October in Secunda.

More than 300 young men were reached through implementation of this programme. Sasol Secunda also received, through a call for volunteers, an overwhelming response from employees who signed up to mentor the learners on the day and beyond screening of the film.

Community service infrastructure

- Enabled community sport development through the upgrade of 550 seats at Secunda Stadium, supporting local, district, and provincial sporting events for schools and surrounding communities in Govan Mbeki Municipality (GMM).
- Improved energy stability and reliability in eMbalenhle by constructing a new electricity substation, addressing frequent outages and supporting broader infrastructure development.
- Expanded access to quality learning environments by handing over 18 fully furnished mobile classrooms to eight schools and two early childhood development centres in GMM, providing learners with safe and equipped learning spaces.
- Enhanced school infrastructure and safety at Wentworth Secondary School in KwaZulu-Natal through asbestos surface replacement, walkway and roof repairs, and painting of external walls.
- Strengthened public health and education infrastructure by refurbishing Komatipoort Clinic and Cromati Combined School, which included painting, plastering, roofing, new ablution facilities, and palisade fencing to improve safety and hygiene.
- Secured safe water access for 7 127 learners through the provision of 23 water tanks to 10 schools in Bethal, mitigating the impact of water outages and ensuring continuity in learning environments.
- Restored water supply pressure to households and public institutions in Bethal by repairing a 40 km water pipeline and sealing four major leaks that had severely reduced water flow in the region.
- Increased household access to consistent water delivery by replacing aging concrete pipes with durable plastic piping, ensuring higher pressure and greater reliability in municipal water supply networks.

Community environment programme

Environmental education

Sasol in KwaZulu-Natal has, over the years, collaborated with other corporates to create education and awareness around the consequences of plastic waste. Annually, Sasol had participated in clean-up campaigns such as beach/coastal/river clean-ups, where the company continues to mobilise and encourage its employees to be champions for good in their communities. A year ago, as part of this collaboration, Sasol through its Chemical business enabled two Black women-owned local SMEs to run effective buy-back centres. This has borne positive results in the Enviro Waste programme in KwaZulu-Natal.

The Clairwood integrated waste management programme, initiated in July 2024, set out with a vision to revolutionise waste management, promote environmental sustainability and empower local communities. Over its course, the programme reached several significant milestones, blending education, community engagement and operational efficiency to achieve its goals.

Education and awareness

The project has demonstrated a tangible impact in fostering education and awareness within the community, alongside direct environmental benefits:

- **Community outreach:** A total of 226 houses were reached through direct house-to-house awareness campaigns, significantly broadening the programme's educational footprint within the community.
- **Environmental contribution:** The programme facilitated the collection of 59,44 tonnes of waste, which directly contributed to

environmental clean-up efforts and reinforced awareness of waste management practices.

- **Skills and knowledge transfer:** Two hundred learners received training, indicating a substantial investment in capacity-building and knowledge dissemination among the younger generation or specific community groups. This training likely focused on the core themes of the awareness campaign, such as environmental responsibility or specific safety protocols.

Opportunities

Revenue generation: The sale of recyclables has demonstrated the economic potential of the programme, offering an opportunity to reinvest in operations and scale activities.

Capacity-building: Continued training for team members, including Occupational Health occupational health and safety and waste management techniques, can enhance operational efficiency and sustainability.

Support from stakeholders: With growing recognition of the programme's success, there is an opportunity to secure additional support from government agencies and the private sector.

Environmental education Pop-Up Swop Shop

The Pop-Up Swop Shop initiative, originally launched in 2013 by the Secunda Sasol Young Engineers Forum, is an annual programme designed to address both environmental and socio-economic challenges within the community. It achieves this by fostering a local 'green economy' and providing direct support to impoverished community members.

The core deliverables of this programme are:

- **Waste exchange for food vouchers:** The programme's central mechanism involves providing food vouchers to community members in exchange for sorted waste. These vouchers are redeemable at a nearby supermarket chain, offering a crucial lifeline for many families facing food insecurity. This incentivises responsible waste management while directly addressing hunger.

- **Environmental and socio-economic development:** Through this unique exchange system and other community-centric initiatives, the project directly tackles critical environmental issues by promoting waste sorting and collection and socio-economic challenges by providing food access.
- **Growing a local green economy:** By valuing waste as a currency for essential goods, the initiative contributes to the development of a local green economy. It encourages sustainable practices and creates a circular economy model at a grassroots level.
- **Geographic expansion:** Demonstrating its success and scalability, the programme was expanded to Kinross with the launch of operations there in July 2024. This expansion allows the initiative to impact a broader segment of the community.

The Pop-Up Swop Shop initiative has demonstrated substantial impact across both community engagement and environmental contribution, particularly in eMbalenhle and the newly expanded Kinross operations during the year.

Key achievements include:

- **Volunteer engagement:** A remarkable 830 volunteering hours have been dedicated to the swop shop operations across both eMbalenhle and Kinross. This significant commitment reflects the strong community spirit and collaborative effort driving the initiative.
- **Volunteer reach:** The project successfully engaged 300 volunteers, empowering individuals to actively participate in addressing local environmental and socio-economic needs.
- **Environmental impact:** A combined total of 123 tonnes of waste was meticulously collected through the eMbalenhle and Kinross swop shops in FY25. This substantial amount highlights the programme’s effectiveness in diverting waste from landfills and promoting responsible recycling practices.
- **Beneficiary reach:** The initiative directly supported 3 312 beneficiaries. These individuals received vital assistance, primarily in the form of food vouchers exchanged for sorted waste, providing a critical lifeline to many impoverished community members.

Through these combined efforts, the Pop-Up Swop Shop initiative continues to make a tangible difference, fostering environmental responsibility while providing essential support to vulnerable populations.

Demographics of the total number of beneficiaries

Gender		Age			
Male	Female	<7 years	8 – 14 years	15 – 35	>35
1 596	1 716	340	1 100	810	1 062

Vegetation management

This project is a critical initiative focused on comprehensive vegetation management, primarily aimed at supporting the Secunda Operations while ensuring environmental sustainability and community safety within its surrounding areas.

The core deliverables of this programme are:

- **Maintaining town cleanliness and aesthetics:** The project actively contributes to keeping the towns of eMbalenhle and Secunda clean through regular and systematic vegetation management. This includes grass cutting and general upkeep, enhancing the overall aesthetics of the community.



- **Veld fire prevention:** A key safety deliverable is the reduction of veld fire risks. By meticulously cutting grass and managing vegetation, the project significantly limits the fuel available for potential fires, safeguarding both the environment and local residents.
- **Small business empowerment and local job creation:** The project actively fosters local economic development by providing opportunities to three identified small, medium-sized and micro enterprises (SMMEs). These SMMEs are contracted to carry out vegetation management tasks, including grass cutting and tree pruning. This not only ensures efficient project execution but also creates valuable employment and capacity-building opportunities within the local community.
- **Geographical implementation:** The scope of this vegetation management initiative encompasses both eMbalenhle and Secunda, ensuring widespread impact across these key operational and residential areas.

Through these integrated deliverables, the project delivers on environmental compliance, community safety and socio-economic development.

Highlights

Job creation: This initiative directly created 79 job opportunities, providing vital employment for individuals within the local community.

Vegetation management and waste diversion:

- 355 374 tonnes of grass was cut and responsibly disposed of in landfill, contributing to cleanliness and fire prevention.
- 976 tonnes of cut grass was donated to local farmers, supporting agricultural activities and promoting resource circularity.
- Tree pruning: 587 trees were pruned in Secunda, enhancing safety and aesthetics, and maintaining tree health.
- **Extensive area coverage:**
 - In Secunda a vast area of 17 568 678 m² underwent vegetation management.
 - In eMbalenhle, an extensive area of 13 198 558 m² was managed.

Cumulatively, this represents a significant undertaking in maintaining vast tracts of land, contributing to environmental health and public safety across both communities.

Sasol for Good

Older person outreach and recreation

International Day of Older Persons is commemorated annually to honour and pay tribute to seniors as well as to raise awareness on issues that affect and impact them. In partnership with the Department of Social Development, Sasol hosted organisations for the elderly in Govan Mbeki Municipality on 30 October 2024, at eMbalenhle Community Centre. Entertaining activities were provided to the attendees, as well as education and awareness briefings by the South African Social Security Agency (SASSA) and the Department of Justice.

The Department of Health offered wellness screening on the day.

Highlights

Seven hundred senior citizens from Govan Mbeki Municipal areas (eMbalenhle, Kinross, Charl Cilliers, Leandra, Bethal/eMzinoni and Secunda) were reached.

Christmas toy drive and lunch

Sasol reaffirmed its responsibility to support children through the Sasol for Good Employee Volunteering programme by giving them the opportunity to experience excitement, joy, happiness and hope. We achieved this by creating special moments for children in need during the holiday season, hosting approximately 94 children from Philisa and Lethithemba drop-in centres in eMzinoni.

Sasol Secunda partnered with the Department of Social Development, the lead department for the care and protection of children, that plays a pivotal role in raising awareness about their rights and the challenges that they face. These include child abuse, social isolation and financial insecurity.



The Back-to-School campaign Sasol's corporate social investment initiatives: Empowering communities through education and health support

The Back-to-School campaign implemented in Secunda in 2025, formed an integral part of Sasol's broader Sasol for Good community investment efforts.

The programme reached the following schools in the Govan Mbeki, Lekwa and Dipaleseng Municipalities:

- At Roodebank Primary School, a non-fee paying school in Govan Mbeki Municipality, 127 learners benefited from the drive. Among them were 70 learners who were identified to benefit from the school uniform initiative. In addition 30 girls received a 12-month supply of sanitary towels.
- A total of 357 learners from Vusumuzi Primary School benefited, with 98 'pretty girls' receiving 12 months' supply of sanitary products and 32 learners receiving school uniforms.
- In Lekwa Municipality, Qondulwazi Secondary School in Platrand, Standerton, also benefited. Sanitary products were provided to 227 female learners, while 30 learners received school uniforms and 264 backpacks, ensuring that no learner is left behind due to a lack of basic resources.

Sasol made significant contributions at eMdibini Combined School in Govan Mbeki Municipality where:

- **226 school bags** were donated to learners from Grade R to Grade 3, providing essential tools for their academic journey.
- **70 school uniforms** were provided, fostering a sense of pride and equality among learners, and upholding their dignity.
- Dignity packs were distributed to **68 girl learners** from Grade 7 to Grade 9. These packs contain a year's supply of essential feminine hygiene products, ensuring comfort, confidence and uninterrupted participation in their education.

Through these contributions, Sasol not only addresses immediate needs but fosters a culture of dignity and empowerment.

Extended support to other schools

Other schools, such as Ekurhuleni Primary School and Ezibeleni School For Physically Disabled Children in Gauteng, also benefited from Sasol's contributions. These schools received second-hand furniture from the demolition of Mining's Brandspruit hostel. By repurposing materials and ensuring that educational institutions are better equipped, Sasol is helping to create conducive learning environments where learners can thrive.

CANSA Shavathon Showing care and support for cancer patients

In an act of solidarity with cancer survivors the Secunda site hosted the annual Cancer Association of South Africa (CANSA) Shavathon drive. Shavathon is a fundraising event where participants donate a fee to CANSA to get their hair shaved or sprayed in bright colours.

The 2025 CANSA Shavathon took place under the theme Fearless Hair to Show You Care. Losing hair is a common side effect of cancer treatment, and shaving or spraying hair in bright colours has become a powerful symbol of support and

awareness. Partnering with CANSA for this noble cause demonstrates care for those impacted by cancer.

In Secunda, Shavathon took place at the Internal Fire Station, Projects and Engineering, as well as at Techno Park.

A total of approximately R30 000 was raised by Sasol colleagues during these Shavathon events.

Funds raised go towards providing essential care and support services for cancer patients, caregivers and loved ones, including counselling, home-based care, wigs and medical equipment.



Case study

Mpumalanga case study Traffic point duty marshalls



This project was initiated to create job opportunities and impart skills to local youth while promoting road safety in and around the Govan Mbeki municipal area. This joint initiative with the Govan Mbeki Municipality forms part of Sasol's continued efforts to invest meaningfully in the success and development of the youth of the area.

The 38 traffic marshalls are currently deployed to address road safety needs in Secunda, eMbalenhle, Kinross, Bethal, Trichardt, Evander, Leandra and Charl Cilliers. The focus is on busy intersections, schools and other critical points during loadshedding and community events. They also support Sasol Operations during the annual shutdown, minor maintenance turnarounds, the transportation of abnormal loads and other Sasol projects.

Projects such as these make their impact immediately visible and are acknowledged and appreciated not only by the Govan Mbeki Municipality, community members and schools, but also by Sasol employees and management at the Sasol Secunda Operations.

More than 90 point duty traffic marshalls have been trained in the Govan Mbeki Municipality since the beginning of the project. Furthermore, 20 of these wardens completed a 12-month traffic management training programme. The programme increased their employability of these young people, with some of them being absorbed as certified traffic officers by various municipalities within Mpumalanga and other provinces.

Sasol Mining

Sasol Mining operates six coal mines that supply between 30 and 35 million tonnes of thermal coal feedstock per annum to Sasol’s operations in Secunda and Sasolburg as well as to the export market.

Our main operations comprise the Mooikraal colliery near Sasolburg in the Free State, the Bosjesspruit, Impumelelo, Shondoni, Syferfontein and Thubelisha collieries, and Twistdraai export operations at Secunda in Mpumalanga, South Africa.

We promote social and economic development in South Africa by implementing social and labour plans (SLPs) and the South African Mining Charter. Our host communities in municipalities in Mpumalanga and the Free State have benefited in many ways from a variety of projects such as a clinic, fire station, roads and bridges as well as housing for our employees.

Education

Fifteen learners from the Free State and Mpumalanga were awarded bursaries to further their studies in the mining and engineering disciplines.

Bridge-to-Work

Forty-five learners from the local communities of Holfontein, Trichardt and Kinross successfully completed training in portable skills. The programme offered courses in early childhood development management, basic welding, crop production and basic electrical work. These skills empower participants to pursue employment opportunities or establish their own businesses, contributing to local economic growth and community development.

Community health and service infrastructure

We have completed our Local Economic Development (LED) projects as per the commitments in the Mooikraal and Secunda complex SLP for FY21-FY25.

They include the following:

- eMbalenhle Electrical upgrade project completion, commissioning and technical handover.
- Technical handover and commissioning of five boreholes installed in Lekwa Local Municipality’s rural wards.
- Three remaining boreholes have not yet been handed over due to water purification issues.

Sasol Energy Marketing and Sales

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

Value and creation in these communities take place primarily through our Satellite Operations where a gas pipeline extends from Pande in Mozambique to Durban in KwaZulu-Natal, South Africa. In addition, our Chemicals business unit contributes to communities with a specific focus on farmer development and plastic waste management initiatives in schools and communities.

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.

Key accomplishments include the Sasol Mzansi Tour from which 1 200 learners from both Eastern Cape and KwaZulu-Natal benefited, a mobile clinic handover in KwaZulu-Natal and the successful hosting of the Deputy Minister of Higher Education through the tripartite agreement.

Spend for corporate social investment in Sasol Energy Marketing and Sales

	Quality education	Bridge-to-Work	Community health and service infrastructure	Economic transformation and local content	Environment and biodiversity	Sasol for Good	Total FY25 (R'm)
Sasol Energy Marketing and Sales	19	6,3	19,1	0	0	0	44,4



Education

Early childhood education

The ECD programme was implemented in partnership with the Early Care Foundation. This initiative aims to improve the quality of early learning in under-resourced communities by providing the digital skills required to enhance children's learning. All ECD centres within Gauteng and Limpopo were supplied with numeracy and literacy resources.

Highlights

Over 30 practitioners were capacitated to positively impact hundreds of children's early development outcomes.

Back-to-School campaign

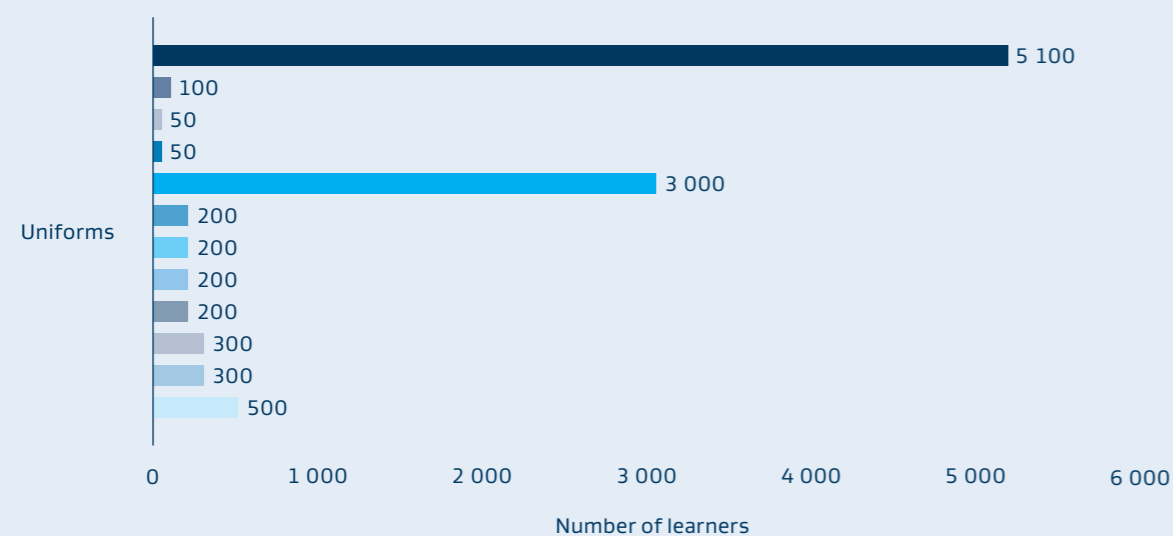
The Back-to-School campaign, in collaboration with the Department of Mineral and Petroleum Resources, is an annual flagship initiative to support learners in and around poor local communities with providing uniforms. Distribution was done in partnership with local retailers. The programme targets learners at risk of absenteeism due to lack of resources.

Highlights

More than 5 100 learners were supported, improving school attendance, confidence and academic focus.



Friendly Neighbour Back-to-School programme



- Total uniforms donated in FY25
- Faranani Primary School
- Mandela School of Science and Technology (Eastern Cape)
- Mvuzo Junior Secondary School
- Mbuyelo Mine School shoes
- DMPR - Siyandisa Secondary School (KwaZulu-Natal)
- Mziwamandia Secondary School (KwaZulu-Natal)

Bursaries

Eskom TVET bursaries

This programme supports youth pursuing technical skills aligned with National Development goals. A total of R3 300 000 was disbursed to StudyTrust as the implementing partner to fund tuition, accommodation and learning materials. The bursaries focus on electrical engineering trades through three TVET colleges (Flavius Mareka, Gert Sibande and Ekangala). The programme targets previously disadvantaged students from Sasol's local communities.

Highlights

Thirty students enrolled for the FY25 with full financial support.

Work-integrated learning (WIL) programme

The WIL programme bridges the gap between theory and practice for TVET students. It targets students who have completed their degrees and need practical training to graduate. The programme was executed through Sasol Graduate Centre.

Highlights

Over 11 students were placed in FY25, gaining work readiness skills and industry exposure.

Tripartite partnership (Sasol, Energy and Water Sector Education and Training Authority, New Age Engineering)

This is a three-way collaboration to support experiential learning in the energy and engineering fields. Sasol contributed 100 laptops and personal protective equipment (PPE) kits to students enrolled in workplace learning, while New Age Engineering provides on-the-job training. The Energy and Water Sector Education and Training Authority (EWSETA) finalised the intake of the second cohort in April 2025. The programme targets learners from marginalised and local communities entering technical careers.

Highlights

A hundred students were equipped for workplace integration and skill development.

Early childhood development

Since 2022, Sasol implemented the ECD interventions in Limpopo and Gauteng. These initiatives focus on improving child nutrition through breakfast programmes and food gardens, distributing educational materials, providing training aligned with the National Curriculum Framework and offering ongoing on-site support. In Gauteng, support includes both accredited and non-accredited training, learner resource provision and continual on-site assistance. The Skills Capacity programme, operating in the Diepsloot and Itireleng communities, aims to strengthen ECD management and foster the holistic development of young children.

Bridge-to-Work

Karan Beef commercial programme

This agriculture-based corporate social investment (CSI) initiative aims to empower subsistence farmers in and around the Heidelberg area by means of a three-year contract, awarded in 2024. The key deliverables

of the programme entail identifying farmers who will receive technical training, financial assistance and access to markets.

Gender-based violence and femicide Mobile unit

Sasol Energy Marketing and Sales launched an initiative to provide mobile psychosocial support services to victims of GBVF in Gauteng and KwaZulu-Natal. This programme involves the deployment of two fully equipped mobile units dedicated to delivering critical outreach services in communities affected by GBVF. The programme is implemented by LoveLife.

This programme has strengthened communities by enhancing access to essential GBVF-related services, particularly in underserved areas. Since the deployment of the mobile unit in Gauteng, 468 health check-ups have been conducted, 348 counselling sessions provided, and critical information shared with 2 283 individuals. Additionally, 70 613 condoms have been distributed. In KwaZulu-Natal, 1 250 health check-ups and 364 counselling sessions have been conducted, reaching 1 383 individuals with crucial programme information.

Sasol for Good

Friendly Neighbour (FN) retailer rebates

Currently about 385 retailers form part of the Sasol Network. Of these 66 have participated in the FN programme since 2023. The purpose of the programme is to encourage retailers to donate towards a worthy programme under one of the approved focus areas (education, Bridge-to-Work, Sasol for Good, health and safety and environment). These donations are implemented with the purpose of giving back to the community and in return growing customer loyalty towards the brand in the community. Forty-five retailers participated in the programme, which increased participation by 54%.

Retailer awards

Retailer awards were implemented with the sole purpose of recognising and encouraging the retailers to participate in the FN initiative. Each year the CSI team will score retailers based on their FN initiative and their impact as per the scorecards. Modderdam and Hammerdale were each awarded R100 000 for exceptional service. This initiative promotes excellence and fosters competition among retailers for social good.

Partnerships and collaborations

EWSETA and New Age Engineers partnership: Graduate Bridge-to-Work Internship

In 2022, Sasol, EWSETA and New Age Engineering Solutions established a tripartite partnership to strategically address South Africa's critical shortage of engineering skills.

This collaboration leverages New Age's expertise in delivering practical, hands-on training in key technical trades, including welding, boilermaking and pipe fitting. EWSETA provides essential funding and project oversight and ensures alignment with sector standards, while Sasol, through its Energy Marketing and Sales CSI division, contributes to recruitment, medical assessments and the provision of critical resources such as PPE, toolboxes, laptops and artisan-related training such as working at heights, safety and lifting.

The partnership's flagship initiative, the Graduate Bridge-to-Work Internship, enrolled 100 learners across Mpumalanga, the Free State and the Western Cape. This 12-month programme was designed to bridge the gap between academic knowledge and practical industry experience by combining theoretical instruction with structured workplace rotations and dedicated mentorship. EWSETA managed stipends and stakeholder coordination, New Age Engineering Solutions facilitated the training and mentorship, and Sasol oversaw recruitment and resource allocation.

All participants successfully completed the programme, with 35 securing full-time employment. Graduates received industry-endorsed certification and service letters, significantly enhancing their employability. Despite logistical and coordination challenges across multiple provinces, the programme demonstrated effective workforce development outcomes and serves as a scalable, impactful model for youth skills development, employment facilitation and a tool to address the national engineering skills deficit.

On 12 June 2025 Deputy Minister of Higher Education, Mimmy Gondwe visited New Age Engineering Solutions in Evander, Mpumalanga to observe the youth skills development programme. She commended on the Sasol, New Age Engineering Solutions and EWSETA partnership and the good work these three companies are doing.





04 YEAR IN REVIEW

INTERNATIONAL BUSINESS OPERATIONS



First Local Development Agreement (LDA1)

Sasol in Mozambique invests in the priorities of local communities

Over the past five years, Sasol has focused its corporate social investment (CSI) efforts on implementing the first local development agreement (LDA1), worth US\$20 million.

The sustainable exploration and management of mineral resources in Mozambique are priorities for the Mozambican government, as outlined in a political and legal framework aimed at ensuring economic transformation and national development, while guaranteeing the sustainable use of these resources and maximising their benefits for the Mozambican population.

Beyond generating tax revenue for the state and enabling downstream beneficiation and job creation, companies have voluntarily engaged in the implementation of corporate social responsibility (CSR) programmes. However, this social investment was previously carried out without a guiding framework, leading not only to conflicts but also to a dispersion of efforts in community development.

Thus, in 2014 the government approved the Corporate Social Responsibility Policy for the Extractive Industry of Mineral Resources (CSR Policy), with the objective of aligning companies' social investment with sustainable development goals and ensuring greater community involvement in defining social investment priorities.

In 2019, Sasol became a pioneer in the implementation of the CSR Policy through the signing of LDAs with 37 communities and the governments of Inhassoro and Govuro in the far north of Inhambane province where Sasol operates.

This introduced a social investment model in which priorities are defined by the beneficiary communities, according to collective needs, and in coordination with the district governments.

The LDAs are managed through a tripartite approach involving Sasol, the local communities and the district governments, aiming to align community priorities in accordance with the CSR Policy. Thus, in September 2019, Sasol approved an investment of US\$20 million for the implementation of social projects between the years 2020 and 2025, with US\$10 million allocated to 28 communities in Inhassoro district and the other half to nine communities in Govuro.

The investment approved by Sasol, within the framework of the participatory model with communities and local governments, is intended for the implementation of sustainable development programmes. These include investments in public infrastructure for common benefit of the communities, and capacity-building projects aimed at self-sufficiency and income generation in the 37 communities surrounding Sasol's projects in Mozambique.

The LDA projects are divided into investment pillars: water and sanitation, economic development, access to electricity, public and multi-community infrastructure, community infrastructure, and income-generating projects. These LDA pillars are aligned to Sasol's CSI strategy and focus areas.

Bridge-to-Work

Economic development programme

The Economic Development Programme included in LDA1 completed its implementation phase in December 2023 under the coordination of GIZ, the implementing partner. Since then, the programme has entered the monitoring and evaluation phase, focusing on the sustainability of the activities carried out and their long-term impact on local communities.

In accord with the economic development pillar of the LDAs, the entrepreneurship component trained 500 young people in business management. Of these, 250 benefited from follow-up support through mentorship and technical assistance and 132 of the 250 received initial financial support to start small businesses, primarily centred on the provision of consumer goods. Currently 90 of these enterprises remain active, representing a significant continuity rate and demonstrating the potential of micro-entrepreneurship to generate income at local level.

5 Mozambique

Since Sasol pioneered the monetisation of the Pande and Temane gas fields – which previously had been stranded for more than 30 years – Mozambique has been the heart of the company's oil and gas strategy. The Mozambique head office is located in the capital, Maputo.

Mozambique is located in southeast Africa and bordered by the Indian Ocean to the east. The country with a population of more than 35 million people 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 official language is Portuguese, spoken mostly as a second language by about half the population.



Water that secures food and income

Irrigation system

In the districts of Inhassoro and Govuro, areas marked by vulnerability to the recurrent effects of the El Niño climatic phenomenon which causes prolonged droughts and irregular rainfall, Sasol has been investing in the implementation of irrigation systems as part of the first LDA1.

The objective is clear: to reduce the impact of water scarcity, strengthen family resilience and improve food security and community income. This programme had three phases:

- The first phase began in August 2022, with the installation of irrigation systems in the communities of Chimadjane, Nhacolo and Mudumane, benefiting around 90 families that have since been able to practice horticulture more regularly, no longer relying solely on rain-fed agriculture.
- The second phase, in 2023, expanded to the communities of Chitsecane, Mabime, Malangute, Buchane and Manusse, increasing the reach of horticultural activities.
- The third phase, completed in May 2025, extended this solution to a further 12 communities: Temane, Mangarelane 2, Chitsotso, Vuca, Matsanze, Macovane, Catine, Maole, Machovo, Mazino, Chicuire and Chimedje.

Irrigation system beneficiaries

Communities	Number of families benefiting per district
Temane, Mangarelane 2, Chitsotso, Vuca, Matsanze, Macovane, Catine, Maole, Chimadjane, Nhacolo, Mudumane, Chitsecane, Mabime, Malangute, Buchane and Manusse	480
Machovo, Mazino, Chicuire and Chimedje	120

Each irrigation system comprises one water abstraction borehole equipped with a pump powered by solar energy, one 10 000-litre tank mounted on a tower, and a gravity-fed distribution network supplying a fenced plot of approximately one hectare which is protected against animals. The site selection was based on community consultations and technical analyses, ensuring the suitability and feasibility of the installed systems.

With these infrastructure installations, around 360 families now have safer conditions in which to produce food throughout the year. The initiative contributes not only to combating food insecurity but also to generating stable incomes, thereby strengthening the economic and social resilience of the communities.

As part of the intervention, Sasol promotes technical capacity-building activities within the beneficiary communities, aiming to ensure autonomous management and maintenance of the systems.

Strengthening the fish value chain

In the community of Chipongo in the Inhassoro district, Sasol is implementing a modern refrigeration system for fish preservation. This initiative, developed within the framework of LDA1, addresses a strategic need: to improve the preservation and marketing of fish, thereby strengthening the value chain and creating new economic opportunities for fishermen in the coastal community of Chipongo, Inhassoro.

The system is strategically located close to the main sales points and includes one refrigeration unit, one shelter for the equipment and one office for the management committee responsible for the operation and maintenance of the system, as well as toilets for women and men.

The infrastructure will be complemented with the necessary furniture for administrative operations as well as fencing to ensure security and organisation.

Scheduled for completion in September 2025, this project represents a significant step towards enhancing one of the region's main economic activities, promoting greater efficiency, profitability and sustainability in the local fishing sector.

Investing in communities' local needs

Local communities have identified specific economic interventions that meet their particular needs. These are value chains consisting of: egg farming, cashew nut farming and goat breeding.

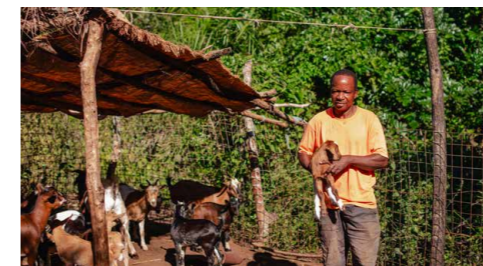
Goat breeding: has shown positive results, with over 250 new kids registered by June 2025. This growth demonstrates potential for expansion and a meaningful contribution to increased production and income generation.

Egg production: The poultry farm in Nhacolo, Inhassoro district, has reached its maximum operating capacity. The other two farms, located in Inhassoro Sede and Pande (in Govuro district), are currently restocking birds. Once stabilised, these units are expected to contribute to local food supply and income generation.

Cashew nut farming: Ongoing technical support has ensured good maintenance of the plantations through regular pruning and continual technical assistance, safeguarding the health and future viability of the crops.

Taken together, the activities within the Bridge-to-Work programme are strengthening the productive capacities of the involved communities, with a direct impact on improving living conditions and stimulating the local economy.

District	Value chain	Communities
Govuro	Eggs	Pande
	Cashew nuts	Chimedje, Chibuca, Machovo, Mazino 1, Mazino-Sede, Colonga, Pande 1 and Maluvane
	Goat breeding	Chibuca
Inhassoro	Eggs	Mucocuene and Nhacolo
	Cashew nuts	Catine, Maole, Maperepere, Cachane, Chitsecane, Chitsotso, Mabime, Matsanze, Mangungumete, Nhacolo, Mahoche, Baquete and Macurumbi
	Goat breeding	Maperepere, Catine, Macovane, Vuca Interior, Tiane and Chibo



Access to community health and wellbeing

Water and sanitation programme

The water and sanitation programme, implemented under the LDAs, marks a significant milestone in improving the quality of life for 37 communities in the districts of Inhassoro (28) and Govuro (nine).

With coverage already at 90%, this initiative is transforming access to safe water for communities surrounding Sasol's operations.

The programme is based on three strategic pillars:

- Improvement of water supply services
- Sustainability of water supply services
- Hygiene and sanitation

Sustainability of water supply services

The sustainability component of the water and sanitation programme was completed in 2024, with the recruitment and training of two technicians, one for each of the two districts covered by the LDAs. Sasol supported the programme through the purchase of two vehicles – one for each district – to facilitate the technicians' technical visits to the communities.

Additionally, a community mechanic was trained in each of the 37 beneficiary communities, with the aim of sharing knowledge on equipment repair. To meet the need for spare parts, three entrepreneurial traders were trained, two in Inhassoro and one in Govuro, and provided with initial kits to sell parts to the communities.

The programme also includes the creation and revival of water committees, with implementation now completed. The result is 144 water management committees in the districts of Govuro and Inhassoro. These committees are responsible for managing water sources and ensuring their sustainability. Their responsibilities include maintaining public standpipes, collecting fees to fund repairs and keep infrastructure operational and raising community awareness on the responsible use of water.

Hygiene and sanitation

Improving community health begins with sustainable sanitation. Therefore, Sasol, in coordination with its partners and under the framework of LDA1, has included a hygiene and sanitation component in the water and sanitation programme for the communities.

The intervention is based on two complementary components:

- The construction and rehabilitation of sanitation infrastructure.
- Community mobilisation to eliminate open defecation through the promotion of latrine construction using local materials.

On the infrastructure front, seven new sanitation blocks were constructed and five others rehabilitated, benefiting schools, health centres and markets. This aims to ensure dignified hygiene conditions for learners, patients and traders.

In the behaviour change pillar, the focus was on empowering communities to lead the transformation of their own sanitation habits. Thirty-seven community hygiene activists, one in each community, were trained to play a fundamental role in door-to-door sanitation education. In parallel, 37 local craftsmen were trained in the production and installation of improved latrines, also creating opportunities for local income generation.

Awareness campaigns have already been completed in 18 communities and continue in the remaining 19, achieving an impressive milestone: more than 5 000 latrines have been constructed by families using locally available materials, demonstrating the power of community mobilisation when combined with technical knowledge.

This collective effort not only contributes to the progressive elimination of open defecation but also significantly reduces the risk of waterborne diseases, promoting a healthier, safer and more dignified environment for all communities covered by LDA1.



Access to quality healthcare

With funding secured from Sasol under LDA1, rehabilitation works began at the Mangungumete Health Centre in November 2024, aiming to upgrade it to the Inhassoro District Hospital. This project is following a phased implementation strategy, with the first phase financed by LDA1, with a budget of approximately US\$1,2 million, covering the construction of the operating theatre and its supporting infrastructure.

Subsequent phases, leading to the project's completion, are included in the budget of Inhassoro's recently signed second LDA. By the end of June 2025, the project showed satisfactory progress, with the operating theatre at the final masonry stage. The incinerator and the machine room are progressing similarly, approaching completion.

The rehabilitation is expected to bring substantial improvements to health services, benefiting approximately 60 000 local community members. The future Inhassoro District Hospital will provide quality and accessible medical care, reducing travel time and costs for the locals, who currently seek healthcare solutions in the neighbouring district of Vilankulo.

Two other projects commenced to rehabilitate and expand the Doane and Pande health centres in Govuro district. In Doane, in addition to rehabilitating the existing structure, a new hospital block will be built, including a pharmacy, laboratory, consulting rooms and support areas.

The works will also include structural and functional improvements such as roof reinforcement, new electrical installations, a drainage system and refurbishment of external spaces. At the Pande Health Centre, the project includes the construction of wards, a maternity unit with in-patient facilities, an emergency room, a nutrition block, diagnostic services and a waiting area for pregnant women.

Community service infrastructure

Upgrade of school infrastructure

Chitsotso Secondary School, currently under construction in Inhassoro district, Inhambane province, is a project included in LDA1, with a budget of US\$1,2 million. The first phase of construction began in May 2024 and is scheduled for completion in December 2025. This phase involves building three classroom blocks (each with four classrooms), an administrative block, sanitation facilities, a school canteen, a guardhouse, a water supply system, an electricity grid connection and a perimeter fence designed to be resilient to climate conditions.

The programme addresses a recognised need within the district, contributing to the expansion and improvement of secondary education provision in the region. The infrastructure is designed to provide suitable learning conditions, safety and operational functionality to accommodate approximately 1 200 secondary school learners.

New infrastructure for learners and teachers

As part of the small-scale infrastructure interventions planned under LDA1, Sasol funded the construction of new classroom blocks in the districts of Inhassoro and Govuro, helping to improve teaching conditions in beneficiary communities.

In Inhassoro district, six classroom blocks were built at existing schools in the communities of Tiane, Vulcanjane, Maperepere, Chibo, Mangarelane-1 and Mapanzene. In Govuro, the community of Maluvane received the same type of infrastructure.

Each block consists of two classrooms equipped with school desks, as well as an administrative space furnished accordingly, ensuring functionality and comfort for both learners and teachers. The buildings were constructed using technical solutions adapted to the local climate, with particular attention to durability, safety,

and thermal comfort, thereby contributing to safer and more favourable learning environments.

This investment reflects Sasol's commitment to promoting quality education as a fundamental pillar for the sustainable development of the communities in which it operates.





Access to electricity programme

Within the framework of LDA1, the districts of Inhassoro and Govuro have benefited from significant investments in energy access, aiming to promote energy inclusion, stimulate local development and improve living conditions in the communities.

Considering the availability of the national electricity grid through Electricidade de Moçambique (EDM), the geographic layout and the dispersion of communities, the electrification strategy was designed with two approaches: on-grid, connected to the national EDM network, and off-grid, using solar energy.

The on-grid component, developed in partnership with EDM, is structured into three phases. The first phase, completed in 2024, benefited the communities of Litlhau in Inhassoro district, and Colonga and Pande Sede in Govuro district, as they now have access to the electricity grid.

In the second phase, scheduled for completion by September 2025, cables and transformers are being extended to the localities of Chipongo, Mabime, Mapanzene, Mangarelane-1 and Mangarelane-2, all in Inhassoro district. These areas, with a strong

fishing vocation, are expected to benefit significantly from electrification, both in terms of improved social services and the stimulation of local economic activity.

A third phase is also planned for the on-grid component, which will benefit the communities of Temane and Mudumane in Inhassoro, and Machovo in Govuro. The second, off-grid component was designed to address the energy access challenges faced by communities not covered by the EDM network. In these areas, 10 kW solar mini-grids will be installed in the communities of Chibo and Maperepere in Inhassoro district, and individual 240 W solar kits will be distributed to households in low population density areas and widely dispersed families in the communities of Tiane, Rumbatsatsa, Buchane, Manusse, Matsanze, Cachane, Catine, Maole, Malangute and Chitsecane in Inhassoro district, as well as Mazino 1, Chicuire and Chibuca in Govuro district.

The expansion of energy access in Inhassoro and Govuro is creating practical conditions for local development, economic stimulation and the improvement of public services.

With solutions tailored to each context, Sasol reinforces its commitment to sustainable progress in the communities where it operates.

Sports infrastructures for a more active and united community

Under the framework of LDA1, significant investments are under way in sports infrastructure in the districts of Inhassoro and Govuro, aiming to promote community sport, social inclusion and local interaction. In Inhassoro, the construction of the District Sports Complex has been completed. It comprises a multipurpose court, a natural grass football pitch, stands with a capacity of approximately 1 000 spectators, a VIP stand, a perimeter fence and an autonomous water supply system.

The complex was designed to accommodate various sports disciplines, contributing to

the revitalisation of community life and encouraging regular physical activity. In Govuro district, a similar investment is planned with the construction of the Nova Mambone Sports Complex, with work scheduled to begin in September 2025.

In addition to the sports complexes, four community fields are being constructed, benefiting the communities of Cachane and Mangungumete in Inhassoro, as well as Pande Sede and Maluvane in Govuro. Each of these fields includes a levelled playing area, stands, a VIP stand and improved latrines, providing better conditions for local sports practice.

These interventions aim to create an environment conducive to promoting sport as a tool for social integration, wellbeing, and sustainable community development.



Urban planning

Funded by Sasol under LDA1, the Land Planning Project in Govuro district has been completed, delivering concrete results in organising land use and promoting sustainable development practices.

The starting point was technical work conducted by a leading consultant, which served as the foundation for all subsequent activities. This work resulted in a land use plan approved by the provincial government, the provision of computers and land management software, and training for district technicians, equipping them with the skills to implement land management tools.

The first phase of the project, completed in 2024, covered the communities of Pande Sede, Colonga, Chimedje, Maluvane and Doane, with the participatory development of technical instruments tailored to local priorities and national guidelines.

The second phase, concluded in June 2025, consolidated the progress made, extending coverage to the community of Pande Sede and strengthening the application of the land management model in the district.

The lotting process involved identifying topographical references, marking lots according

to approved maps, and installing physical boundary markers on site. All work was carefully planned to respect existing infrastructure and improvements, such as housing, large trees and traditional cemeteries, thus avoiding the need for compensation.

This project represents a decisive step towards managing community growth, protecting sensitive areas and ensuring more rational and sustainable land use in Govuro.

Community centres

Residents in the districts of Inhassoro and Govuro now have new community centres, designed as multifunctional facilities aimed at facilitating gatherings, strengthening social participation and supporting integration and community organisation activities.

Each centre is equipped with one meeting hall with a capacity for up to 100 people, one office for the community leader, one meeting room, a rainwater collecting system and separate toilets for women and men, as well as the necessary furniture for the regular operation of the space.

In total, six community centres were built, benefiting the communities of Litlhau and Rumbatsatsa in Inhassoro district, and the communities of Pande Sede, Chimedje, Chibuca and Mazino in Govuro district.



ASSINATURA DOS ACORDOS DE DESENVOLVIMENTO LOCAL (ADL-II)



Second local development agreements (LDA2)

Sasol in Mozambique has strengthened its commitment to the sustainable development of the communities surrounding its operations.

In a significant step towards strengthening its CSI commitments, Sasol formalised a new cycle of LDAs, namely LDA2 in Maluvane, Govuro District, Inhambane Province.

The agreement, signed on 30 May 2025, will run from 2025 to 2030 and carry a total investment of US\$43 million to be channelled into social development programmes across the districts of Govuro, Inhassoro and Vilankulo.

The new cycle builds on the foundations laid between 2020 and 2025, when Sasol pioneered the first phase of the LDAs through a landmark agreement with 37 communities and the local governments of Govuro and Inhassoro. That initial phase saw a US\$20 million investment aligned with Mozambique's national CSR Policy for the Extractive Industry, approved under Government Resolution No. 21/2014 of 16 May.

Structured as a tripartite model, the LDAs place communities at the heart of decision-making, empowering them to define and prioritise investments in sectors critical to local development. The expanded LDA2 initiative

reflects both a deepening of this commitment and a doubling of resources. Seventy communities will now benefit, nearly twice the number covered in the first phase.

The atmosphere at the signing ceremony was one of purpose and unity, drawing together community leaders, institutional partners, government representatives and Sasol's senior management, all pledging renewed dedication to the sustainable development of northern Inhambane.

Other CSI initiatives: education

Scholarship programme

As part of a memorandum of understanding (MoU) signed with the Ministry of Mineral Resources and Energy (MIREME), Sasol continues to contribute to the development of young Mozambicans through its scholarship programme. This initiative aims to yield qualified professionals who can contribute to the country's advancement across multiple sectors.

A total of 37 students have graduated in local and international institutions of higher education since the inception of the scholarship programme in 2013. Scholarship recipients are selected through a transparent process coordinated by the Mozambican Scholarship Institute, in collaboration with MIREME.

Under the renewed MoU with MIREME, updated in 2022, a further 20 students will benefit from this initiative between 2023 and 2031, with an intake of five students each year. This represents an estimated investment of approximately US\$1,3 million. The support package covers tuition fees, accommodation, living allowances and return air tickets, ensuring beneficiaries can focus entirely on their academic journey.

Currently, 10 students are enrolled at one of the world's most prestigious higher education institutions, the Universiti Teknologi Petronas in Malaysia.

These scholarships reflect Sasol's commitment to supporting the academic and professional development of young Mozambicans, strengthening national expertise in strategic sectors.

The MoU with MIREME also stipulates that at least 30% of scholarship recipients must come from Inhambane, the province where Sasol's operations are based.

Master's in Hydrocarbon Processing

A strategic partnership between Sasol and Eduardo Mondlane University (UEM) has strengthened the training of specialists in Mozambique's energy sector, with the focus on developing both technical and academic skills. At the heart of this collaboration is the Master's programme in Hydrocarbon Processing, launched in 2015, which has already seen a graduation of 70 professionals.

In the 2024/25 financial year, the ninth edition of the programme kicked off with the enrolment of 32 students, 15 females and 17 males. The initiative aims to address the sector's growing needs by aligning higher education with industry challenges and contributing to the consolidation of a specialised national workforce.

Under the programme, 12 candidates are benefiting from full scholarships, enabling them to devote themselves entirely to training and research in the technically and strategically important field of hydrocarbons.

This initiative reflects a shared vision between Sasol and UEM, to build a solid pool of national specialists in the areas of energy and natural resources, by preparing graduates to meet the demands of a sector that is vital to the country's economic future. In addition to academic excellence, the programme places strong emphasis on practical experience through internships within Sasol's operations, equipping students with the skills needed to make a meaningful contribution to industry development and public policy.

Scientific Research Support programme to improve local economic development

Sasol in partnership with Save University (UniSave) and the Higher School of Rural Development (ESUDER) implemented the Scientific Research Support programme in the districts of Govuro, Inhassoro and Vilankulo. Since its implementation in 2023, the project has already benefited 50 final-year students who are developing research projects in areas covered by Sasol's CSI programmes, bringing higher education closer to rural communities.

Focusing on agriculture and livestock, the students transfer technical knowledge to local farmers and herders, helping to promote more sustainable and productive practices. Between July 2024 and June 2025, 28 students took part in activities such as field trials, plot monitoring and the introduction of improved techniques for cultivating maize, cowpea, tomato and sweet potato, in addition to supporting the egg production programme.

Tangible results are already being seen in communities such as Chimadjane (Inhassoro) and Mahave (Govuro), where techniques like the use of organic fertilisers and mulching have increased productivity and enabled harvests outside the rainy season. In Chimadjane, 150 families benefited from the introduction of improved sweet potato seedlings.

From August 2024 to June 2025, 11 students remained in the field, strengthening knowledge transfer and monitoring the progress of beneficiaries. Follow-up is conducted through joint visits by Sasol, UniSave, and ESUDER,



ensuring alignment between academic objectives and local needs.

With an established presence in 35 rural communities, the programme demonstrates the value of collaboration between industry, academia and local communities.

Bridge-to-Work

Inhassoro Vocational Training Centre

The Inhassoro Vocational Training Centre (CFPI), built by Sasol and inaugurated in 2022, is currently being fully funded by Sasol. As stated in the MoU signed with the Alberto Cassimo Institute for Vocational Training and Labour

Studies (IFPELAC), Sasol will fund the training centre's operations costs for the first three years of existence. The costs covered by Sasol include operating costs for goods and services, the centre's certification and the commissioning of a sustainability study.

Over the past years, the CFPI recorded significant progress, notably in the training of more than 300 young people in technical fields essential for local and national development.

Out of the 95 students who completed long-term courses spanning 12 to 18 months, 40 graduated in Industrial Electricity, 23 in Industrial Mechanics, 10 in Welding and 22 in Chemical Processing. Fourteen of these students received scholarships as they are from eligible communities that are covered in the LDAs, reinforcing the programme's commitment to social inclusion and the empowerment of local communities.

In parallel, around 240 young people from the districts of Vilankulo, Mabote and Govuro participated in short courses in Plumbing (120 trainees) and Electricity (120 trainees). These training programmes were designed to facilitate rapid entry into the job market, addressing the region's specific technical needs.

Since the centre's establishment, there has been an employment rate of approximately 25% among its graduates, an encouraging indicator of the relevance and impact of technical education on the local economy.

In the 2025 financial year, the CFPI successfully completed its international certification process, conducted by the Engineering Construction Industry Training Board, an official UK body responsible for vocational training, certification and skills development in the oil and gas sector. The assessment covered both pedagogical and administrative aspects, and the certification confirms the centre's alignment with international technical and vocational education standards, enhancing its credibility at both national and regional levels.

As part of ongoing capacity-building for trainers, the third level of English language training for IFPELAC technicians began in March 2025. In addition, the process was approved to contract the Dom Bosco Higher Institute, which will provide specialist support in training trainers in mechanics, electricity and welding.

The CFPI thus continues to position itself as a national benchmark in technical training, contributing actively to the strengthening of human capital in Mozambique. This recognition is further evidenced by the enrolment of trainees from various provinces, including Sofala, Zambézia and Maputo.

With the support of Mahlahle, a civil society organisation contracted by Sasol, the CFPI's management remains committed to implementing the agreed plan under Sasol's funding, with a particular focus on establishing a sustainable management model that will enable the centre to operate independently once Sasol's support comes to an end.



Access to community health and wellbeing

Health education programme

Launched in March 2024, the community health education programme aims to promote informed health practices and improve access to essential information in the districts of Govuro, Inhassoro and Vilankulo.

Implemented by Mahlahle, in coordination with community-based organisations and supported by a broad network of health educators and local stakeholders, the

programme has reached more than 60 000 people across three key public health areas namely HIV, tuberculosis and malaria.

In total, 327 awareness sessions on tuberculosis were held, reaching 22 559 participants; 401 sessions on HIV engaged 23 714 people; and 298 malaria-focused sessions delivered crucial information to 21 712 residents in 50 communities. These activities form part of an integrated disease prevention strategy, designed to empower communities to seek timely healthcare and treatment.

As part of the wider sexual and reproductive health campaign, 201 community members were referred to local health facilities for further care. At the same time, 2 119 condoms were distributed.

6

SASOL United States (North America)

Education

Sasol scholarship programme (US)

Sasol is committed to investing in the communities in which we live and work. As part of our CSI portfolio, Sasol has implemented several programmes designed to increase student success and educational opportunities near our operating sites. Sasol's educational efforts are designed to ensure students are successful: from early education mentorship in Calcasieu Parish School Board Partners in Education elementary schools, to college and technical scholarships and Louisiana State University endowments, driving innovation and improving workforce preparedness.

In 2025, Sasol welcomed the second cohort of the Sasol scholarship programme and distributed US\$100 000 in awards to learners graduating from the Calcasieu Parish School Board in Spring 2025 and planning to enroll in a full-time two-year or four-year degree programme. The Sasol scholarship programme is designed to offer additional resources to students pursuing higher education, assisting them in achieving their goals and preparing them for their professional careers.

Bridge-to-Work

Business development support

Louisiana Small Business Development Center at McNeese State University

The Louisiana Small Business Development Center (LSBDC) at McNeese State University in Lake Charles provides confidential consulting and business training to existing and aspiring small business owners across Southwest Louisiana, at no cost. Sasol is one of the centre's largest corporate sponsors and funding provided enables the organisation to support small business growth, economic development and job creation through expert consulting, training and resource navigation.

This fiscal year, the development centre:

- Spent 1 644 counselling hours on 515 distinct clients
- Enabled 45 business start-ups
- Enabled 198 job creations and helped to retain 233 jobs
- Held 91 training events with 417 training attendees
- Was responsible for US\$8 470 750 in capital infusion



Sasol's United States headquarters is in Houston, Texas, with operational facilities in Arizona and a chemical complex in Lake Charles, Louisiana. Lake Charles, the sixth largest incorporated city in Louisiana, is situated on Lake Charles, Prien Lake and the Calcasieu River. The city is a regionally significant hub for petrochemical refining, gaming, tourism and education, and is home to McNeese State University.





Community environment programmes

Partner in Parks | Nature in Focus programme (US)

Partners in Parks is a public-private partnership to support park infrastructure and educational programming, answering the call from our local community, employees and prospective employees for revitalisation of public green spaces and community aesthetics following recent natural disasters. Sasol has supported Tuten Park and Riverside Park through the programme since 2018. As part of the partnership, Sasol sponsored and assisted with the development of an educational programme, called Nature in Focus, at the two parks.

During FY25, Sasol partnered with the city of Lake Charles to host three Nature in Focus events at Tuten Park, where over 400 community members attended and engaged in hands-on opportunities to learn about the impact of insects in the Southwest Louisiana ecosystem.

Sasol for Good

Westlake food pantry (US)

Second Harvest Food Bank received US\$100 000 from Sasol in support of its work with the Westlake Food Pantry to reduce food insecurity in Westlake, Louisiana – Sasol's host community. Food insecurity is on the rise across the country, and Calcasieu Parish is no exception. The food pantry continues to see increased numbers of neighbours requesting assistance, and at the same time, Second Harvest and the food pantry are receiving less donated food and supply chain issues are impacting the food received from The Emergency Food Assistance Program, which is the US Department of Agriculture's emergency food programme.

With support from Sasol, Second Harvest and the Westlake food pantry achieved the following milestones during FY25:

- Conducted 72 charitable food distributions for the Westlake community
- Distributed 40 825 pounds of food, the equivalent of 34 020 meals
- Served 419 unduplicated households consisting of 260 children, 431 adults and 269 seniors



Eurasia and China



Italy

Community environment programmes

Beehives at Sasol Italy

The installation of beehives at the Terranova and Sarroch plants aim to halt the destruction of biodiversity and protect endangered species. With a view to sustainability, Sasol Italy has embarked on this new initiative in line with Sasol's values. Bees reduce CO₂ emissions and protect biodiversity through their work. The project started in March 2024 and continues with Sasol's support. During September our beekeepers filled jars with honey produced by our bees and labelled with the Sasol brand, and distributed them to employees. During the past year, employees participated in workshops with our beekeeper, who provided detailed insights into bee behaviour and their significance in daily life. On June 6, the mayor of Terranova also visited our beehives.

The costs for beehives projects in both the plants is around €12 000 per year and covers the maintenance of the apiaries on the sites.

Sasol for Good

- Forty university students from universities were given one-week face-to-face mentorship sessions with Sasol leadership and senior managers on the world of work and opportunities within Sasol.
- A hundred engineering students from the universities of Palermo and Catania were given the opportunity to 'interview' Sasol employees about career opportunities at the company.

Ingenio al Femminile (Italy)

The Ingenio al Femminile Award is a project of the Italian National Council of Engineers which aims to enhance female talent and skills in engineering, facilitating their access into the work arena. The award is aimed at new female graduates who wrote exceptional engineering theses on the theme of 'Sustainability in all engineering sectors to achieve the objectives of the 2030 Agenda' theme.

Sasol has been one of the award's ambassador companies for four years, with a Sasol manager annually participating in selecting the candidates. This initiative is very important not only for creating a network of potential candidates for our company, but also for supporting a project that focuses on the importance of women in science.

Fulfilling the role of a company ambassador of the Ingenio al Femminile award costs €4 000.

Dynamo Camp (Italy)

For the past two years, Sasol has supported Dynamo Camp, which is a non-profit association that helps disabled children through planning recreational camps and introducing them to simple social activities. Sasol Italy provides €5 000 annually and also works with the organisation to plan meetings and other events. During the Christmas holidays, employees donate gifts for the Dynamo Camp participants.

In addition, some employees volunteer their time and partner with several bookshops in Milan.

They help wrap books purchased customers of the bookshops and collect donations for Dynamo. In October 2024, employees organized two sporting events to benefit Dynamo in Terranova. Registration fees for the tournaments were donated directly to the association. This not only supported the organisation financially, but also served as a means for employees to maintain a sense of belonging.



China

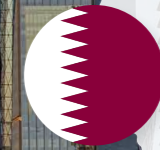
Sasol for Good

- Fifty-seven employees and their families participated in the environmental and stewardship volunteering programme where they contributed to planting trees and greening the local community.
- Twenty-one children actively participated in this initiative.



8 Qatar

Sasol officially opened its world-first gas-to-liquids (GTL) plant in Qatar in June 2006, in partnership with Qatar Petroleum. The plant was built to produce alternative cleaner fuels for the global market. The ORYX GTL plant is in Ras Laffan Industrial City, with the Sasol office situated in the country's capital, Doha.



Qatar is classified by the United Nations as a country of high human development and is considered a high-income economy underpinned by the world's third-largest natural gas reserves. Since petroleum and natural gas production began in 1940, the country's economic growth has been closely tied to these sectors, positioning Qatar as the world's leading exporter of liquefied natural gas and one of the wealthiest nations globally in terms of GDP per capita.

Geographically situated in Western Asia on the Qatar Peninsula along the northeastern coast of the Arabian Peninsula, Qatar has a total population of 3 141 665, according to the Planning and Statistics Authority. The official language is Arabic, although English is widely spoken across the expatriate population.

Education

STEM education

Sasol Qatar significantly expanded its science, technology, mathematics and engineering (STEM) outreach in FY25 through high-impact school and community engagements. Together with ORYX GTL, Sasol co-hosted a large-scale family day event featuring interactive STEM zones and the Science Communication Challenge, attracting over 1 987 participants and encouraging youth-led innovation in STEM, accessibility and community health.

We participated as an industry partner in the International Day of Women and Girls in Science, delivered in collaboration with Qatar University, the United Nations Educational, Scientific and Cultural Organization and the Qatar National Commission for Education, Science and Culture. The event included panel discussions, mentorship opportunities and interactive exhibits designed to strengthen gender equity in STEM pathways.

A landmark partnership agreement for joint execution of CSI activities was concluded between Sasol Qatar, ORYX GTL and Qatar Foundation (QF). This agreement established a long-term framework to scale STEM outreach and social investment across QF schools and community networks, with a focus on women empowerment, ability-friendly education and early STEM engagement.

We advanced our collaboration with the University of Doha for Science and Technology following its participation in the 2024 Sasol Solar Challenge. Post-event engagements focused on strengthening future collaboration and participation in future events and embedding sustainability and innovation into university programming.

Bridge-to-Work

In 2025, we continued to support inclusive skills development by collaborating with the Step by Step Centre for Persons with Disabilities.

Learners were engaged in income-generating vocational activities that included the design and production of Ramadan and Eid gifts.

Community health and infrastructure

Infrastructure support for the Accessible Qatar app

Sasol Qatar significantly strengthened the Accessible Qatar platform through technical upgrades delivered with Softaris, its long-standing digital partner. Enhancements included back-end optimisation, improved navigation, a fully responsive mobile design and integration of the Definitely Able platform as a dedicated history and legacy archive.

In collaboration with Qatar's Ministry of Social Development and Family, we successfully launched the [inclusiveai.qa](https://www.inclusiveai.qa) website, a national-first interactive portal archiving artificial intelligence for accessibility and inclusion World Innovation Summit for Education roundtable outcomes and an accompanying policy report. The platform is available in English, Arabic and Braille, serving as a model for inclusive digital communication.

We actively engaged in major national accessibility events, including the Global Accessibility Awareness Day film festival at the University of Doha for Science and Technology and the Ability Friendly Empowering Through Inclusion Community Conference and Networking Exhibition at Awsaj Academy, in celebration of International Day of Persons with Disabilities. Across these activations, Sasol showcased the Accessible Qatar and Definitely Able initiatives and contributed to the national dialogue on inclusive design.

We were formally recognised at the Ability Friendly programme's annual graduation ceremony for our ongoing role in promoting accessibility and supporting inclusive education and community development in Qatar.



Environment and biodiversity

FY25 marked a major milestone for Sasol's flagship environmental programme with the formal transfer of the Qatar e-Nature platform to the Friends of the Environment Centre under

the Qatar Ministry of Environment and Climate Change. This transition ensures that the platform's educational content will continue to contribute to Qatar's environmental goals and the Qatar National Vision 2030. The will also ensure long-term sustainability of the platform and its continued use as a national educational resource.

Glossary

4IR	Fourth Industrial Revolution
AGS	Affordable gold standard
AI	Artificial intelligence
Beneficiaries	Stakeholders that benefit from programmes which are run by the Sasol Foundation
BRC	Boitjhorisong Resource Centre
BSc	Bachelor of Science
Bursary Programme	An access to tertiary programme providing comprehensive support to selected students
CANSA	Cancer Association of South Africa
CFERI	Centre for Entrepreneurship Rapid Incubator
CFPI	Inhassoro Vocational Training Centre
CSI	Corporate Social Investment
CSIR	Council for Scientific and Industrial Research
CSR	Corporate social responsibility
DBE	Department of Basic Education
ECDE	Early childhood development and education
EDM	Electricidade de Moçambique
ELOM	Early Learning Outcomes Measure
ESD	Enterprise and Supplier Development
ESUDER	Higher School of Rural Development
EWSETA	Energy and Water Sector Education and Training Authority
FN	Friendly Neighbour
FY	Financial Year
GAAD	Global Accessibility Awareness Day
GBVF	Gender-based violence and femicide
GMM	Govan Mbeki Municipality
GTL	Gas-to-liquids
HDI	Historically Disadvantaged Institutions
Hons	Honours
IFPELAC	Alberto Cassimo Institute for Vocational Training and Labour Studies
IRM	Installation, Repair and Maintenance Initiative
IWBF	International Wheelchair Basketball Federation
LDA	Local development agreement
MIREME	Ministry of Mineral Resources and Energy
MLM	Metsimaholo Local Municipality

Mobile Science Lab	A programme aimed at supporting schools without mobile laboratories
MoU	Memorandum of understanding
National Agenda	National needs as defined by the Education directorate
NGO	Non-governmental organisation
NPO	Non-profit organisation
NRF	National Research Foundation
NWU	North-West University
PDPS	Plant Design Project Services
PhD	Doctor of Philosophy
PPE	Personal protective equipment
Psychosocial Support	Psychological and social support
QCTO	Quality Council for Trade and Occupation
QF	Qatar Foundation
S2C	Spell to Communicate
SAFA	South Africa Football Association
SARChI	South African Research Chairs Initiative
Sasol Local Communities	Communities where Sasol operates
SETA	Sector Education and Training Authority
SLP	Social and labour plan
SME	Small and medium-sized enterprise
SMME	Small, medium-sized and micro enterprise
STEM	Science, Technology, Engineering and Mathematics
TechSENet	Technical Schools of Excellence Network – Sasol Foundation-adopted Technical schools.
TVET	Technical Vocational Education and Training
UDST	University of Doha for Science and Technology
UEM	Eduardo Mondlane University
UMP	University of Mpumalanga
UNSDG	United Nations Sustainable Development Goal
VFR	Victim-friendly room
WIL	Work-integrated learning





Contact: csi@sasol.com

Telephone

+27 (0) 10 344 5000

Physical address:

Sasol Place, 50 Katherine Street
Sandton, Johannesburg
South Africa
2196

www.sasol.com