

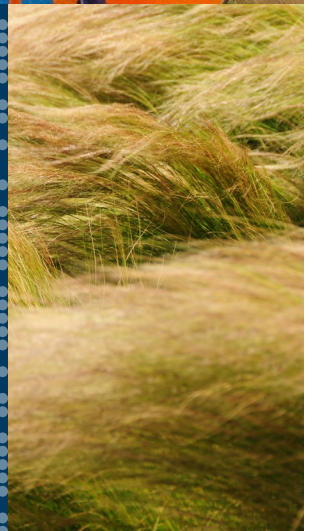
2024



# SASOL IN SOCIETY REPORT

Responding to the needs of our communities

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



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# 01 SCOPE AND BOUNDARY OF THIS REPORT



## About this report

### Reporting approach

We adopt an integrated approach to report on the activities outlined in the Sasol in Society Report to inform our investors and stakeholders of the socio-economic issues that may affect our business success and negatively impact our fenceline communities and key stakeholders.

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

This ‘Sasol in Society Report’ for the period 1 July 2023 to 30 June 2024 covers the activities of all Sasol’s Business Units (BUs). This includes Sasolburg and Natref Operations, Secunda Operations, Energy Marketing and Sales, Enterprise and Supplier Development, Shared Value Management, International Operations and the Corporate Centre.

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

While this report may be of interest to all our stakeholders, it is primarily aimed at addressing issues of interest to stakeholders with regards to our social investment activities in our fenceline communities.

Our archived Sasol in Society reports can be found at [www.sasol.com](http://www.sasol.com). Through our Sasol in Society reporting, we aim to facilitate inclusive and meaningful dialogue and feedback from our stakeholders, who have been our partners in development for the past year.

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

Through our social impact initiatives, we also aim to address various Sustainable Development Goals (SDGs).

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



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



# A message from our Executive Vice President



In nearly three quarters of a century since Sasol's founding, we have deepened our roots not only in South Africa's economy, but in the lives of our communities and countless beneficiaries. I am proud that Sasol continues to be one of the most important role-players in South Africa's energy landscape.

Our role extends beyond our operations and the products our customers need globally. We strive to positively society-at-large and our communities through our business activities, but more importantly, through the people that drive our connections with stakeholders.

Sasol's purpose is to innovate for a better world. We operate in a global and local context that is characterised by volatility, uncertainty and complexity, like many others. Dealing with the ever-changing dynamics of geopolitics, societal needs and stakeholder expectations are challenges we can face. Sasol is committed to long-term sustainability and driven to deliver through our triple-bottom line of People, Plant, Profit. Our business is robust and our people are driven by a 'can do' spirit as we transition to a more resilient and sustainable business.

Sasol is recognised by a number of industry bodies as one South Africa's top ten largest investors in corporate social responsibility and impact. This is an accolade I am proud of and symbolises the passion and dedication of our people and our stakeholders in working together to realise positive societal outcomes. We commissioned a baseline study of our full social impact across all our focus areas over the past five years to understand on a granular level the data of our impact beyond the monetary investment. This data has confirmed that our social impact strategy is fit-for-purpose, but can be further enhanced to catalyse sustainable impact and development to create resilient and prosperous communities.

It is critical that we have the basis from which the trust our stakeholders and communities have in us, can be strengthened as our country starts to transition to a lower-carbon energy future. With 2% of our net profit after tax invested in social impact, our aim is to be a catalyst for positive socio-economic change and drive shared value creation to society. This is our promise to society.

## Education

Despite our significant investment in society over seven decades, it is important that our intent and investments are directed in a manner that meets the evolving needs of our communities. While charitable CSR has a role to play, our strategy has shifted in the past decade to strategic investment and in recent years to leveraged social investment.

Quality education is a cornerstone of our social impact strategy. Sasol is one of South Africa's most prolific private investors in education and skills development across the education spectrum. From early childhood development to graduate development, we have invested R2 36,2 million in the past year. Over the past ten years, our investment in education has impacted more than 10 million learners. But more can be done.

Unemployment is one of South Africa's greatest social challenges. With an unemployment rate of about a third of economically active adults (41,2 million people of working age from 15 to 64 years of age), youth unemployment is about half of the economically active population according to the Quarterly Labour Survey (Q1 2024).

At a local level, Govan Mbeki Municipality (Secunda Operations) and Metsimaholo Municipality (Sasolburg and Natref Operations) have youth with a higher number of matric and higher education averages than the respective provincial levels. While this is promising, on average only 25% of learners in our fenceline communities progress with post-matric education. A vibrant and educated talent pool with diverse skills is critical to any country's development and growth. Our baseline study reflected that in our regions of operations, there are generally high levels of satisfaction with schools (levels from 32% to 58%), which is a healthy reflection of an environment conducive to learners remaining in school and potentially progressing to post-matric and tertiary education.

## Bridge to Work

Our strategy on skills development extends beyond formal education system through our 'Bridge to work' programme. This programme provides targeted interventions to provide youth with skills, technical, vocational and work ready training that equips them to be self-sustainable and positive contributors to local economies. It spans a number of areas, as outlined in this report, that reflect active sectors in demand in the economy. I am particularly delighted with the impact that our agricultural and farming programme, Iphephe, has made. More than 200 beneficiaries have been trained with more than half of this cohort now actively participating in farming. Further partnerships have been established with Tiger Brands and Ingrain to bolster crop production. 'Bridge to work' is an example of catalytic social impact that brings together multi-stakeholder participants to stimulate economic growth and development as a result of nurturing human talent.

## Community health and services infrastructure

Infrastructure needs for fenceline communities are essential to ensuring and protecting the basic human rights of access to healthcare services, basic water and sanitation and electricity. Across the regions of our operating regions in South Africa and Mozambique, we invested and revitalised healthcare centres for the communities that make direct use of these services. This infrastructure was further bolstered by rehabilitation of roads, water and sanitation reticulation systems, as well as other related infrastructure. Overwhelmingly, our baseline study of infrastructure in our South African operating regions illustrated that there are high levels of dissatisfaction of infrastructure services, which reflects deficits in service delivery by local municipalities. We believe that through collaboration with local government, there is an opportunity to significantly improve infrastructure services, as service delivery gaps close. The cumulative impact of this infrastructure programme has benefitted the lives of over one million community members.

## Environment Projects

Over the past 13 years our contribution to Our Environment Projects programme is aimed at improving the quality of life, facilitating better access to community services and improving health outcomes linked to environmental risks whilst assisting learners, educators and the community at large to understand the connection between the environment and economic opportunities and our dependency on the environment. In this financial year, we reached 15 000 households through house-to-house education and awareness in Secunda, planted over 12 000 trees in South Africa and United States to mitigate some of the environmental impacts in our communities.

## Sasol for Good

TSasol for Good is our employee volunteering programme where our employees come together to the benefit of our communities. More than 60% of our people dedicate their time and effort to causes close their hearts that puts our collective skills and expertise, and employee resources to work to empower our fenceline communities. Last year, our employees packed about 100 000 meal and hygiene parcels for needy communities and personally donated approximately R1 million, which Sasol matched. Collaboration with our more than 3 200 NPO partners is critical to the success of Sasol for Good.

We have deepened our data-driven approach to designing our social impact strategy to maximise Sasol's asset and resource base, which includes our people. Our business would not be possible without the collaboration, partnerships and connection with our communities. Through our ongoing monitoring and evaluation, our goal is to maximise our positive impact leads to tangible improvements in the sustainable development of our communities. I am proud of the work that our dedicated team deliver together with our stakeholders and partners over the past five years and believe that Sasol will continue to be a force for good.

Sincerely,

**Charlotte Mokoena**

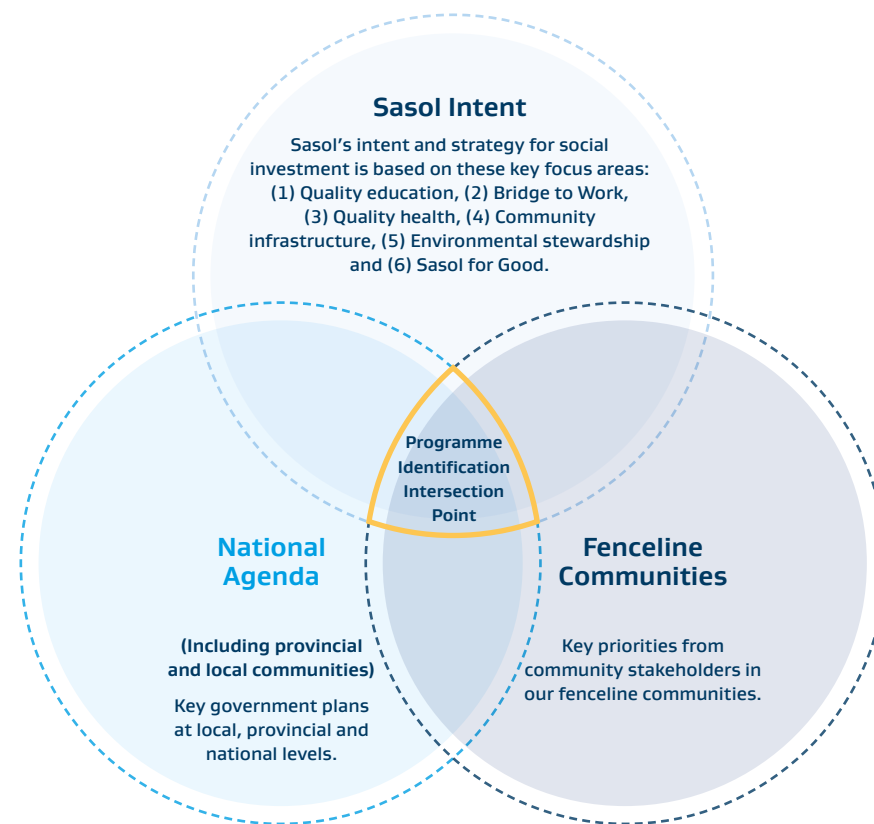
Executive Vice President:  
Human Resources and Corporate Affairs

# Our commitment and approach to social and shared value

Our commitment is enshrined in our Promise to Society to be a “Catalyst for positive socio-economic change”, a promise we have upheld for the past three years and will continue to uphold as we continue to invest in initiatives that result in enhanced economic participation, contributing to growth and improved quality of life within our operating geographies and fenceline communities.

Our social investment (SI) approach has evolved to respond to community priorities by ensuring that we deliver impactful and relevant programmes that create shared value among various stakeholders. This is accomplished through the intersection of Sasol’s intent with our fenceline community priorities and the national, provincial and local priorities in our operating geographies and fenceline communities.

- 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 to achieve a ‘win-win’ shared value outcome.



Our social investment (SI) focus areas enable streamlined delivery of impactful and responsive initiatives categorised as focus areas.

# Our social investment governance framework

Our activities are reported to the Group CEO and Group Executive by the EVP: HR and Corporate Affairs, who is responsible for strategy and governance for Group Corporate Social Investment (CSI). There is one centre of accountability for all social investment in the business. However all the senior leaders for Sasol in Society, Shared Value Management and social value are part of the GEC1 SI Forum, which collaborates and aligns on strategy and plans to support the business’s social licence to operate.

## President and Group Chief Executive Officer and Group Executive Committee



GEC 1 Forum represented by the Senior Vice Presidents from Business Units and Regions in South Africa, Mozambique and Qatar

Sasol Social and Community Trust	Sasol Foundation Trust	Sasol Siyakha Trust
A South African trust that administers all Corporate Social Investment (CSI) activities at Sasol, focusing on strategic programmes delivered in fenceline communities.	A South African trust with an external board of trustees responsible for strategic programmes and the budget for education programmes.	A South African trust for small business loan funding. Regional entities may also establish equivalent structures for SME funding.



# Global overview of Sasol

## About Sasol

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

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

## Our Purpose

Innovating for a better world

### > Future Sasol

We are resetting, transitioning, and reinventing Sasol to decarbonise and commit to achieving our net zero\* ambition by 2050.

### > Our ambition

Grow shared value while accelerating our transition to net zero.

### > Our sustainability statement

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

## Delivery with Purpose – Future Sasol

**Our Purpose and strategy guide us in our work to reduce our greenhouse gas (GHG) emissions by 30% by 2030 and reach our 2050 net zero ambition while growing shared value.**

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

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

## Future Sasol

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



Planet



People



Profit

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

## Our values

### BE CARING

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



### BE ACCOUNTABLE

We own our results.



### BE INCLUSIVE

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



### BE RESILIENT

We boldly adapt to change and embrace agility.






### BE SAFE

We always place the safety of people first.



# Our focus areas

Focus Area	Outcomes	Levers	Alignment to SDG
<b>Enhance access to quality education through the Sasol Foundation</b>	To be a transformational pathfinder in education fuelling the growth of human potential in the fields of engineering, science and technology.	<ul style="list-style-type: none"> <li>• Early childhood education.</li> <li>• Science, Technology, Engineering and Mathematics (STEM) in schools education.</li> <li>• Technical education.</li> <li>• Tertiary education.</li> <li>• Psychosocial support.</li> </ul>	
<b>Bridge to Work Skills Programmes</b>	Access to training that reduces critical skills gaps and prepares communities for sustainable businesses that are growing and thriving.	<ul style="list-style-type: none"> <li>• Access to work and portable skills.</li> <li>• Technical and Vocational Education and Training (TVET) to work transition programmes which include:                             <ul style="list-style-type: none"> <li>- Training of unemployed people aligned with economic activity.</li> <li>- Small business development and support.</li> <li>- Business starter packs and mentorship.</li> </ul> </li> </ul>	
<b>Community Health and Service Infrastructure Programmes</b>	The communities' quality of life is improved through better access to health and infrastructure services.	<ul style="list-style-type: none"> <li>• Quality community healthcare.</li> <li>• Resilient local service infrastructure.</li> </ul>	

Focus Area	Outcomes	Levers	Alignment to SDG
<b>Environment Project Programmes</b>	Improve communities' quality of life.	<ul style="list-style-type: none"> <li>• Community awareness and education.</li> <li>• Community waste management education.</li> </ul>	
<b>Development Sponsorships</b>	Increase access to arts, and women's and disability sport development to enhance diversity and inclusion as a human right.	<ul style="list-style-type: none"> <li>• Local sporting development in fenceline communities.</li> <li>• Sasol League.</li> <li>• Banyana Banyana.</li> <li>• Wheelchair Basketball.</li> <li>• Sasol New Signatures.</li> </ul>	
<b>Economic Transformation and Local Content</b>	Enabling economic inclusion opportunities for small businesses to contribute to the economic growth.	<ul style="list-style-type: none"> <li>• Small business development support and mentorship.</li> <li>• Incubation.</li> <li>• Funding.</li> </ul>	
<b>Sasol for Good</b>	Mobilise employees to be a force for good, actively changing the lives of our fenceline communities through their skills and other resources.	<ul style="list-style-type: none"> <li>• Skilled volunteering, employee giving.</li> <li>• Non-governmental organisations (NGOs) capacity building.</li> <li>• Community support and philanthropy.</li> <li>• Community development.</li> </ul>	



## 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

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

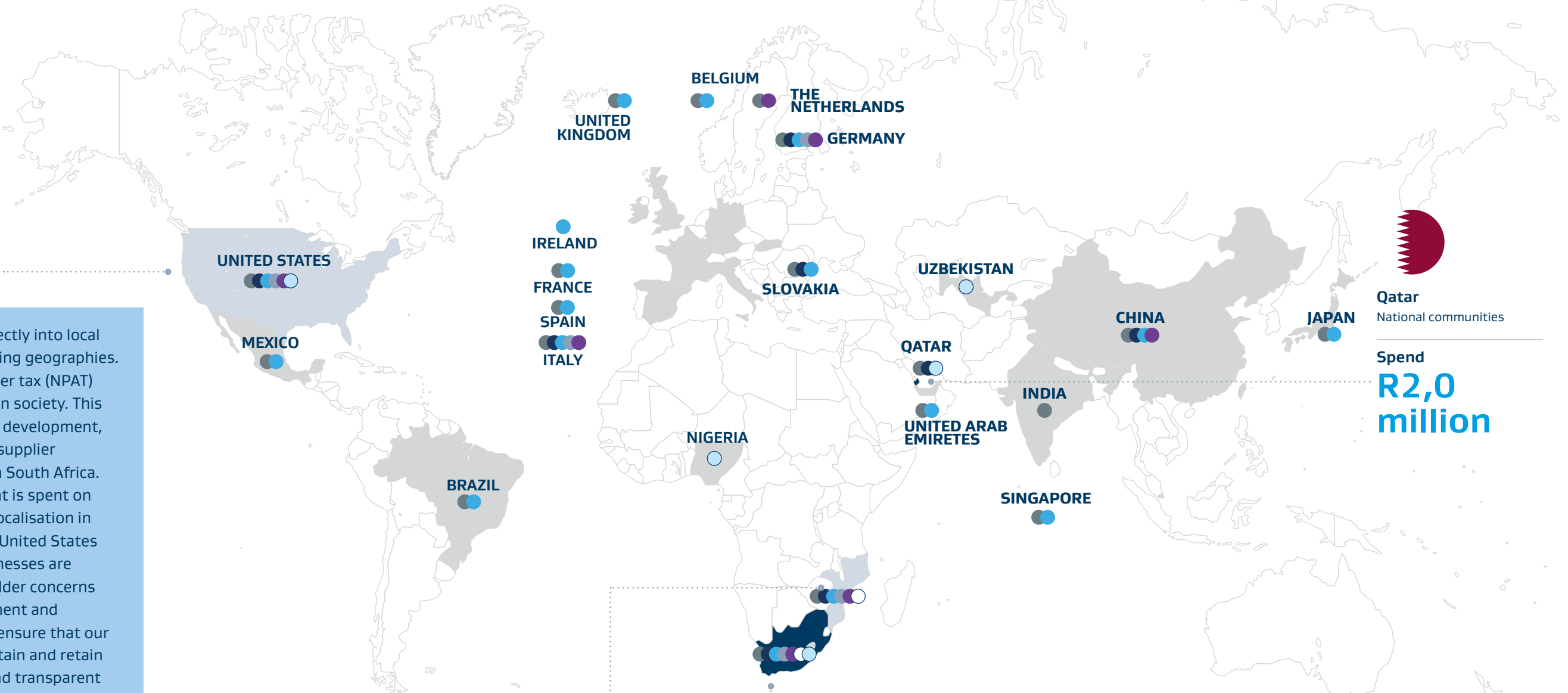


## United States, United States

Fenceline communities:  
**Westlake and Mossville - Louisiana**

Spend  
**R21,1 million**

Sasol invested R795million directly into local communities across our operating geographies. This exceeded 4% net profit after tax (NPAT) target set for our contribution in society. This includes global socio-economic development, with a focus on enterprise and supplier development spend primarily in South Africa. In addition, a significant amount is spent on preferential procurement and localisation in South Africa, Mozambique and United States where small and fenceline businesses are targeted. We prioritise stakeholder concerns regarding economic empowerment and localisation of procurement to ensure that our communities grow and can sustain and retain local jobs. We maintain open and transparent communication regarding community interventions, which are aligned with our approach, strategy, Group Minimum Standards, and policies. This allows us to consider the business strategy, societal needs, and our national and local priorities. Our investments are tailored to the needs of the countries and regions in which we operate, and are aligned to their national, regional and local goals. Our impact spans education, healthcare, infrastructure, the environment, employee volunteerism, access to work skills and small business development programmes.



## Mozambique

Fenceline communities:  
**Inhassoro  
Govuro and Vilankulo - Inhambane Province**

Spend  
**R99,3 million**



## South Africa

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

Spend  
**R672,6 million**



## Qatar National communities

Spend  
**R2,0 million**

# Global highlights of our contribution to society



**R236,2 million**

## Quality Education

- Awarded 60 undergraduate bursaries in various fields of study and granted 22 honours, master's and doctoral scholarships in sustainability research.
- In United States, Sasol's support enable science-based curriculum and resource provision to more than 17 000 students across the region. Sasol's support has also provided students with easy access to the challenge, offering an opportunity to be awarded around \$50 000 in scholarships.
- In Mozambique, five students are supported with bursaries in STEM to study in Malaysia.
- More than 290 Early Childhood Development (ECD) centres, 560 teachers, 15 189 children and 64 parents are receiving training and other support from our supported ECD centres in South Africa.
- 60 teachers received 20 hours of training in Power Systems and Technical Maths as they prepare their learners for the preliminary exams in our technical schools in South Africa.
- Over 10 million learners have been supported in the past 10 years on various interventions.
- Established the coding and robotics laboratories in mostly rural schools, providing the necessary support to ensure success in the curriculum.

## Bridge to Work

- Iphepe successfully trained and mentored 202 young people in agricultural skills, livestock, vegetable and poultry production.
- 42 welders completed structural welding training, and 12 welders completed a tungsten inert gas module.
- 38 traffic point duty marshals were recruited to improve community safety in eMbalenhle, Trichardt and Secunda.
- In United States, we counselled over 500 clients and 40 industry-related clients. In addition, 500 beneficiaries were trained in entrepreneurship, with 250 receiving funding for new businesses.
- In Inhassorro and Govuro, 500 beneficiaries received training, 258 received mentorship, 232 passed the competition to qualify for access to the fund and 132 received funds. The training included electrical and basic plumbing skills, agro-processing, cookery, electrical work, and plumbing.



**R126,4 million**

## Community Health and Service Infrastructure



**R192,3 million**

- Over 1 000 people went through screening and testing for chronic illnesses and optometry. 900 pairs of glasses were distributed on-site. Medication was given to those who have chronic illnesses and they were referred to local clinics for follow-up. This was a partnership with the Department of Health.
- Completed boreholes and storage tanks at four clinics in Ekandustria and three in Deneysville, with solar solutions to ensure an uninterrupted water supply to the primary healthcare facilities, even during load shedding or reductions in the area.
- In Mozambique, a total of 55 water supply projects have been implemented to improve water availability to the communities around our operations.
- Upgraded the Sasolburg Fire Station, including the repair of roof leaks, equipping the room with latest digital communication technology and renewable energy power sources to assist with continuous power supply.
- A mobile clinic was donated to the Department of Health to service Viljoensdrift, Deneysville, Oranjeville and surrounding farms.

## Environment Projects



**R16,4 million**

- 900 bags of waste collected in KwaZulu-Natal (KZN), which is equivalent to 1,6 tons of recyclable waste. A total of 5 863.068 tons of recyclable waste was collected and taken to recycling centres in Govan Mbeki Municipality.
- 1 144 households were reached through house-to-house education and awareness in Govan Mbeki Municipality.
- Over 80 waste ambassadors were employed through our waste programme in Secunda.
- In Qatar, we collaborated with the Ministry of Communications and Information Technology's Studio 5 to roll out a 'Bugs House for Insects' challenge over 11 sessions. The sessions included workshop supporting ecology and possible contributions to biodiversity.
- In United States, over 100 employees and their families volunteered to support the 1 000 Trees in 1 000 Days initiative, planting more than 500 trees at Sasol's partner park in Lake Charles, Louisiana, to restore the local ecosystem. Within one year, over 625 trees were planted by Sasol employees.

## Sasol for Good

- Almost 1 300 employees, including other Group Executive members, participated in the Mandela Day event. The focus was supporting vulnerable mothers and babies with over 9 500 hygiene packs distributed.
- About R1,4 million was donated by 308 employees to 112 causes as part of our Sasol for Good programmes. This included Sasol's contribution to match employee donations.
- Through the Friendly Neighbour Programme, Sasol partnered with 50 franchisee sites and 45 non-profit entities to uplift over 11 000 people in the fields of education, health, infrastructure and safety.
- Sasol held its annual Community Week to benefit fenceline communities through various community engagements. Throughout the week, over US\$150 000 in charitable contributions were directed to non-profit organisations (NPOs), more than 20 small businesses were supported and over 500 employees participated in community engagements. The engagements included four volunteer initiatives to thank more than 30 emergency responders and plant 500 trees.
- The Sasol Italy team donated €20 000 to NPO's
- The Sasol China team joined World Cleanup Day on 16 September 2023, with approximately 30 employees and their families gathering at Xiangshan Lake in Nanjing to actively contribute to a cleaner, healthier planet for present and future generations.



**R21 million**

## Development Sponsorship



**R41 million**

- Sasol celebrated 15 years of supporting Women's Sport Development in South Africa in 2024, with a key milestone being Banyana Banyana reaching the round of 16 knock-out stages of the 2023 FIFA Women's World Cup.
- Sasol annually supports women in sports, including Banyana Banyana and the Sasol League, consisting of approximately 140 teams nationally.
- Sasol entered into a partnership with Wheelchair Basketball South Africa 17 years ago, benefiting over 1 400 athletes.
- The Secunda Stadium was upgraded with about 500 new chairs to enable schools and the leagues to attract communities and supporters.

## Economic Inclusion and Local Content

- In FY24, Sasol spent over R56,6 million towards SME development.
- 241 small businesses were supported as part of development support.
- 1 341 jobs were created during the year and 2 015 jobs were sustained.
- 23 beneficiaries received R2.1 million grant funding.
- The Broad-Based Black Economic Empowerment (B-BBEE) spend was R44,1 million to black-owned businesses and R27,2 million to black women-owned businesses.
- A total of R101,8 million funding was given to 34 suppliers.
- The Siyakha Fund ended the year with 60 loan beneficiaries and a balance of R7 13,5 million in the loan book.



**R161,5 million**



# Global highlights of our contribution to society

(continued)

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

We continue to actively contribute to the economy through our products, services and commitment to improving the lives of our fenceline communities in society through our social investment and localisation strategies.

This year, we invested R795 million in society to improve the quality of life of our communities. Our investments focus on the following areas and have contributed value to society and the economy in the following ways:

- **Enhancing the quality of education:** Sasol has contributed R236,2 million towards improving education outcomes, from Early Childhood Development to entrepreneurship and employment, impacting over 10 million learners globally over the past 10 years.
- **Bridge to Work Skills Development:** Over the past year, R126,4 million was invested to bridge the skills gap by increasing relevant skills for fenceline community beneficiaries, enhancing employability and portable skills for youth, women and unemployed individuals. This initiative has reached over 437 beneficiaries.
- **Economic inclusion:** Sasol supports small businesses to contribute to economic growth in their operating geographies through economic transformation and local content programmes. Over R56,1 million was invested to support small and micro enterprises/businesses in our operations. A loan totalling R102 million was advanced to businesses to enable them to do their businesses.
- **Improving the community health and service infrastructure:** This year, we invested R192,3 million globally to enhance the quality of life of our fenceline communities by improving access to quality health systems and community service infrastructure, reaching over one million beneficiaries.
- **Environment and biodiversity:** This year, we invested R16,4 in environmental awareness and education programmes for our communities, which resulted in over 142 000 beneficiaries. We promote environmental education programmes to build sustainable communities.
- **Employee engagement through the Sasol for Good programme:** Over 8 000 employees connected with 120 non-profit organisations, making a positive impact in communities through voluntary payroll donations, one-time contributions, and disaster relief support.





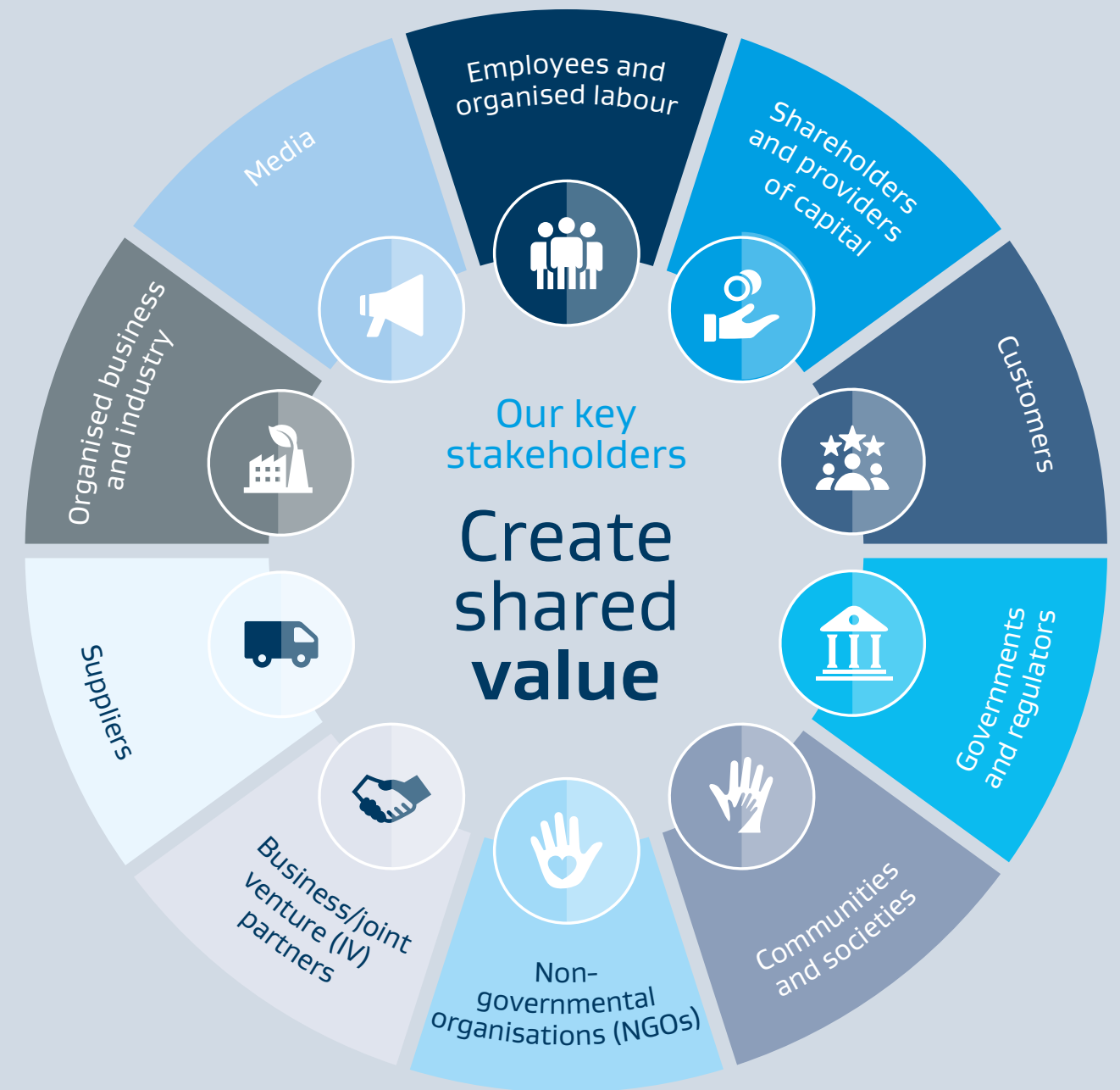
# Our stakeholders are partners in delivering social value

We have a wide range of stakeholders in our operating geographies. We engage our stakeholders frequently (monthly and quarterly) to get feedback from them and listen to their concerns. In return, we provide them with feedback on programmes implemented in our fenceline communities in South Africa, Mozambique, United States and Qatar. While priority issues differ from area to area, the issues faced by communities are similar.

In South Africa we conducted a community survey in 2024 where we wanted to get feedback from our fenceline communities in Ekandustria, Sasolburg and Secunda on the key needs. The three main issues which emerged in these communities were:

- lack of employment opportunities due to the shrinking economies
- crime (including safety, security and violence against women and children)
- the lack of good infrastructure that enables economic growth and decent quality of life.

Whilst the needs are greater, Sasol is already contributing through its social investments by responding to the above needs of the community members through its focus areas and interventions in fenceline communities across the country.



# Our stakeholders are partners in delivering social value (continued)

## South Africa

In the past year, we conducted a community baseline study in South Africa, carried out by the Pan African Institute for Evidence and Social Impact Insights for Africa, which included a community survey that provided us with valuable insights into the needs of our communities. These stakeholders were part of our wide range of stakeholders that we impact as a result of our contribution to society. Here are some of the key findings from the study:

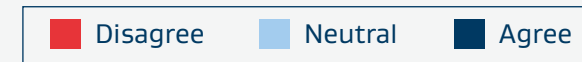
Communities are not passive recipients of social investment. Over 75% of our communities indicated that life would be worse off without Sasol’s interventions. While engagement levels are low we continue to engage through multiple platforms including multi stakeholder forums, community townhalls, through local and provincial government partnerships, etc. Levels of cohesion and active participation in a community can enable or hinder the impact of external interventions and investments.

In addition, our findings further indicate that the levels of social cohesion and trust are very low across the fenceline communities (Community Survey 2024). However, participation in community meetings (School Governing Boards, ward meetings, community development forums, etc.) is very high, with the exception of NGO-led activities.



## Findings from the community survey conducted in 2024 (continued)

70% of fenceline residents say their lives will be worse-off if Sasol was not present in their communities (in context of weak municipalities)



### Community feedback:

In Sasolburg and Secunda, over 70% of residents indicated that if Sasol were no longer present, they would be worse-off. The impact made by Sasol to these communities range from:

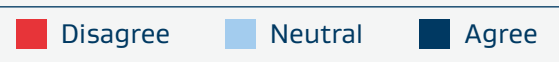
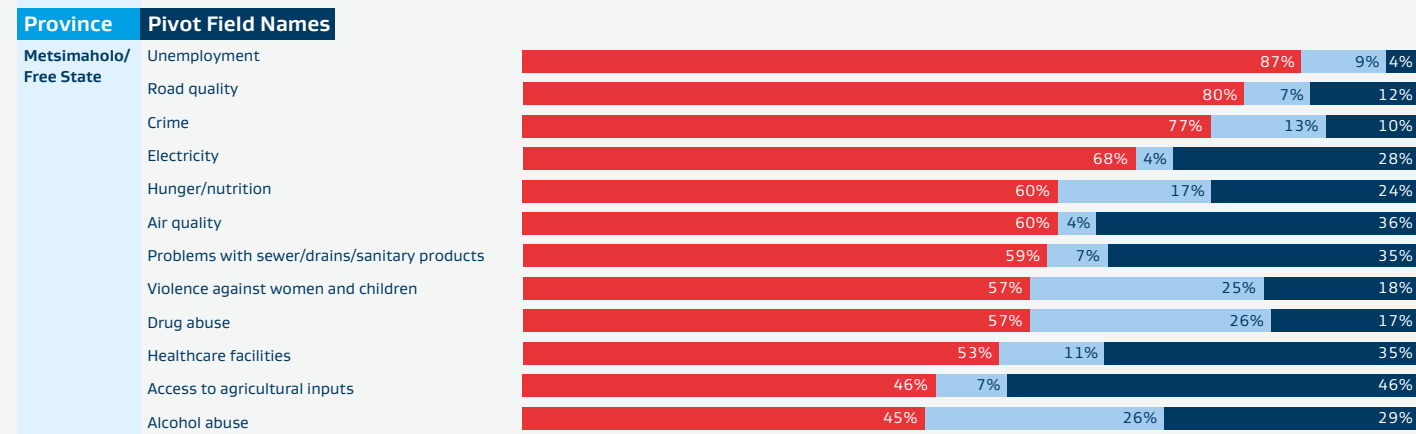
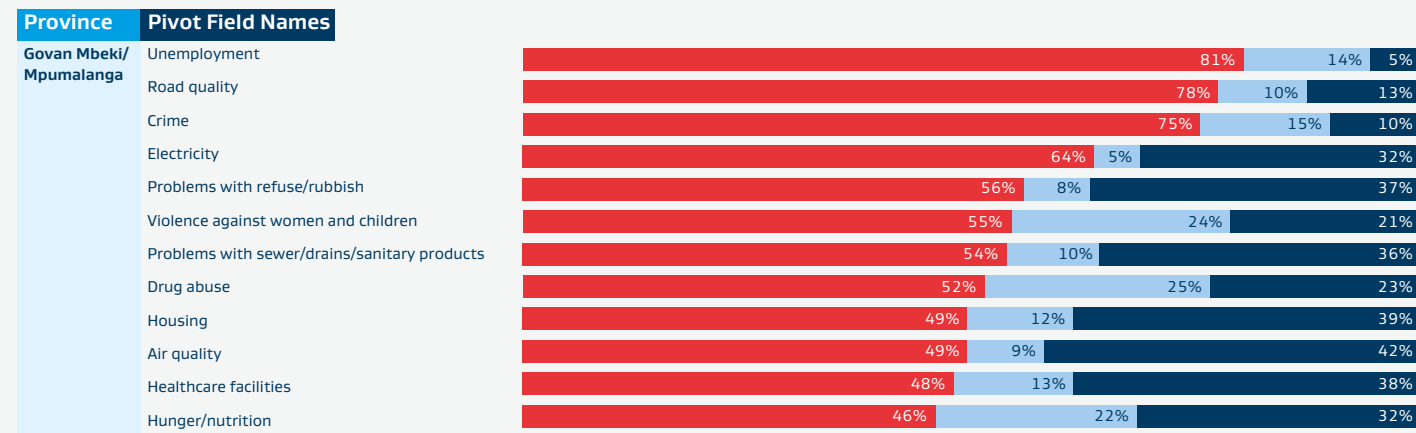
- Creation of employment opportunities.
- Availability of training opportunities and options for youth.
- Filling the gap for the absence of municipal services.
- Creating opportunities for local businesses.
- Mitigation of crime and violence in the area.

Sasol responds to communities through various interventions aimed at mitigating the negative impact on these communities. However, if additional efforts are made in collaboration with the government, private sector partners, and other civil society stakeholders, greater progress can be made in addressing and resolving the needs of these communities.



## Findings from the community survey conducted in 2024 (continued)

Outcomes of fenceline community needs from Govan Mbeki, Metsimaholo and Ekandustria Municipalities. These depict priorities per community.



### Further analysis of the outcomes of the priorities from fenceline communities:

The study further highlighted the highest community concerns as:

1. Unemployment (particularly of youth)
2. Crime (safety and security and more specifically violence against women and children)
3. Infrastructure needs (roads, electricity, sewer, and water)

The above needs have already been addressed by Sasol through its social investment focus areas. This report will unpack how Sasol is playing a catalytic role in responding to the above community concerns. More information on our interventions will be outlined in the sections to follow.





# Mozambique

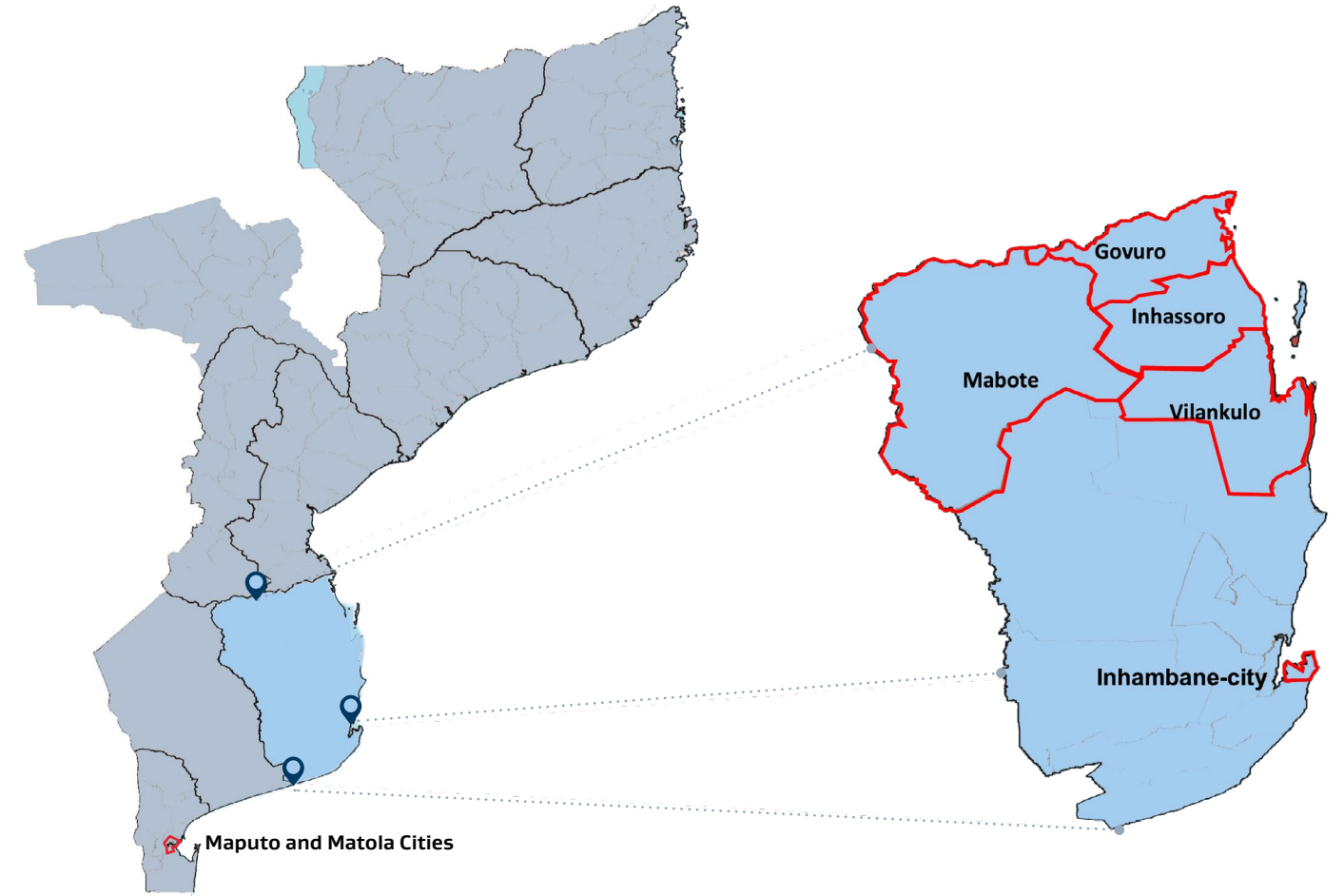
For the first time in Mozambique, we conducted an independent verification of programmes carried out in the previous year. This complemented our quarterly Local Development Agreement (LDA) engagements between Sasol, the government and 37 communities in Inhassoro and Govuro districts, which are directly affected by our operations (see below):



## Current Covered Territory

- Govuro is divided into five localities, but only one, Pande, is currently covered by the LDAs. However, two other localities, Mambone-sede and Luido are seeking inclusion due to their substantial coverage by the Petroleum Production Agreement (PPA), Production Sharing Agreement (PSA), and PT5-C gas fields.
- Inhassoro consists of five localities, with LDAs in place for only three of them: Inhassoro-sede, Maimelane, and Nhapele. Cometela, the location of the latest gas discovery (Bonita-1), is actively seeking inclusion, given its significant coverage by the PT5-C gas exploration field.
- Vilankulo comprises five localities, and none of them are currently part of the LDAs. Apart from being the residence of Sasol employees, Vilankulo-sede is substantially affected by the PT5-C gas licence and has expressed concerns about not being included.

## Mozambique Fenceline Communities



The outcomes of the study proved that our communities are satisfied with our programmes and they indicate that without Sasol’s contribution, the quality of their lives would have been worse off.





# United States

While a third-party study has not yet been conducted, we frequently engage with our stakeholders at various levels:



## United States



## Qatar



Stakeholder	Issues raised	Frequency	Response from Sasol
Local government and communities.	Mitigating the impact of environmental degradation.	Ongoing	Sasol, in collaboration with the City of Lake Charles and the Community Foundation of Southwest Louisiana, identified two local parks to protect as part of the City of Lake Charles' Partners in Parks programme to preserve the network of local parks in Lake Charles.
Education stakeholders (learners, teachers, mentors).	Scholarship support.	Ongoing	Sasol partnered with the Southwest Louisiana community to establish a scholarship programme that provides financial support for tuition, training costs, support services and technical support for the unemployed and undereducated population in a five-parish area.
Government and communities	Accessibility for people with disabilities.	Ongoing	
Communities	Environment and biodiversity.	Quarterly	Sasol, through initiatives like Qatar e-Nature and its STEM programs, fosters environmental awareness among youth by promoting knowledge about biodiversity, sustainable practices, and the importance of protecting our natural resources.





# 02 YEAR IN REVIEW SOUTH AFRICA



# Sasol Review: Leaving more than a legacy



Sasol is headquartered in Johannesburg, South Africa. It is ranked by Business Insider, as the third-largest economy in Africa, after Nigeria and Egypt, with a gross domestic product (GDP) of \$406 billion. South Africa is where our main operating complexes are located in Sasolburg, Free State and Secunda, Mpumalanga.

The World Bank classifies South Africa as an upper-middle-income economy and a newly industrialised country with an abundant supply of natural resources, as well as well-developed financial, legal, communications, energy, and transport sectors. South Africa is a diverse country with a population of about 60,2 million people and 11 official languages. Our recent study shows that unemployment is the biggest challenge, especially among young people.



# National Programmes

The National Programmes are designed and implemented across all our fenceline communities in South Africa tackling key common issues. While regional programmes allow for nuanced intervention in region specific matters.

Region	STEM Education Excellence R'million	Bridge to Work Skills and Employability programmes R'million	Community Health and Community Service Infrastructure R'million	Environment Stewardship R'million	Sasol for Good R'million	Total FY24 spend R'million
National High-Impact Projects	32,4	32,8	31,5	2,2	10,8	109,7
Sasolburg and Ekandustria Operations	0,7	0,5	27,2	0,1	0,8	29,3
Secunda Operations	4,6	3,6	13,9	7	0,9	30,2
Sasol Mining	8,1	0	7,5	0,6	0	16,2
Sasol Energy	32,5	1,7	5,1	0	3,4	42,7
<b>Total CSI Spend</b>	<b>R228,1 million</b>					
<b>Development Sponsorships</b>	<b>R41 million</b>					
<b>Economic Transformation and Local Content</b>	<b>R158,2 million</b>					

The above graph outlines our total spend per focus area in South Africa which will be outlined in the next sections:



## 1 Education

### Why we support education:

About 33% of all economically active iSasol 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 to 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. This is achieved by creating strong foundations for STEM education to increase participation from basic education levels through to preparing learners for employment and entrepreneurship.

Our education strategy is driven by the Sasol Foundation and executed locally in our operating geographies to ensure that the local needs of the countries where we operate are met, in line with our delivery approach. This year, the Foundation reviewed its education strategy to align with the business strategy which is focused on the decarbonisation roadmap to achieve the net-zero ambition by 2050, while ensuring a just transition for both our employees and communities where we operate.



**The two main pillars are:**

Aligned to the strategy is a new ambition to “be a **transformational pathfinder in education, fuelling the growth of human potential in the fields of engineering, science, and technology**”.

- 1 Cultivating a strong foundation for STEM education.
- 2 Producing human capital for the future growth of the energy and chemicals sector.

This mandate will continue to assist us in creating impactful change by supporting access to quality education as a driver of sustainable economic participation captured under SDG 4. The focus is on improving the lives of the learners from early childhood education through to entrepreneurship and employment, while executing through the school and the national government systems, responding to the following outcomes:



**How we delivered (delivery model):**

- The Sasol Foundation which invests in systemic programmes in collaboration with the Department of Basic Education to enable scaling after pilots have been successful.
- **Human Resources** – Source the right talent from our communities aligned to the business requirements.
- **Research and Technology** – Invests in universities in South Africa and Mozambique to ensure that key talent and research are developed to support both business and community requirements.
- **Corporate Social Investment (CSI)** – Ensures that all pilots intended for scaling are implemented in our fenceline communities.

**Our investments in education focuses on the following areas:**

**Sasol Foundation | Vision 2030 Strategy**

**AMBITION**

To be a transformational pathfinder in education, fuelling the growth of human potential in the fields of engineering, science and technology.

**APPROACH**

We adopt an integrated approach that aligns with national priorities, caters to local needs, and reflects Sasol’s business intent, while ensuring regional execution with a strong focus on fenceline communities.

<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>Enhancing Early Childhood Development and Education as an anchor for STEM careers.</b></p> </div> <p>Develop replicable systems to build a <b>strong foundation for STEM learning</b>, ensuring <b>school readiness and holistic development of children</b> through:</p> <ul style="list-style-type: none"> <li>Rollout of affordable best-in-class Early Childhood Development and Education (ECDE) model.</li> <li>Development of age-appropriate learning resources for STEM.</li> <li>Enhancing the skills of educators.</li> <li>Building communities of practice that drive scale and reach.</li> </ul>	<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>Graduate development and innovative research for industry needs and beneficial solutions.</b></p> </div> <p>Create <b>tertiary education access for youth, equipping them with employability skills</b> through:</p> <ul style="list-style-type: none"> <li>Providing funding support and enabling systems that produce graduate self-starters.</li> <li>Work readiness support.</li> <li>Research and infrastructure support for Historically Disadvantaged Institutions (HDIs) to increase innovation.</li> <li>Development of a green skills training platform to create an adaptable workforce.</li> <li>Agile and accessible learning systems.</li> </ul>
<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>Psychosocial support that enables success and ensures achievement of goals of the programme.</b></p> </div> <p>Provide support to <b>mitigate psychological and social challenges</b> that hinder academic success of the learners we support through:</p> <ul style="list-style-type: none"> <li>Career counselling development and execution.</li> <li>Personal coaching.</li> <li>Mentorship and life skills training.</li> <li>Wellness coaching.</li> <li>Peer-to-peer training.</li> </ul>	<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>STEM education innovation that enhances learning, proficiency, and prepares for future work.</b></p> </div> <p>Develop <b>systemic interventions to improve STEM uptake, foster innovative teaching and learning</b> through:</p> <ul style="list-style-type: none"> <li>Adoption of digital and artificial intelligence (AI) skills in basic education.</li> <li>Development and provision of scalable quality teaching and learning resources.</li> <li>Career guidance and coaching that excites learners about technical careers.</li> </ul>
<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>Technical education that bridges skills gap fostering adaptability in a transitioning world.</b></p> </div> <p>Support <b>evolving technical and vocational education and training</b> through:</p> <ul style="list-style-type: none"> <li>Enhancing digital skills of educators and learners through AI and digitisation.</li> <li>Developing a future-focused blueprint for technical teacher training and the establishment of a technical teachers’ college.</li> <li>Enhancement of throughput numbers of technically trained professionals.</li> <li>Developing learning resources.</li> </ul>	<div style="background-color: #0072bc; color: white; padding: 5px; text-align: center; border-radius: 10px;"> <p><b>Programme implementation that focuses on learning for impact to execute at scale.</b></p> </div> <p>Provide <b>execution capacity</b> that creates scale and sets a benchmark for education and training enablement through:</p> <ul style="list-style-type: none"> <li>Stakeholder management and engagement.</li> <li>Partnership development and management.</li> <li>Resource allocation and management.</li> <li>Market development and fundraising.</li> </ul>





**How 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.
- ✓ Provide nutrition support through food gardens and food packages.
- ✓ Providing learning and play resources.
- ✓ Enabling active parent participation in early learning activities.

**ECDE PROGRAMME ELEMENTS**

 <b>ECD Practitioner training</b> Accredited and non-accredited training for managers and practitioners.	 <b>Leadership training</b> General management and leadership training for owners of centres.	 <b>Toy libraries</b> Mobile and purpose-built toy libraries.
 <b>Nutrition</b> Food packs and food gardens.	 <b>Infrastructure</b> Improvement of existing structures and provision of mobile classes.	 <b>Safety training</b> First aid training for practitioners.
 <b>Resources</b> Learning, indoor and outdoor play equipment.	 <b>Comprehensive programmes</b> Offering services such as training, nutrition, and infrastructure as a package at centres.	 <b>Advocacy</b> Communities of practice for NGOs that support the sector, enabling access to resources and providing general support on policy matters.

**a What we delivered:**

**Early Childhood Development and Education (ECDE)**

Enhancing quality ECDE can offer a win-win solution for remobilising the workforce, developing an up-and-coming talent pool and increasing economic activity now and in the decades ahead.

capabilities. As a result, we seek to contribute towards the achievement of the country's goal to provide universal access to two years of compulsory, quality early learning before children start formal education.

**ECDE**

**Why we intervene in Early Childhood Education:**

- 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

Recognising that early learning forms the basis for lifelong learning, our aim is to contribute to the foundational architecture that supports the holistic development of young children, ensuring they are cognitively stimulated, that stunting is prevented, and that they are school-ready. The Foundation therefore guides the design and implementation of programmes delivered by various implementing partners in our fenceline communities. These programmes foster holistic development, are of high quality and are aligned with government priorities.



# What we have done throughout the year

## Key highlights:



### 3567 children benefited

from our nutrition support programmes in Sasolburg, Secunda, Ekandustria and KZN, which included established food gardens around our fenceline communities. This is a sustainable way for our centres to provide food for the children, complementing the nutrition support programme.



### About 110 ECD practitioners

in Sasolburg and Secunda have been trained at National Qualification Framework (NQF) levels 4 and 5, enabling them to assist children with school readiness for Grade R and beyond.



In Ekandustria, the **Mobile Toy Library** initiative extended its support to 32 centres, providing them with Lego Duplo play boxes and facilitating a comprehensive five-day Lego training.



In order to improve digital literacy in our ECD centres, we have approved piloted digital skills training in **14 ECD centres** around our fenceline communities. The project will focus on basic computer skills, the use of technology for curriculum activities and use of education management software for administration.



### 39 new practitioners

were trained on resource utilisation in Mpumalanga, empowering them with innovative methods to maximise the use of available resources.

## These are some of the additional highlights of our ECDE programme for the past year:

Province	Areas	Number of centres	Number of learner beneficiaries	Parent beneficiaries	Teacher training
Free State	Sasolburg	98	6714	141	13
Gauteng	Ekandustria	32	1873	181	
KwaZulu-Natal	Richards Bay	50	2102	55	
Limpopo	Tzaneen	12	830	48	
Mpumalanga	Secunda, Dipaleseng and Komatipoort	103	3670	139	51
		<b>295</b>	<b>15189</b>	<b>564</b>	<b>64</b>



## ECDE comprehensive programme offering includes:

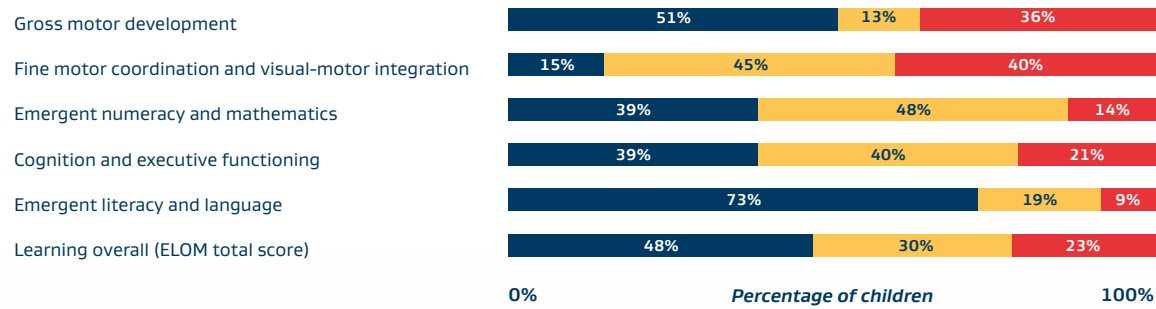
- **Accredited and skills training** with on-site support to ensure that practitioners and managers implement what they have learnt and apply child-centred approaches to facilitate learning.
- **Infrastructure improvement** where we upgrade the existing centres, do basic maintenance, erect or upgrade play areas and install safety requirements around the centres to protect the children.
- **Supply indoor and outdoor learning resources** to support the adequate development of cognitive, physical and social skills in children.
- **Establish food gardens**, which have become a catalyst for food security for both the centres and the communities around the centre locations. These food gardens serve as a form of sustainability and an income generation tool for the centres, where funds are raised through the produce from the gardens.
- **Leadership capacity development** to ensure that the centres are effectively managed and operate as successful social enterprises.



## Monitoring and Evaluation of our ECD programmes

As part of monitoring learner outcomes for our programmes, the Foundation has introduced the first Early Learning Outcomes Measure (ELOM) assessment. We piloted the first assessment for four- and five-year-old children in Mpumalanga. The assessment measured how a group of children performed in five learning and development areas indicated below.

Figure 1



■ % Falling Far Behind 
 ■ % Falling Behind 
 ■ On Track

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

The results show that 48% of children are on track (meeting the learning and development standards of the age cohort) across all the domains. While more than half of the children are on track in the gross motor development and the literacy domains, the Foundation has noted with concern the significantly low percentage of children performing at their age level in fine motor coordination and visual integration. We are progressing with the analysis of the results to understand the underlying causes and develop an appropriate course of action. This an example of our implementation of ELOM and we use this information to develop appropriate course of action/ to improve our offering..

## Below is a case study from our most recent activities in ECDE.

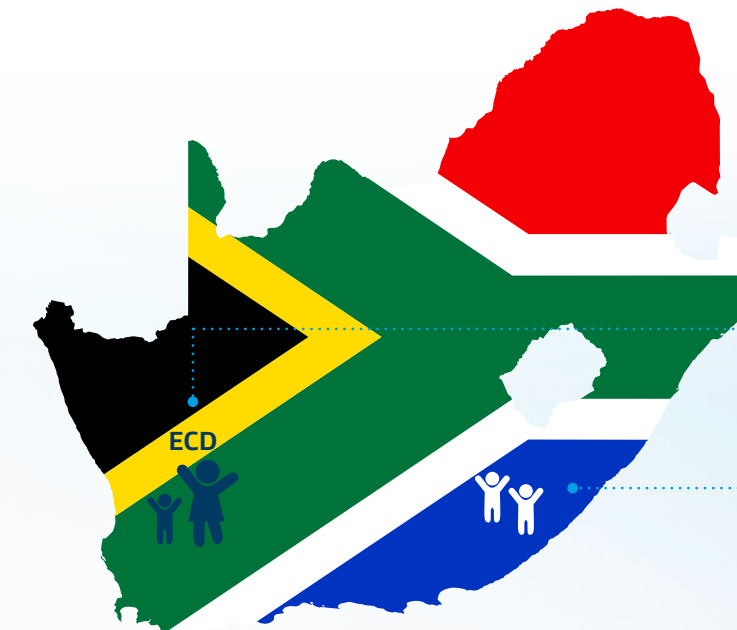
*The Accessible Gold Standard for ECDE: An Enabler for “Universal Access to Quality ECD” as Part of the Vision 2030 Strategy for the Department of Basic Education.*

The government’s Vision 2030 strategy for ECD indicates that there should be “universal access to quality Early Childhood Development focusing on poor and vulnerable children” (Department of Basic Education). This is crucial to change the current situation where over 1,3 million out of 7 million children are not in any early childhood or learning programme.

## What is the current situation?

Most young children live in households with low incomes.

Nearly half of these children live in rural areas or areas with poor infrastructure.



7 million 0-5-year-olds in South Africa

Nearly 3 million aged 0-5 years attend an early learning programme (ELP) or Grade R.

About 1,3 million children aged 3-5 years are not attending an ELP.



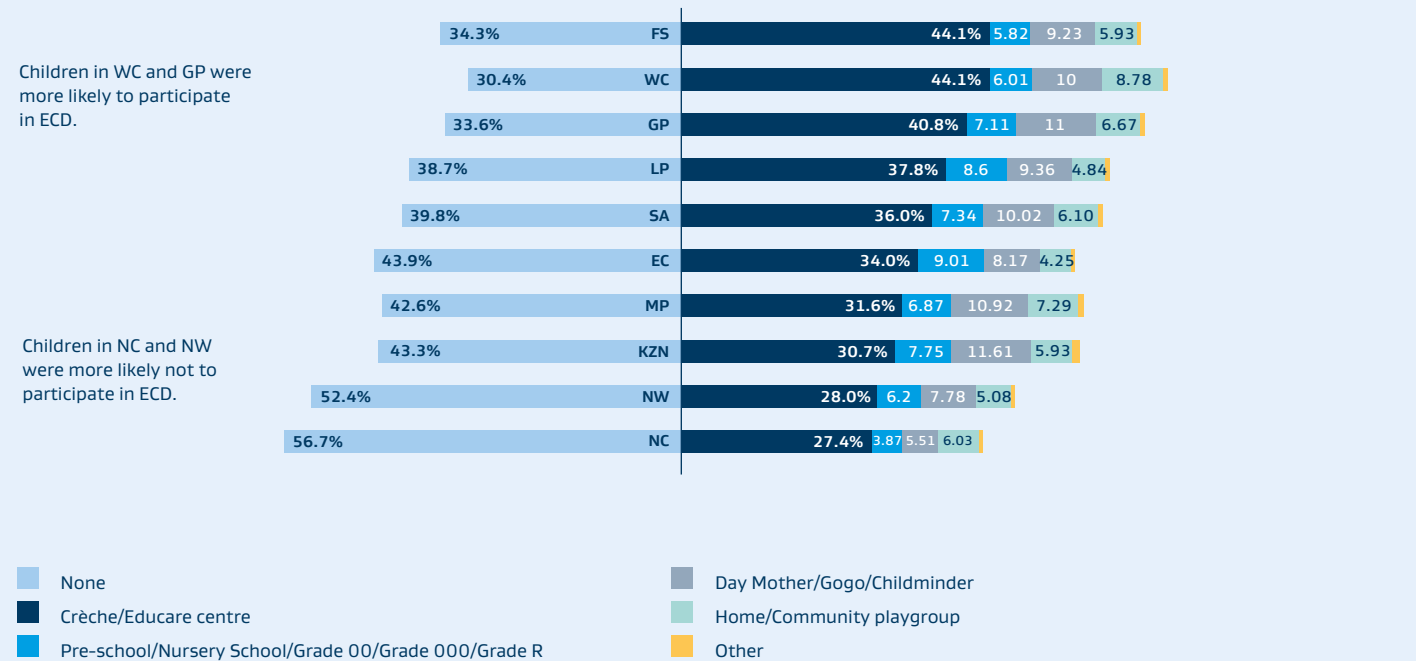


Statistics SA indicates that 60% of children aged 0–4 years had some access to Early Childhood Development programmes in 2022, with most of these children residing in urban areas in Gauteng and the Western Cape. Sasol operates in some of the rural areas of the country where access to ECD is less than 50% (see graph below). This is why it is important for Sasol to continue investing in ECD.

**Six out of 10 children aged 0–4 years had access to some form of Early Childhood Development (ECD) programme.**

0–4 years attending an ECD programme by province, Census 2022

CENSUS 2022



Children in WC and GP were more likely to participate in ECD.

Children in NC and NW were more likely not to participate in ECD.

- None
- Crèche/Educare centre
- Pre-school/Nursery School/Grade 00/Grade 000/Grade R
- Day Mother/Gogo/Childminder
- Home/Community playgroup
- Other

The above data highlights the importance of investing in early learning and ensuring that our interventions meet the required standard of early childhood learning to prepare children for Grade R and beyond.

Sasol has supported over 344 ECD centres in the past five years in our fenceline communities. While our interventions have enabled many of these centres to meet the basic registration requirements and become largely functional, similar to other offerings in the market, the quality of learning, as highlighted, remains a challenge. We cannot continue to do more of the same and hope for a different outcome.

Our vision inspired us to develop a catalytic solution to the challenges highlighted by both the Department of Basic Education, other stakeholders in the sector, as well as the findings of our baseline assessment conducted in 2022 which revealed that:

- A large number of children are not in any early learning programme.
- The quality of the early learning programmes (ELP) is uneven and generally poor in low-income communities.
- The provision of early learning depends on private and non-government organisations.

The Foundation views the development of a best-in-class ECDE model as an opportunity to pilot a quality ELP that anchors STEM teaching and learning in early education and serve as an Accessible Gold Standard for scalable quality ELPs.

In conclusion, we look forward to the implementation of new ECDE gold standards that seek to enhance Early Childhood Development and Education as an anchor for STEM careers that will cultivate passion for science and technology from a young age.

Our interventions will strive to support the DBE’s intent to increase access to quality early learning programmes and care for all children in a range of spaces. We will contribute to ensuring that we continue to support the training of the practitioners and managers, the implementation of the National Curriculum Framework and extending access to resourcing using multiple modalities. We will also drive compliance and ensure that the centres that we support are safe, stimulating and offer experiences that prepare children to reach their full potential.





## b STEM in schools

According to the Department of Basic Education, over 40% of the million learners who start public school in South Africa each year drop out before reaching matric. This necessitates interventions at the foundation and intermediate phases to ensure that our young people stay in school until they complete matric. In addition, it is crucial to pursue STEM education in order to open a world of endless opportunities for young people because STEM:

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

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

Currently, there is a significant gap globally in the performance of African learners in STEM 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 African learners achieve minimum proficiency levels in mathematics compared to 58,11% in the rest of the world. The Foundation recognises the pivotal role of STEM education in economic advancement and development. We believe that our partnership with government and other organisations will promote and improve STEM education from primary school level, serve as a catalyst for positive change and contribute to South Africa's growth and global competitiveness.

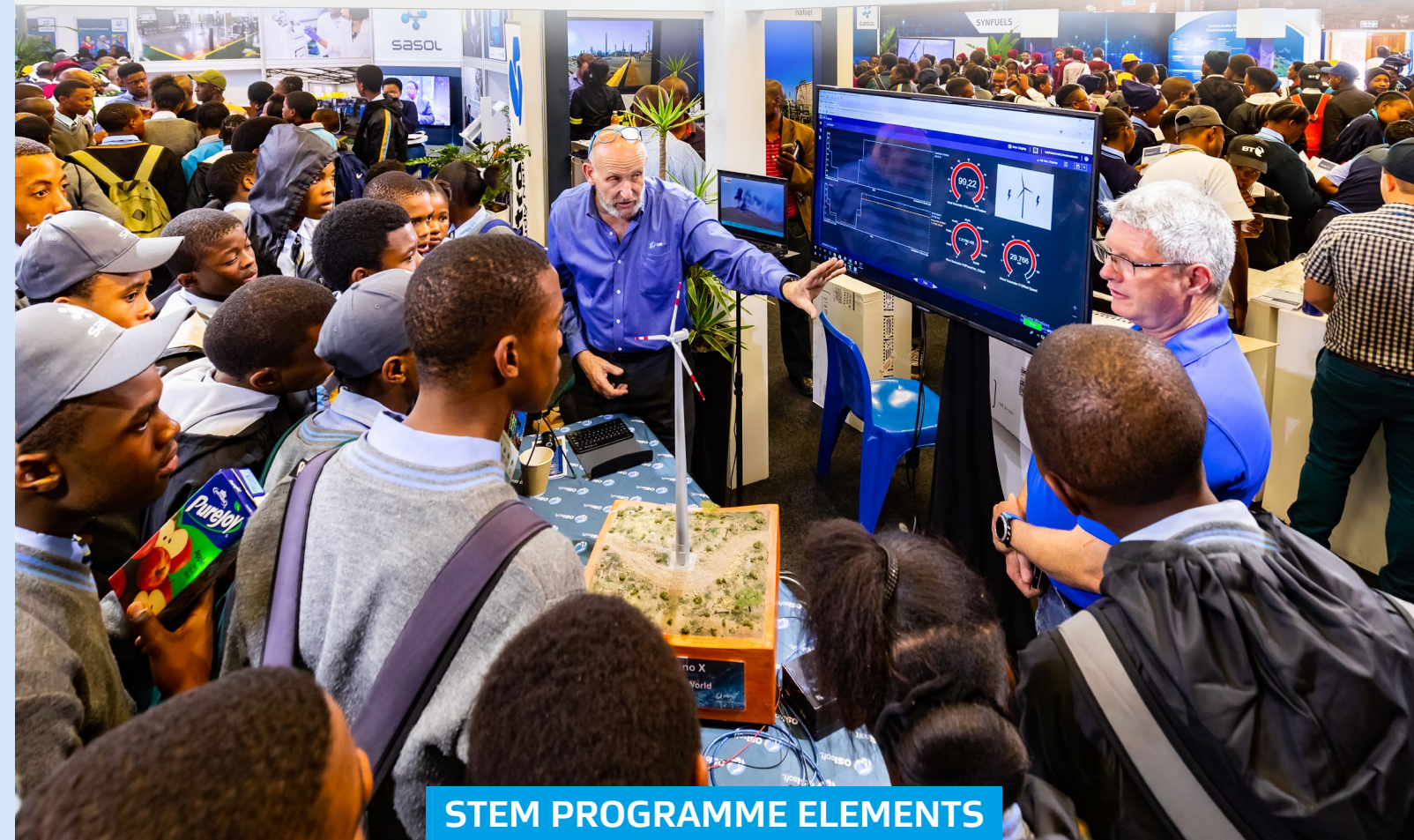
### Why we intervene in STEM education

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.

### How we intervene in STEM education

The STEM in Schools programme addresses systemic challenges that relate to lack of capacity among educators and the lack of teaching and learning resources in schools. We intervene by 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) in schools
- ✓ Learner and teacher development
- ✓ Resource development
- ✓ Career education



### STEM PROGRAMME ELEMENTS



**Teacher Development**



**Career Guidance**



**Learner Development**



**Education Resources**

- ✓ Books and textbooks.
- ✓ Robotics and 4IR enablement.
- ✓ Mobile Science laboratories.



**Leadership Development**



## STEM in Schools Key Highlights



# 1 356 learners

from 10 schools in Mpumalanga benefited from the mobile laboratory.



# 17 schools

in Goven Mbeki, Dipaleseng and Lekwa municipalities were supported in conducting prescribed and recommended experiments in Physical Sciences and Natural Sciences.



# 41 schools

this year received online classes, including the installation of smart boards and internet connectivity.



# 140 schools

participated in the **Energy Innovation Schools Competition**, where learners developed and presented science projects on renewable energy.

## What did we achieve?

### Mobile Science Laboratory

- Training on conducting CAPS-aligned science experiments was provided to 47 facilitators from three universities and 44 science centres across the country.
- National training of mobile science laboratory facilitators took place at the South African Association of Science & Technology Centres (SAASTEC) conference in November 2023.

### 4IR in Schools

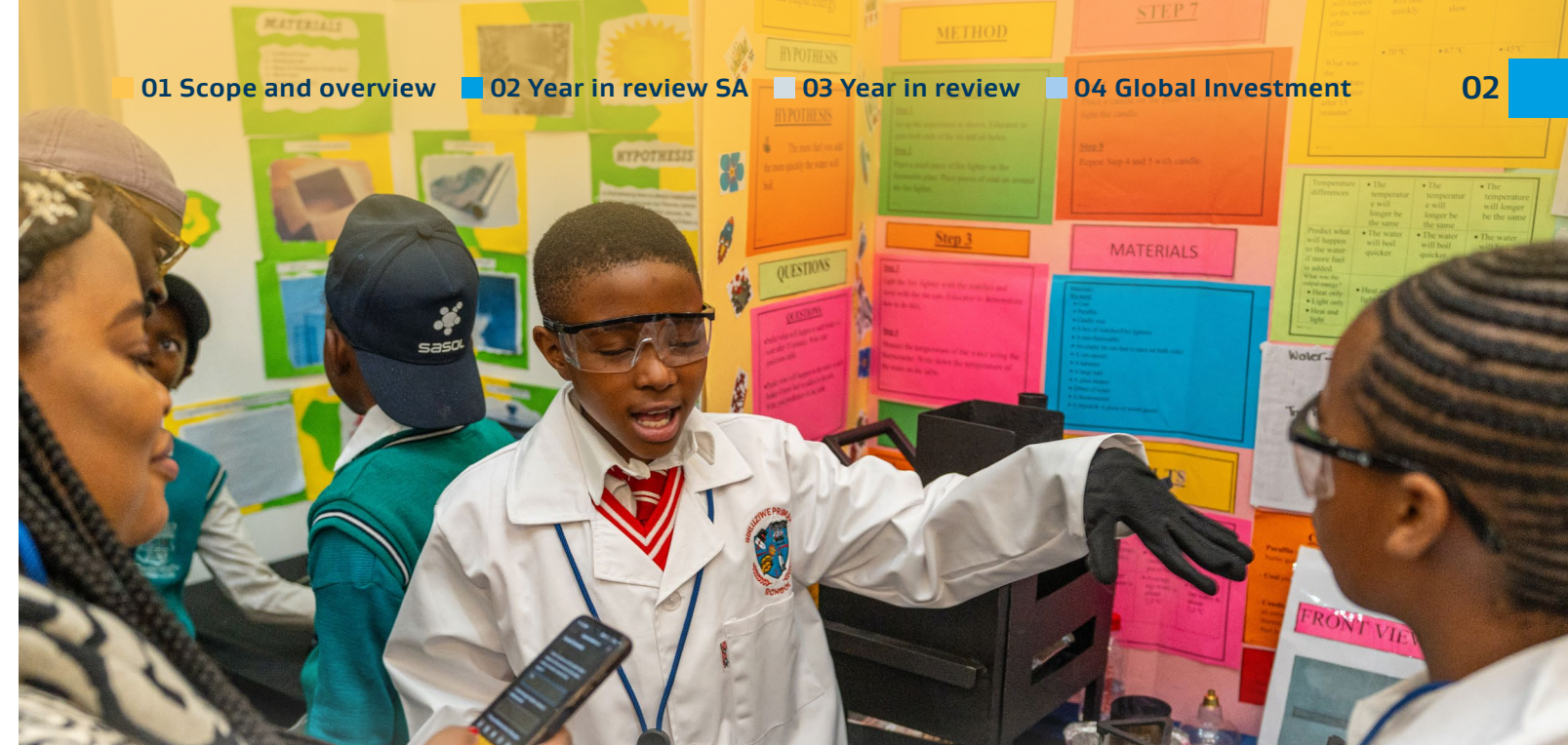
- The Sasol Foundation established coding and robotics labs in 5 schools, 1 science centre and 1 teacher's centre to support the introduction of coding and robotics curriculum in public schools. To date the labs have been utilised to train teachers and enable learner participation in coding and robotics competitions in KwaZulu Natal, Gauteng, Free State, Northern Cape and Limpopo.
- The Sasol-founded Osizweni Education Resource Centre developed a module for virtual and unplugged coding, which is used in schools.
- Osizweni further presented at the national Department of Basic Education seminar on coding and robotics to share lessons learnt on supporting schools during the pilot of the curriculum in public schools.

### Learner Development

- Completed the installation of a studio in Gauteng North District to enable the rollout of online extra lessons in schools around Ekandustria. This will assist all participating schools in offering mathematics and science extra lessons.
- Sasol supports learners with mathematics and science online classes in over 30 schools in Mpumalanga, this includes out-of-school youth registered for matric rewrites.
- In the Free State, our implementing partner Boitjhorisong initiated a Grade 8 intervention programme which offers remedial support to learners to create a strong base for Mathematics learning and help them improve their performance.

### Sasol Energy Innovation Challenge

- 140 schools from across Gauteng North, Fezile Dabi and Gert Sibande education districts registered for the Sasol Energy Innovation Challenge, which unleashes the innovation of young people beyond the classroom.
- The finalists presented their proposals in August and the final winners were announced in September 2024.



## C Technical and Vocational Education Programme

### Why we support technical education?

- To contribute to closing the skills gap between theory and industry requirements and drive adaptability in a transitioning world, we aim to contribute to the human capital development of the country and increase the pool of skilled people in the STEM discipline.
- To support the development of technical and vocational skills while addressing the shortage of critical skills and mismatch between the demand and supply of skilled manpower in South Africa. We raise awareness about technical and vocational education in schools and TVET colleges, highlighting its contribution to the economy and enhancing individual employability. We help build capacity in these institutions and develop engineering-related skills in the sector.

### How do we do it?

- We support the **changing landscape of technical and vocational education and training**, influenced by climate change adaption and innovation, through:
  - ✓ Career guidance to students in the form of "try-a-skill" activities, fostering interest in technical and vocational skills.
  - ✓ Enhancing 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 educators to deliver curriculum using blended learning pedagogies.



**Resources - Equipment for technical workshops**



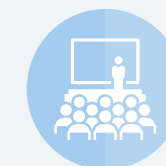
**Career Guidance**



**Work-integrated learning (WIL)**



**Teacher Development**



**TVET College Lecturer Development**



**Learner Development**



## What did we achieve?

### Key Highlights

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 and vocational education to succeed in the South African education system.

The Technical Education Portfolio focuses on Technical and Vocational Schools and Technical and Vocational Education and Training (TVET) Colleges programmes, which are designed to develop the skilled workforce of the country, particularly in the STEM discipline.



Over **14 000 learners, 300 teachers** and **800 lecturers** benefit from our **13 Technical Schools of Excellence Network (TechSENet)** schools in Mpumalanga, Gauteng, Limpopo, and Free State.



We attained an average pass rate of 86% for the 2023 academic year and 100% for technical subjects. These are **low- or no-income schools in rural and urban areas with limited resources.**



**Five technical schools** workshops were equipped with state-of-the-art equipment in Limpopo, Mpumalanga and KZN to enable learners to practically understand what they are studying.



**Three schools** received plumbing equipment supplied in partnership with the Institute of Plumbers South Africa (IOPSA), following an audit of plumbing resources in schools.



**26 electrical engineering** lecturers from Flavius Mareka and Gert Sibande TVET Colleges completed renewable energy training. This will give them better practical knowledge when teaching students.

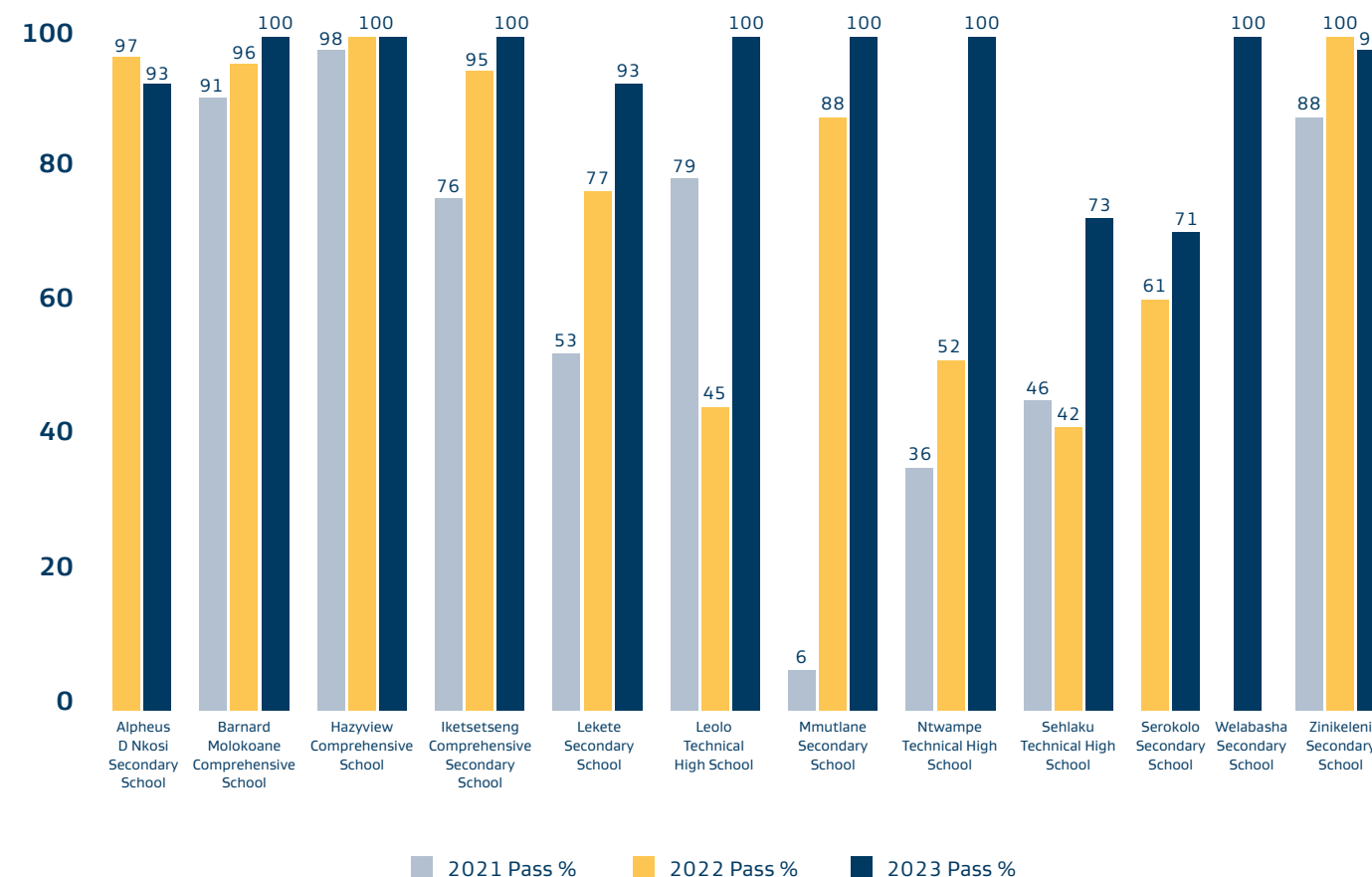
## TechSENet schools

The TechSENet programme focuses on transforming ordinary schools into fully-fledged technical/vocational schools. John Orr Technical High School was used as a pilot in 2012 for this programme, and the network has now expanded to 13 schools after the partnership with Kagiso Trust. The programme focuses on teacher support, learner support and technical workshop resourcing. Our schools with Kagiso Trust are in the Free State, Gauteng, KZN, Limpopo, and Mpumalanga provinces.

The 13 schools in the network support over 14 000 learners. In 2023, we achieved very good results with an overall average pass rate of **86%**, up from **83%** the previous year. Our TechSENet schools have delivered **100%** average pass rates in technical subjects, except for Engineering and Graphics Design (EGD), although the pass averages in this subject have either remained at **100%** or improved due to the training we provided.

**Performance in Technical Maths has shown significant improvement, with half (seven) of our schools achieving a 100% pass rate following our interventions.**

**Below is a graphic illustration of the improvements:**



2021 Pass % 2022 Pass % 2023 Pass %

Our partner in the TVET Colleges is:







## Building the Technical Workforce: Teacher Development and Infrastructure Support

- **10 Electrical Technology teachers** from partnership schools attended five days' product training on equipment purchased for the refurbished workshop at Alpheus D Nkosi Secondary School in Bethal.
- We also launched the assessment for Artisan Recognition of Prior Learning (ARPL) for teachers, which assists in recognising retired artisans who wish to teach or transfer skills to the technical schools network. This is done in line with the Department of Education (DOE).
- **Nine Plumbing teachers** from four schools attended training and were assessed on trade theory. The teachers performed at an average of 74%, which falls short of acceptable standards for skills development. A training plan has been implemented to address the content and skills gap, and equipment was purchased to enable teachers to facilitate hands-on practice.
- **Five workshops** were equipped with state-of-the-art equipment in Limpopo, Mpumalanga and KZN this year.

## TVET College Intervention

To build skills of the future, we have invested in engagements with TVET Colleges in various areas over the past two years. Several programmes have been conceptualised following these engagements to assist TVET Colleges in developing the skills required to address the challenges presented by climate change and the country's energy crisis. An intervention framework was designed to address the challenges and needs of the TVET sector that were identified. Some of the interventions are outlined below.

- The agreement with University of Johannesburg (UJ) to deliver a Renewable Energy Short Skills Programme in mounting and installation of solar programmes, energy efficiency, and entrepreneurship was signed.
- 26 electrical engineering lecturers from Flavius Mareka and Gert Sibande TVET Colleges attended block training, which was completed in March 2024.
- Six lecturers (two from Flavius Mareka and four from Gert Sibande) were selected to attend the PV GreenCard™ training and assessment in July. The PV GreenCard™ programme/training and assessment is an industry-led quality assurance, skills development and small business support initiative. The programme focuses on skills development and training to build installer capacity and improve installation quality standards and compliance in line with local and international best practice. The PV GreenCard™ is an as-built report issued to the Solar PV system owner by certified PV GreenCard™ installation companies upon the completion of a solar PV installation. The PV GreenCard™ captures equipment, system design and performance information at project completion.

## Teacher Assistant Programme

- 68 teacher assistants (64% workshop assistants and 36% laboratory assistants) were employed in our technical workshops. Induction was completed and all assistants were provided with personal protection equipment (PPE) (dustcoats, gloves and shoes), while workshop assistants were provided with toolboxes.

Teacher assistants play an important role in supporting teachers in preparing and conducting practical work. They also provide an extra pair of eyes to ensure learner safety in labs and workshops. There are two types of teacher assistants we fund through our programme:

- **School laboratory assistants** - They work with the teacher to prepare experiments, perform stocktaking, dispose of obsolete chemicals, and maintain good housekeeping after each laboratory session.
- **School trade workshop assistants** - They prepare tools and equipment for practical assessment tasks, perform stocktaking, order consumables, provide basic maintenance of equipment and machinery, and maintain good housekeeping after each workshop session.

As we make strides in technical education development, we strive to facilitate articulation for high school graduates to Post School Education and Training (PSET), including TVET Colleges and apprenticeships and not with universities. We advocate for National Certification: Vocational (NCV) level 2-4 courses to be offered at school level instead of TVET Colleges as part of advancing the 3-Streams Model and avoiding duplication in articulation. As we enter the end of the **Decade of the Artisan** and the last five years of the NDP 2030 target of 30 000 artisans per year, a more accelerated mode is envisaged.





## d Tertiary Education

### Why do we invest in tertiary education?

- To develop a pool of skilled graduates who respond to the needs of the industry and contribute towards closing the skills gap in the country and in our fenceline communities.
- To increase access to tertiary education for financially needy and academically deserving youth, particularly those from previously disadvantaged groups.
- 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 do it?

- By creating access to tertiary education opportunities that equip youth with skills to enhance their employability and address the skills shortage in both industry and the country through:
  - ✓ Provision of comprehensive funding support for candidates pursuing STEM and non-STEM career studies linked to the future of work.
  - ✓ Work readiness and entrepreneurship support through enabling systems that produce graduate self-starters.
  - ✓ Research and infrastructure support, through the 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.

### Programme elements:



**Bursary and Scholarships**



**Research Resources**



**Research Training and Development**



**Student Wraparound Support**

- ✓ Graduate Development
- ✓ Mentorship Support
- ✓ Psychosocial Support
- ✓ Work Readiness and 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 become 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:
  - (1) Undergraduate bursaries.
  - (2) Postgraduate scholarships and research support.
  - (3) Student wraparound support.



**141 undergraduate students** were funded this financial year, all of whom received financial, academic and psychosocial support.

**52 undergraduate students** completed degrees and graduated.



A total of **20 postgraduate students** completed their degrees and graduated.

The **postgraduate programme** supported a total of **44 students**, which include 18 Honours, 12 Master's and 14 Doctoral students.



A total of **72 publications** were produced by HDIs during the 2023 academic year.

The lack of access to tertiary education undermines the broader economic development and social stability. Our bursary and scholarship programmes underscore the importance of social justice, equality, diversity and inclusion, with a mandate to recruit and support youth pursuing undergraduate studies at all 26 public universities, as well as postgraduate students undertaking Honours, Master's and Doctoral studies at five Historically Disadvantaged Universities: University of Venda, University of Limpopo, University of Fort Hare, University of Free State (QwaQwa Campus), and North-West University (Mahikeng Campus).





### Undergraduate Bursaries

This programme is designed to bolster the development of a pool of critical skills in STEM. Aligned with our **Vision 2030** strategic plan, the programme places emphasis on the acquisition of skills linked to the future of work, particularly within the realms of Green Economy/Just Energy Transition and future skills. As part of our value-add to Sasol's key stakeholders, the programme also supports STEM and non-STEM career studies for special categories such as qualifying children of Sasol Khanyisa shareholders, those from Sasol's fenceline communities, and children of Sasol employees.

- The total number of funded undergraduate students in **2024** is **120**.
- Continuous engagements are held with students to understand their challenges and successes, providing the required support and motivation, especially during the transition from high school to university.

### Postgraduate Science Fellowship Programme

This programme aims to develop a pipeline of next-generation Black science researchers and building research capacity at HDIs. The programme recruits and supports Honours, Master's, and Doctoral students pursuing degrees in Chemistry and Environmental Chemistry. Aligning with our Vision 2030 strategic objectives, the scope is being broadened to include disciplines such as Agriculture in terms of sustainability research. The programme is funded in collaboration with the National Research Foundation (NRF).

- The postgraduate programme supported a total of 60 students this financial year.
- An annual onboarding session was held with all the students in collaboration with the National Research Foundation (NRF) to orientate new postgraduates to the programme.
- The onboarding session also serves as a platform to introduce students to their mentors, who are subject matter experts within Sasol Research and Technology and other related business units such as Climate Change and EcoFT.

### Student Wraparound Support

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

- (1) Psychosocial and mentorship support.
- (2) Graduate development/work readiness support.
- (3) 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 critical in ensuring the development of future-fit graduates who can transition seamlessly into the world of work. Research training aims to enhance the research skills of postgraduate students enrolled in HDIs, while also strengthening research capacity and innovation at these institutions.

### Graduate Development and Work Readiness Support

- The Foundation is officially affiliated with SAGEA to channel Foundation bursars towards employment opportunities, as there is no work-back obligation.
- About 45 undergraduate students utilised psychosocial support services, which included career and personal counselling. Every student successfully completed their mandatory one-on-one check-ins with consultants and counsellors
- Some of our students attended the South African Graduate Employers Association (SAGEA) annual Grad Expo, as well as the Career Innovation Showcase for final-year students studying quantitative, science and engineering degrees.
- These events provide students with an opportunity to register on the SAGEA platform and connect with potential employers, where internship and graduate opportunities are shared.
- The possible careers are in Mathematical and Statistical Sciences, Computer and Information Sciences, or Software, Data, Electronic,



Mechanical/Mechatronics, and related science and engineering disciplines.

### Psychosocial and Mentorship Support

- All our students have access to individual counseling support to mitigate personal challenges that may impact academic achievement.
- We also launched a bursar peer support (peer mentorship) programme to assist first year students navigate transition into university life. Peer support is critical in ensuring that students set goals, improve performance, and stay on track with their studies.

### Research Training and Support

- Sasol Research and Technology donated chemicals and functional equipment to HDIs.
- A number of postgraduate students attended local and international conferences. The highlight was a Doctoral student from the University of Limpopo who attended the 6th International Caparica Symposium on Nanoparticles and Nanomaterials in Portugal, where he presented his research work on green energy production and storage.



# Sasol Learning and Development

## There are two main talent pipelines within the Sasol Learning and Development space:

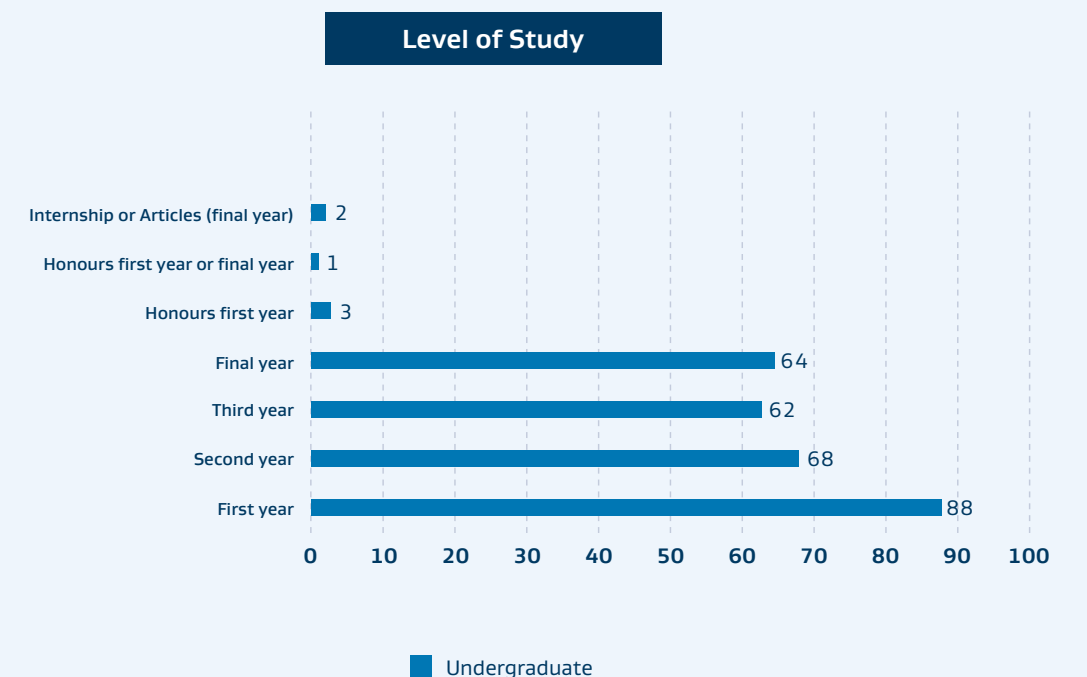
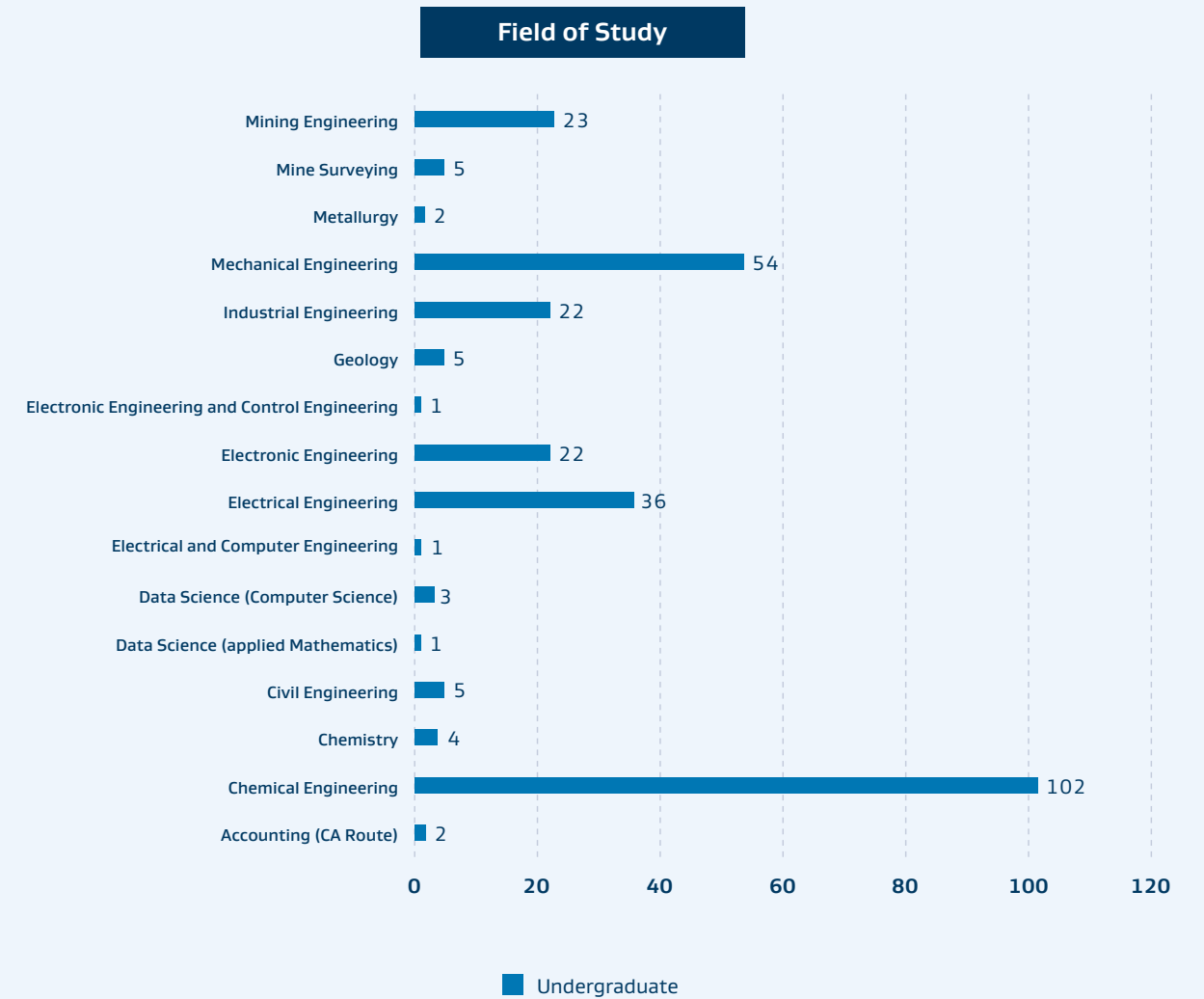
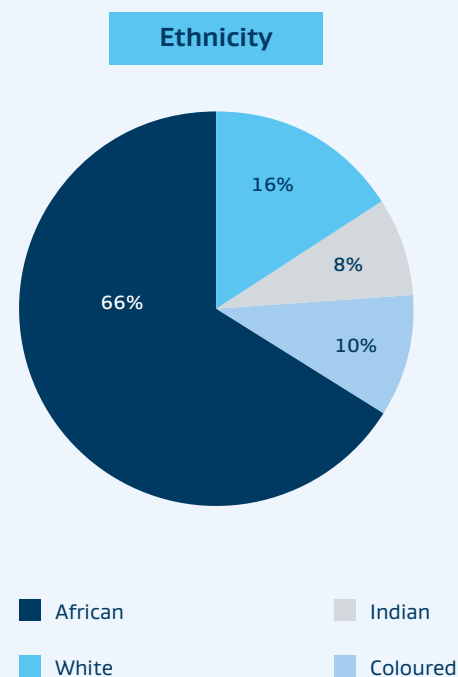
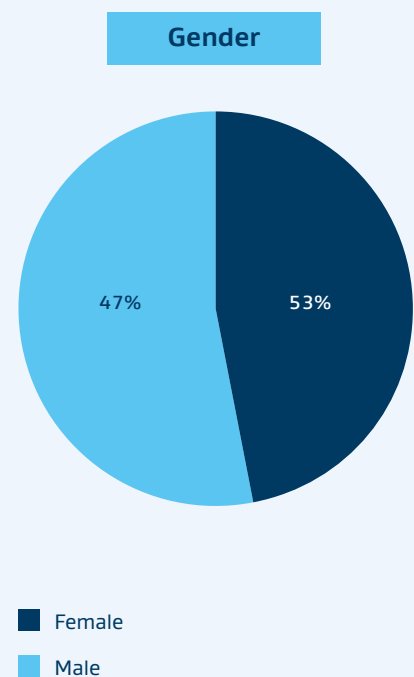
- The **Sasol Mainstream Bursary Programme** is a talent-based programme and provides support under the following initiatives:
  - Undergraduate Mainstream Bursary Programme.**
  - Postgraduate Programme.**
  - Psychosocial support (Therapy Now/Academic Discussions).**
- The Sasol Learnership programme.

## Sasol Mainstream Bursary Programmes

### (i) Undergraduate Mainstream Bursary Programme

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

In this financial year, the programme funded a total of 288 mainstream undergraduate students. Below is a graphical representation of the demographics, degree specialisations, and level of study for these undergraduate bursars.







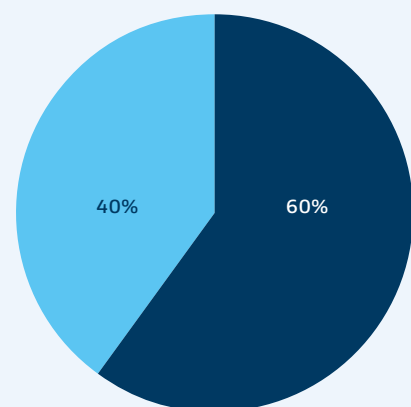
## Sasol Learning and Development (continued)

### (ii) Postgraduate

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

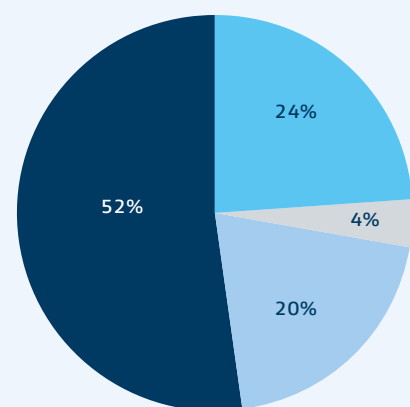
In this financial year, the programme funded a total of 288 mainstream undergraduate students. Below is a graphical representation of the demographics, degree specialisations, and level of study for these undergraduate bursars.

Gender



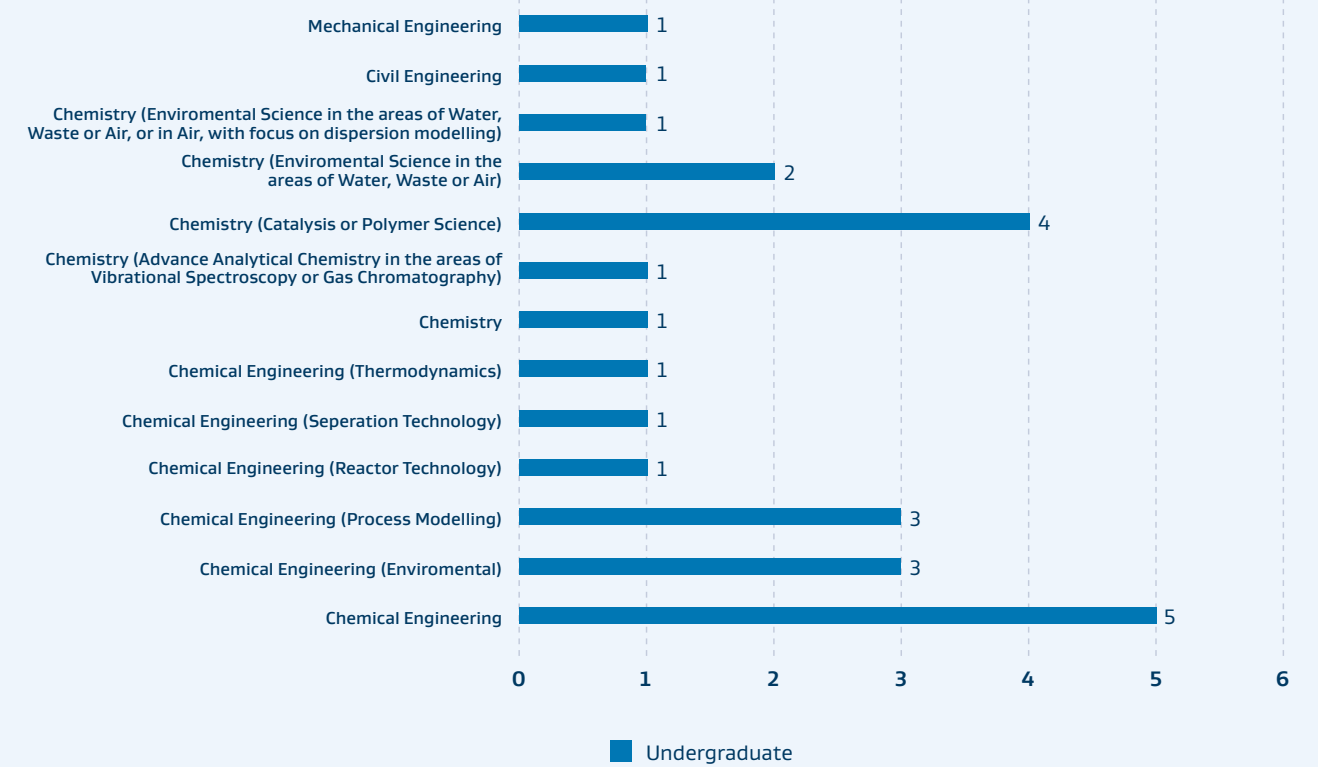
Female  
Male

Ethnicity

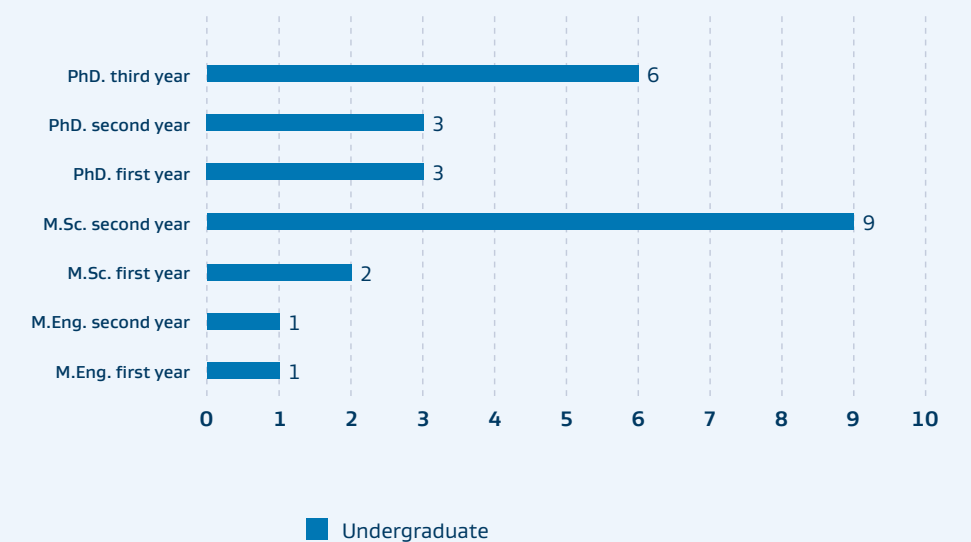


African  
White  
Indian  
Coloured

Field of Study



Level of Study





## e Sasol Research and Technology

### Employee Volunteering

28 research and technology (R&T) scientists and engineers are mentoring undergraduate and postgraduate students from the Sasol Graduate Development and Sasol Foundation Programmes as part of the Sasol employee volunteering programme. Students gain vital, technical as well as emotional support from this initiative.

- Our employees also lecture on subjects in which they have expertise at various academic institutions in South Africa.
- In addition, our employees do technical advisory support to the Sasol-NRF Research Grant holders, as well as the newly funded postdoctoral fellows Fellows and South African Research Chairs Initiative (SARChI) chairs.
- Our scientists and engineers also review applications for postdoctoral and chair calls.

### University Collaboration and Engagements

- As part of our university collaboration programme, we supported the Stellenbosch University Career Fair to advise learners on how to navigate challenges in their careers and how to access the support they require to succeed.
- We also supported the The Catalysis Society of South Africa (CATSA) 2023 and South Africa Chemical Institute (SACI) 2023 conferences, where our subject matter experts engaged with various academics to share valuable information needed to support research and development (R&D) in South Africa.



### Equipment and Chemical Donations to Academic Institutions

To enhance research and innovation in academic institutions, we donate equipment from our facilities to institutions that require them for the benefit of their students. In the past year, we donated:

- Reactor units to the Engineering Department of the University of Cape Town.
- Parr Reactor unit to the Department of Engineering at Monash South Africa's Roodepoort campus.
- Excess/redundant chemicals to eight South African universities.

As we continue to create tertiary education opportunities and build human capital for the future needs of industry and the country, it is imperative for us to embed graduate development, enterprise and entrepreneurship development that will enable our graduates to make successful transitions into the dynamic world of work, ensuring meaningful participation in the economy. We are optimistic that as the higher education sector reimagines post-school education globally, our local universities will, among other initiatives, accelerate the process to adapt curricula to meet industry needs and adopt new technologies that will ensure the development of a highly skilled and relevant future workforce.

Working with the National System of Innovation (NSI), we endeavour to advance our support for research and innovation, accelerating the development of green economy skills to address our energy challenges and create sustainable communities.



## 2 Bridge to Work

### Skills and Employability Programme

#### Why we invest?

About 33% of all economically active individuals in South Africa are unemployed. This represents approximately a third of the population, half of whom are young people. To better understand the problem in our fenceline communities, we conducted a study that revealed about 60% of the working population in our fenceline communities (Sasolburg, Secunda and Ekandustria) are unemployed.

While our operations contribute positively to provincial employment statistics, especially at the municipal level where Govan Mbeki Municipality (GMM) and Metsimaholo Municipality have higher employment levels than the provincial averages, many fenceline communities have over 60% unemployment, with 50% of residents receiving grants. Self-employment is low (7-8%), but 25% of households have some form of small business (formal or informal). Very few households have a direct income from mining (through employment or a business that supplies mines), with the highest levels found in GMM.

The results of the baseline study highlight the importance of focusing on programmes that increase employability in society. Our Bridge to Work (BTW) Employability Programme targets the unemployed, with a particular focus on youth and women, to provide them with critical skills that will enable them to either gain employment or start their own businesses. The goal of the programme is to help fenceline community members and affected Sasol employees access meaningful work opportunities that can be converted into small businesses through structured development initiatives.



The unemployment rate stands at 32,9% and about half of the economically active youth population in our fenceline communities are unemployed and this is why the Bridge to Work Programme is important to create employability in our communities.

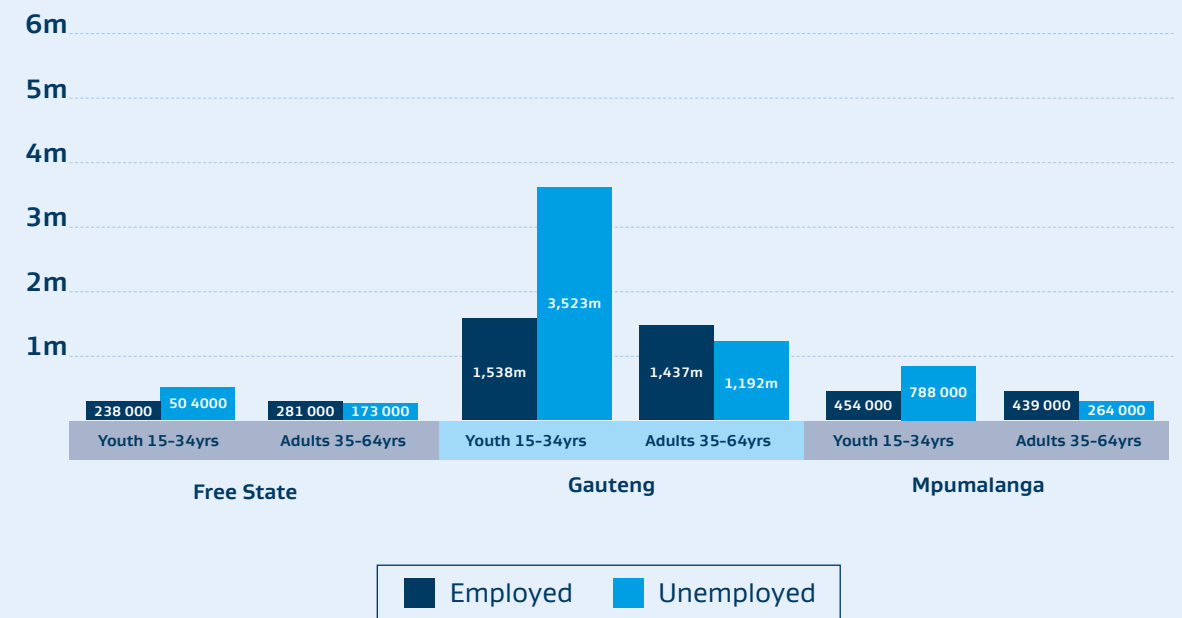
41,2 million  
People working age in South Africa (15-64 years old)

Source: Quarterly Labour Force Survey (QLFS) Q1 2024

Labour force		Not Economically Active	
25,0 million		16,2 million	
Employed 16,7m	Unemployed 8,2m	Discouraged work seekers 3,0m	NEA 13,1m

The International Labour Organisation (ILO) hierarchy categorises people into three mutually exclusive groups: employed, unemployed, and not economically active (NEA), which includes discouraged job-seekers. Individuals cannot belong to more than one group at the same time.

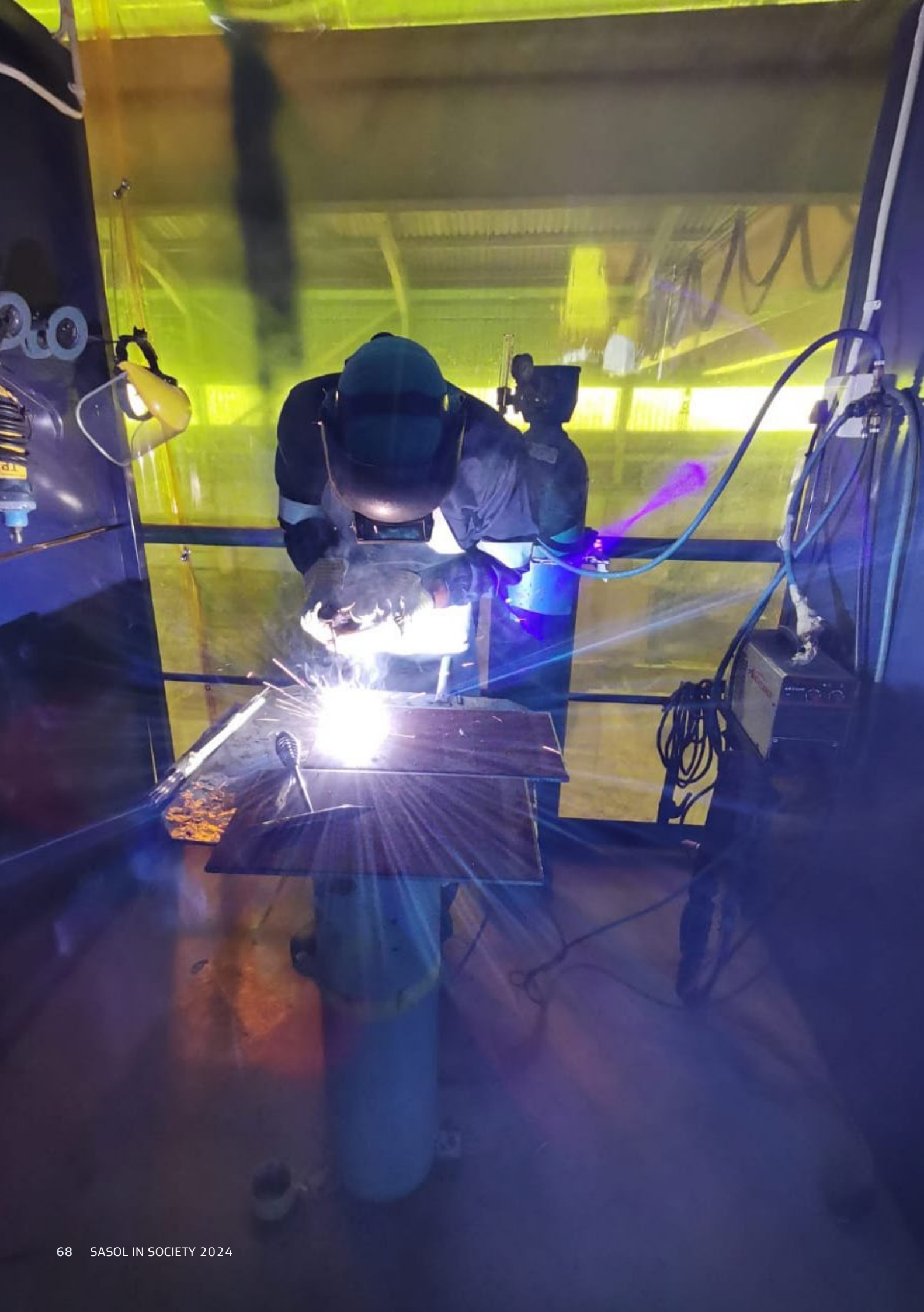
#### STATISTICS SA QUATER 2 2024 DATA



In all our areas of operations in South Africa, youth unemployment is about twice the number of employed youth.

Unfortunately, unemployment, poverty and inequality remain key challenges, with an unemployment rate of 33,5% and 60,8% of youth being unemployed. This is critical for Sasol, as it ensures that all our programmes are targeted at making the economically active population, particularly youth in our fenceline communities, meaningfully engaged by equipping them with the right skills or training for employability or entrepreneurship. Johannesburg is the economic hub of South Africa, and houses the Johannesburg Stock Exchange (JSE), which includes the Top 40 listed companies in South Africa.





## What we invest in:

**Iphepe**

The establishment and growth of successful smallholder farmers through integrated support systems, ranging from technical learning to access to markets.



**Welding**

Training will be provided 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.



**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.



**Business Digital Services**

Youth from our Sasol fenceline communities will be assisted 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.



**Handyman Services**

Creating jobs for unemployed youth, unskilled school handymen and those in our fenceline communities interested in learning handyman skills.



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





**What did we achieve:**

**Iphepe Farmer Development Programme**

The programme focuses on establishing and growing successful smallholder farmers through integrated support systems, ranging from technical learning to market access. The integrated programme was launched in 2021 with 85 beneficiaries, to date, 202 beneficiaries have been trained. Over 90% of the trainees are youth aged 18-35 years from Secunda, Sasolburg and Ekandustria. The training focuses on farm business management, livestock, vegetable and poultry farming.

. A farmer's day was organised for the Secunda farmers to help them connect with different stakeholders in the farming industry, including those specialising in markets and production inputs.

**Business Digital Services Programme (4IR Programme)**

This programme aims to promote entrepreneurship and employability by equipping candidates with the necessary technical and soft skills, as well as practical experience and work exposure. Youth from our Sasol fenceline communities are assisted in acquiring applied technology skills to create scalable start-ups, build sustainable digital SMMEs relevant to their community, and secure employment where they can make a valuable contribution. The 4IR Programme is a comprehensive 15-month response initiative involving 60 individuals from the Mpumalanga and Sasolburg fenceline communities. The implementation approach includes the selection process, technical skills training, building entrepreneurship capability, skills training, and directing candidates into three separate streams: Global Start-Ups, SMMEs (Small, Medium, and Micro Enterprises) and employment.

The technical training focuses on data science, coding (software development), robotics AI, and drone piloting. The suitability of candidates for each stream is determined by aptitude assessment

results and their performance in the technical and entrepreneurship training.

**The key objectives of the programme are:**

- To create a minimum of four viable 4IR global start-ups that are ready to raise funding.
- To establish a minimum of 16 registered SMMEs that are ready to trade in the market.
- To place a minimum of 20 individuals in work opportunities within six months of completing the programme.

59 beneficiaries have completed training and graduated. 11 beneficiaries have started businesses and five of them have received R6 million in funding from our partners, American Tower Cooperation (ATC) and Mimecast. 8 beneficiaries are employed from the programme.

In addition to the physical programme, a virtual programme has been launched as an extension of the 4IR programme to assist extended community members in accessing employment opportunities through digital technology. The targeted

communities include Ekandustria, KZN and the Northern Cape. This specifically targets matriculants or graduates who want to study robotics, coding and data science.

**Welding Programme**

The welding skills programme aims to create qualified welders equipped to meet the required skill levels for new and existing projects in the Mpumalanga and Free State provinces. It also promotes skills development in the local and surrounding communities while generating employable youth aligned with pivotal skills shortages.

- ✓ The Welding Programme consists of coding deliverables for structural welders, single-coded welders and double-coded welders.
- ✓ Structural welders will be able to weld a single process in all assumed positions. This first step of becoming a welder teaches the fundamentals of welding symbols and defects, pool reading, and understanding the different processes.





- ✓ Single-coded welders will build on this foundation, introducing a different welding process, such as welding carbon steel pipes.
- ✓ Double-coded welders advance further in the pipe welding trade, beginning to weld exotic metals such as stainless steel.

20 young people were enrolled in the programme; however, two dropped out, leaving 18 who completed training and are certified as double-coded welders. This year, the welders were entered into the Sasol database and received the Sasol stamp of approval. All participated in the 2024 Sasol shutdown. Of the 18 beneficiaries, 10 have been absorbed by Plant Design and Project Services (PDPS) in a fully funded apprenticeship. The remaining eight beneficiaries will participate in a funded Sasol apprenticeship programme. Upon completion of the training, the beneficiaries will be fully artisans.

### Motor Mechanics Programme

This programme will produce certified motor mechanics who will contribute to the motor industry and be positioned to enter the renewable energy-powered vehicle industry. The training, which began in 2023, aims to recruit, train, and qualify 32 learners as artisans in Diesel and Motor Mechanic trades from the fenceline communities, with 14 learners from Secunda, of which one learner has already qualified through ARPL, nine from Ekandustria, and nine from Sasolburg.

- Beneficiaries are split into two groups:
- Those without technical training follow the full apprenticeship route, completing theoretical training at a training centre (Qualitas Training).
  - Learners with at least N2 in diesel or motor mechanics follow a three-year work experience route before attempting the trade test to qualify.

A total of 24 beneficiaries (16 males and eight females) from Ekandustria, Secunda, and Sasolburg have been recruited for the programme. Of these,

seven are in training with private institutions, and 17 have been placed with private companies for work-integrated learning.

Beneficiaries who had only completed Grade 12 and had no prior technical experience were given the opportunity to receive theoretical, workshop, and hands-on training. The programme also provides business development support to existing beneficiaries in townships who have started small businesses, aiming to create jobs for unemployed youth and those in our fenceline communities interested in learning handyman skills. Two existing SMMEs received grants from SEDA for equipment and machinery to the value of R500 000 and one SMME received a loan worth R 1.2 million.

### Handyman Programme

The programme focuses on developing key trade skills expected from a handyman, preparing beneficiaries for professional maintenance services that are client-focused.

In addition, it is designed to equip individuals with essential maintenance and repair skills applicable in residential, commercial, and industrial settings. The comprehensive programme covers a wide range of practical skills, including basic plumbing, electrical repairs, carpentry, painting, and general maintenance tasks. Participants receive hands-on training from experienced professionals, ensuring they gain the confidence and competence needed to handle common handyman tasks safely and efficiently.

#### The programme provides technical skills training that supports unskilled, semi-skilled and skilled workers within the following scope:

- ✓ Inspection and use of tools
- ✓ Materials management
- ✓ General maintenance
- ✓ Civil and construction

✓ Electrical maintenance  
**The programme is implemented in three phases:**

- Phase 1 – Theory
- Phase 2 – Simulations
- Phase 3 – Work Integrated Learning

A total of 39 beneficiaries – 19 from Sasolburg and 20 from Secunda – were trained in the Handyman Services Programme. Of these, 39 beneficiaries (17 males and 20 females, all youth) completed training and graduated. One dropped out, and one has been permanently employed after the training.

### Social Employment Fund

The Social Employment Fund (SEF2) project was implemented in collaboration with the Impact Catalyst and Industrial Development Corporation (IDC). The project trained and employed 161 participants who met the criteria to clear alien invasive plants in the Free State. Furthermore, eight potential business owners were identified to develop sustainable businesses through this project.

The target for the project was to train and provide temporary employment to 167 participants. Six participants dropped out, leaving 161 participants (74 males, 87 females, and 97 youth) who successfully cleared alien and invasive plants in the Free State (Metsimaholo Municipality).

To date, 285 hectares of alien invasive plants and 455 hectares of litter have been cleared.



## Sasol Bridge to Work Welding Programme: Case Studies and Impact Analysis

### Partnership Overview

Sasol has partnered with Plant Design and Project Services (PDPS) to implement the Sasol Bridge to Work (BtW) Welding Programme, a welding apprenticeship initiative accredited by MerSETA. Founded in 2007 in Secunda, PDPS specializes in multi-discipline engineering design, consulting, project management, and construction.

### Selection Process

The selection process for the Sasol BtW Welding Programme is rigorous and competitive. Advertisements are strategically posted on social media platforms and the PDPS website to attract a diverse array of applicants. Prospective candidates are given the opportunity to present themselves to assessors, allowing them to demonstrate their enthusiasm and potential for success in the program.

### Program Overview

The program initially funded 20 students, with a curriculum tailored to address the specific needs of the local industry. Although two students resigned during the course, 18 remain on track for graduation. This initiative is particularly significant for individuals from fence-line communities, equipping them with the skills to become double-coded welders and artisans. Following their certification as double-coded welders, participants were enrolled in an apprenticeship to further refine their skills and qualify as artisans.

### Student Experience and Challenges

Many students begin with limited knowledge of professional welding, often misunderstanding the distinctions between workshop welding and informal practices they have observed in their communities. This misconception can present challenges for instructors, who must motivate and guide students through their learning journey. Instructors emphasize the importance of practice,

encouraging students to repeatedly return to their workstations, reinforcing that persistence and dedication are essential components of their success.

### Outcomes and Impact

The Sasol BtW Welding Programme provides a platform for students to showcase their commitment to personal and professional growth. Through rigorous training and ongoing support, Sasol empowers students to create employment opportunities for themselves, addressing the industry's urgent demand for qualified welders.

### Case Study: Jennifer Phetla Mmabatho

Jennifer Phetla Mmabatho, a resident of Embalenhle, sought employment to support herself but initially lacked a clear understanding of the welding trade. Her perspective transformed significantly upon joining the Sasol BtW Welding Programme. The program provided her with hands-on experience and structured training, which helped her realize the disparity between informal and professional welding practices. Jennifer acknowledges that the apprenticeship has been instrumental in shaping her career. It equipped her with valuable welding skills and clarified her career path, enabling her to set both short-term and long-term goals. As a result, she now possesses a well-defined trajectory in the welding industry, with enhanced employability and growth opportunities. Moreover, the program addresses broader social issues by providing essential skills that help tackle South Africa's high unemployment rate, particularly among females in Sasol's fence-line communities. By promoting welding as a viable career option for women, Sasol encourages and empowers them to pursue opportunities in this traditionally male-dominated field.

### Case Study: Thapelo Ramaotswa

Thapelo Ramaotswa, a Secunda resident, embodies the spirit of transformation through the Sasol BtW Welding Programme. His entry into the welding industry was unexpected yet filled with potential. After discovering the opportunity through a Sasol advertisement, he seized the chance to turn his aspirations into reality. Thapelo's training encompassed vital welding techniques, including stick welding, argon welding, and flux welding, which are essential for employment in the field. His prior knowledge was recognized through the Artisan Recognition of Prior Learning (ARPL), enabling him to write the trade test and qualify as an artisan. Thapelo demonstrates commitment to continuous improvement, eagerly learning safer, advanced technological innovations within the energy industry. His pride in graduating from the program reflects the dedication and hard work he invested in overcoming challenges.

### Conclusion

The Sasol BtW Welding Programme illustrates how targeted training initiatives can effectively address industry needs while empowering local communities. Through a robust selection process, comprehensive training, and continuous support, the program not only develops skilled professionals but also fosters an environment of lifelong learning and improvement. The success of the program underscores Sasol's commitment to assist its fence-line communities to acquire critical skills, enabling their participation in the economy.



## 3 Community Service Infrastructure

### a Access to community service infrastructure

#### Why we invest?

Sasol's community development programmes are based on the needs of those closest to our fenceline communities and guided by our desire to strengthen relationships with our stakeholders and regulators, which is a material matter.

While we recognise that it is not Sasol's primary role to provide municipal services, it is often the most marginalised members of a community who are impacted by a lack of access to service delivery. As a partner in the many regions where we operate, particularly in South Africa and Mozambique, we understand that we have a role to play in supporting and collaborating with local government efforts to create an enabling environment in which both communities and businesses can thrive. This is the reason we invest.

A recent community survey conducted on the key needs and satisfaction with public infrastructure reflected that our fenceline communities in Govan Mbeki and Metsimaholo prioritised roads as their main concern.



#### What we invest in:

- Infrastructure development.
- Health and wellness programmes for healthier communities who will be productive and, in turn, contribute positively to society.
- Programmes that promote mental and physical health, including initiatives addressing gender-based violence, disability programmes and drug abuse.

#### What we delivered:

- Upgrade of **500 seats** at the Secunda Stadium. This upgrade will assist schools and communities in the Govan Mbeki Municipality (GMM) during local, district and provincial sports events.
- Construction of an electricity substation in GMM. This substation will help improve the stability and reliability of electricity in eMbalenhle.
- **18** fully furnished mobile classrooms were handed over to **eight schools** and two ECDs in GMM.
- Replacement of asbestos surfaces, repairs of walkways and the roof, as well as painting of external walls at Wentworth Secondary School in KZN.
- Painting and plastering of walls, construction of a palisade fence, constructing of ablution facilities and roof repairs at Komatipoort Clinic and Cromati Combined School.
- Handed over **23** water tanks to **10** schools in Bethal (GMM) to mitigate water scarcity. A total of **7 127** learners benefited from this initiative.
- Repair of a **40 km** water pipeline in Bethal, which restored water pressure after the closure of four major leaks.
- Sasol upgraded the old concrete pipes, replacing them with more durable plastic pipes to ensure increased water pressure and expanded access to water for more households.



## b Community health and wellness services

### Why we invest?

According to the University of Cape Town (UCT), South African Child Gauge research, “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 not surprising, then, that more than one in 10 children in South Africa have a diagnosable and treatable mental health disorder. This includes depression, anxiety, post-traumatic stress disorder, and conduct, learning, and substance-use disorders. Half of all adult mental health disorders begin before the age of 14. So, we need to intervene early – in childhood and adolescence.

Our community health programmes focus on contributing to the improvement of the physical health and mental wellbeing of our communities. We understand that physical and mental health are crucial for society to thrive. This is why, in addition to building health infrastructure, we also implement programmes that ensure the psychosocial wellness of our communities is taken care of.



### What we invest in:

Our communities are located in areas that face some of the highest challenges related to drug use and physical abuse in the country. It is important for us to assist with interventions that support our communities in managing these challenges. This year, we contributed to improving our communities' health and wellbeing by investing in the following programmes:

#### Gender-based violence and femicide

- Based on our baseline study of the prevalence of gender-based violence and femicide in our fenceline communities, we continued our intervention and upgraded the Thuthuzela Care Centres in Evander and Sasolburg, at a cost of around R700 000.00. We also upgraded a safe house for children in Sasolburg at a cost of approximately R1,7 million and provided education to our young men and boys.
- The screening of “The What About the Boys” movie in Secunda attracted 200 boys while the “What

- About the Boys?” programme reached over 65 000 males aged 13 to 25, in the last three years.
- 30 Sasol male employees volunteered to mentor some of the boys who are part of the programme hosted the GBVF response fund for the release of their annual report at Sasol Place

#### Support for the Autism School

Sasol is supporting a school for children with autism. The aim of the programme is to enhance communication skills between parents, teachers and children with autism. This will help increase the skills and knowledge of the educators, potentially resulting in improved teaching effectiveness, better student engagement, and higher learning outcomes among the students they teach. Additionally, the programme aims to improve spelling abilities and communication skills among the learners.

- Three of the six educators at the school have completed the Spell to Communicate (S2C) training.
- 20 autistic learners are receiving S2C training.
- One parent has completed the training, while others are still undergoing training.

### Case Study:

#### Community wellness initiative for an improved quality of life

Sasol initiated a community wellness programme in Sasolburg, Secunda and Ekandustria, in partnership with the Department of Health. The aim of the project was to conduct 1 000 comprehensive health assessments, with a particular emphasis on optometry services, chronic disease awareness, and early detection of chronic diseases. The focus was to empower communities with knowledge that would help them access the necessary healthcare services from local clinics and government institutions before conditions worsened.

As part of the programme, we visited 11 sites in Secunda, five in Sasolburg, and four in Ekandustria through a mobile health facility for screening and optometry services (eye tests, hospital referrals for operations and the provision of glasses for those in need).

#### The project had three main activities designed to achieve its overarching goal:

- Chronic disease screening and education.
- Optometry services.
- Medical prescriptions and referrals.

- 1 027 patients were screened for basic chronic conditions.
- 908 patients received spectacles.
- Healthcare services focused on the identified chronic conditions and optometry.
- Spectacles were issued to 40% of the patients screened.

The Department of Health and the communities were pleased with the outcomes of the programme, as it reduced the backlog of people waiting to see optometrists at the hospital, saving many from having to travel to Welkom and Bloemfontein for tests.



4 Sasol for Good



Why we invest?

At Sasol, volunteerism is paramount. As an effective tool to change the world, we encourage volunteering as a way of contributing to the growth of local communities and working towards the achievement of the government’s Sustainable Development Goals (SDGs). Through Sasol for Good, we give our employees 40 hours of paid leave per annum for volunteering. 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 diverse abilities and expertise of our employees as volunteers in causes that empower fenceline communities and co-create sustainable livelihoods.

What we invested in:

- **Employee giving:** Employees give their time or money to causes, benefiting both the community and the employees themselves, who gain a deeper understanding of community issues, making them advocates for those causes.
- **NGO capacity building and philanthropic giving:** We support community NGOs by strengthening their capacity and through philanthropic contributions.
- **Philanthropy activities:** These activities are linked to our fenceline communities, where we donate to small communities, enabling them to continue implementing programmes that uplift their residents.
- **Community development initiatives:** Various initiatives, including the CANSA Shavathon, School Shoes Drive, and Festive Drive, are aimed at assisting our fenceline communities. We also collaborate with our franchisees on programmes close to their forecourts.

What we delivered:

- Almost 1300 employees, including Group Executives, participated in the 2023 Mandela Day event.
- The focus was on supporting vulnerable mothers and babies with a total of 9 578 comfort packs, (4 747 for mothers and 4 831 for babies) were packed on the day and distributed to vulnerable women and babies across the country.
- About R1,5 million was donated by 303 employees to 112 causes as part of our Sasol for Good Programme. This included Sasol’s contribution to match employee donations.





Why we invest?

Sasol has been the pre-eminent brand behind women’s football for the past 16 years. Our partnership with the South African Football Association (SAFA) is driven by a shared belief in the boundless potential of women’s football. In 2009, we shifted our focus towards the development of the women’s game, with the aim of enhancing the quality of women’s football nationwide. This began with grassroots initiatives through the Sasol League, extending all the way to the national team.

Our goal:

Our goal is to empower young women by enabling them to improve their lives through the transformative power of sports. Many of our athletes have progressed from the Sasol League, the crucible of women’s football development, to competing at international football clubs. This demonstrates the significant impact of Sasol’s partnership with SAFA on women’s football in the country.

Our involvement in women’s football exemplifies our core purpose in action. We are not merely sponsors; we are active participants in the development and advancement of women’s football.

Over the past 15 years, we have been part of the inspiring journeys of remarkable women who transitioned from playing in the Sasol League to representing the nation as Banyana Banyana players.

What we invested in:

- Sasol League
- Banyana Banyana
- Wheelchair Basketball

What we achieved:

Sasol League

The Sasol Women’s League is SAFA’s provincial women’s football league which was formed in 2009 when Sasol and SAFA entered into a partnership in support of women’s football. The league comprises of 144 teams competing across the nine provinces, with over 2 800 female players participating regularly.

This platform allows the Banyana Banyana technical team to scout and select the best players for the national teams, giving recognition to the ever-growing spectacle of women’s football.

The Sasol League continues to provide many female footballers with the opportunity to participate in regular competitive football throughout the year. League champions earn promotion to the Hollywoodbets Super League.

The University of Fort Hare was crowned the 2023 Sasol League National Champions on 22 October 2023. They achieved their greatest win by beating Lindelani Ladies 4-3 on penalties in the Sasol League National Championships final, claiming the title in their maiden National Playoffs. This victory awarded them the R200 000 prize and promotion into the Hollywoodbets Super League, alongside the runners-up Lindelani Ladies, who walked away with R100 000.

Wheelchair Basketball

Sasol entered into a partnership with Wheelchair Basketball South Africa 17 years ago, establishing a strong and mutually beneficial relationship that has delivered high-performance athletes who achieve excellence. Sasol fosters an inclusive culture by supporting people who are differently abled, and ensuring they represent South Africa at the global stage, demonstrating the indomitable spirit that nothing is impossible.



For more information on the wheelchair basketball journey, please watch this video:



<https://www.bing.com/videos/riverview/relatedvideo?q=wheelchair%20basketball%20paralympics%22024%20sasol&mid=DEB1ED5BEACDD0D1EF41DEB1ED5BEACDD0D1EF41&ajaxhist=0sasol&mid=DEB1ED5BEACDD0D1EF41DEB1ED5BEACDD0D1EF41&ajaxhist=0>



# 6 Economic Inclusion

## Our commitment

We are committed to leveraging our supply chain to advance the transformation imperative, ensuring the integration of small, medium and micro enterprises (SMMEs), as well as firms owned by Historically Disadvantaged Persons (HDPs), particularly in the areas where we operate.



### SIYAKHA FUNDING IMPACT

LOAN BOOK PERFORMANCE	Loan book balance as at June 2024	Loans approved as at June 2024	Finance cost savings as at June 2024
Standard loans:	R696,5 million	R85,3 million	R22,1 million
Purchase order loans:	R17,0 million	R55,2 million	R2,3 million

## Our performance

### Economic transformation in South Africa:

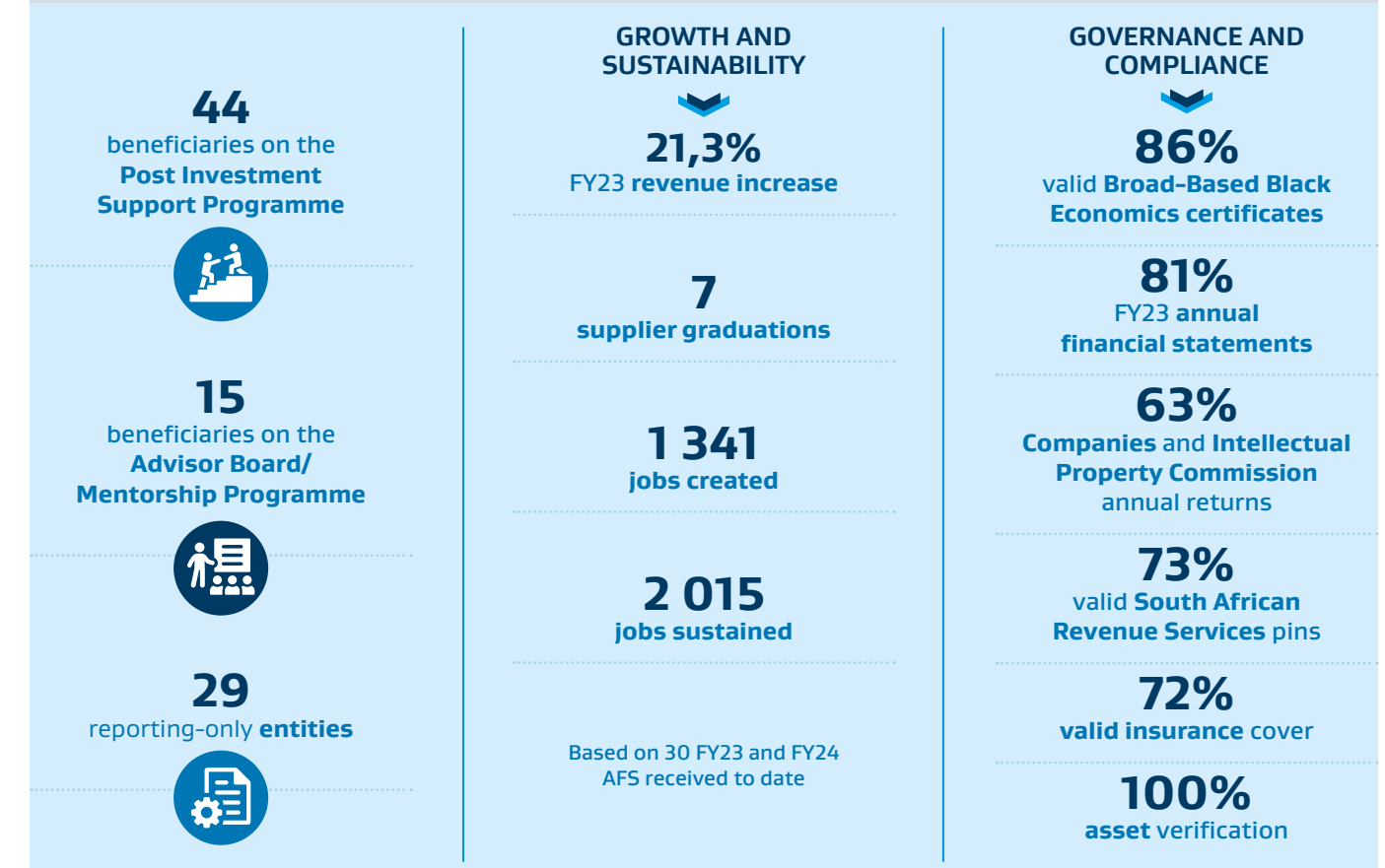
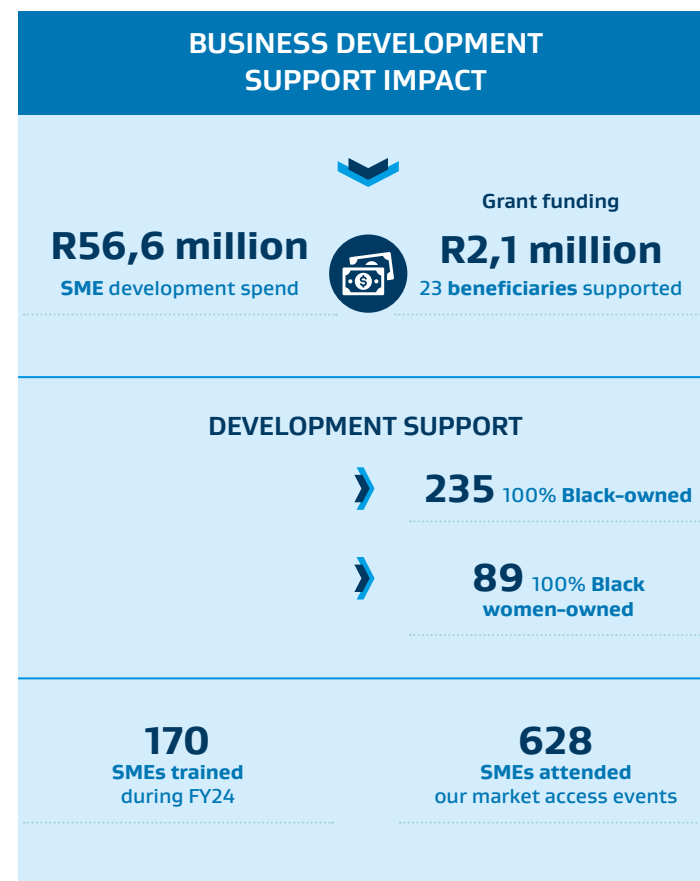
- We invested **R56,6 million** in development support.
- **R101,8 million** in funding was provided to **34** suppliers.
- The Siyakha Fund ended the year with **60** loan beneficiaries and a balance of **R713,5 million** in the loan book.

### The impact of our investment:

- **1 341** new jobs were created.
- **2 015** jobs were sustained.
- Small and medium enterprise (SME) revenue growth of **21,3%**, with a profit increase of **4%**, and an interest rate saving of **R24,4 million**.

### Broad-Based Black Economic Empowerment (B-BBEE) spend:

- Black-owned spend: **R44 091 million**.
- Black-owned women spend: **R27 188 million**.





## Case Study 1: Siyakha Trust



### Overview

Established in 2007, the Sasol Siyakha Enterprise and Supplier Development Trust serves as a comprehensive funding support mechanism aimed at empowering Black-owned businesses within the Sasol value chain. With a singular focus on fostering inclusive economic growth, the Trust:

- Fosters the creation, development, and accelerated growth of transformed suppliers, contractors, and entrepreneurs.
- Offers funding support, skills transfer (business, financial, and entrepreneurial), and embeds good governance practices in funded entities.

These objectives are pursued to enhance the capacity and viability of beneficiary businesses, driving their long-term success, and impact. This also contributes to our prioritised Sustainable Development Goals (SDGs) (decent work and economic growth) and (partnerships for the goals).

**In furthering its objectives, access is provided to the following:**

- **Grant funding:** Provided to qualifying businesses across various sectors to overcome financial hurdles and seize growth opportunities, with a focus on ESD Programme participants.
- **Post-investment support and mentorship:** Dedicated post-investment support and mentorship to equip businesses with sound

financial management practices and enhanced operational capabilities.

- **Tailored funding solutions:** Diverse funding options available beyond grants.

### Outcome

Over 1,2 million has been disbursed to SMEs over the Trust's lifetime. The Trust has significantly contributed to fostering economic empowerment and diversity. Its impact extends beyond financial support, with key achievements highlighting its role in advancing Sasol's sustainability objectives.

www For more detail, refer to our website: [www.sasol.com/esg](http://www.sasol.com/esg)

### Excellence in action

**Faithrich Logistics**, a 100% Black-owned SME in the Vaal Triangle, exemplifies the transformative power of the Trust. Sasol Siyakha Trust's R18 million investment in 2019 empowered Faithrich Logistics to consolidate debt, expand their truck fleet, and consistently meet repayment goals. This responsible management led to further support: a R3,3 million loan for a new building in 2022, and a recent R20 million loan for trucks tied to a new salt contract. This ongoing partnership fuels Faithrich Logistics' growth. Through the Trust, they have emerged as a significant player in the transportation and logistics industry and are now a regular Sasol supplier.

## Case study 2: Women in Mining Incubator Programme

### Overview

The Sasol Women in Mining Incubator Programme commenced in May 2023, aiming to empower South African female entrepreneurs leading SMEs, with the potential to join Sasol's supply chain. This initiative offers technical expertise, business development training, mentorship, and financial coaching to help SMEs grow and unlock their full potential, in line with SDG 8. Recognising the unique challenges faced by female founders, and aligning with SDG 5, the programme specifically addresses these hurdles while fostering job creation in the sector through tailored support, mentorship, and access to market opportunities.

### Key interventions and impact areas to the benefits of SMEs:

- Technical engineering expertise to support commercialisation and scale.
- Personal entrepreneurial development.

- Practical tools and strategies for business development and growth.
- One-on-one diagnostics, mentorship, and business financial coaching for developing SMMEs.

### Impact-driven stories:

#### Mining Indaba 2024

Participants were able to attend the 2024 Mining Indaba event, which fosters dialogue, knowledge exchange, and collaboration within the global mining community. Discussions focused on key issues, challenges, and opportunities. Participants gained exposure to topics such as investment, policy and regulation, sustainability and responsible mining, market trends and commodity prices, technology and innovation and exploration and development. The Indaba also featured a "Leveraging technology to accelerate women in mining" showcase, highlighting innovative stations and sustainable practices that support women in the mining sector.

www For more information on our impact and case studies, refer to our website: [www.sasol.com/esg](http://www.sasol.com/esg)





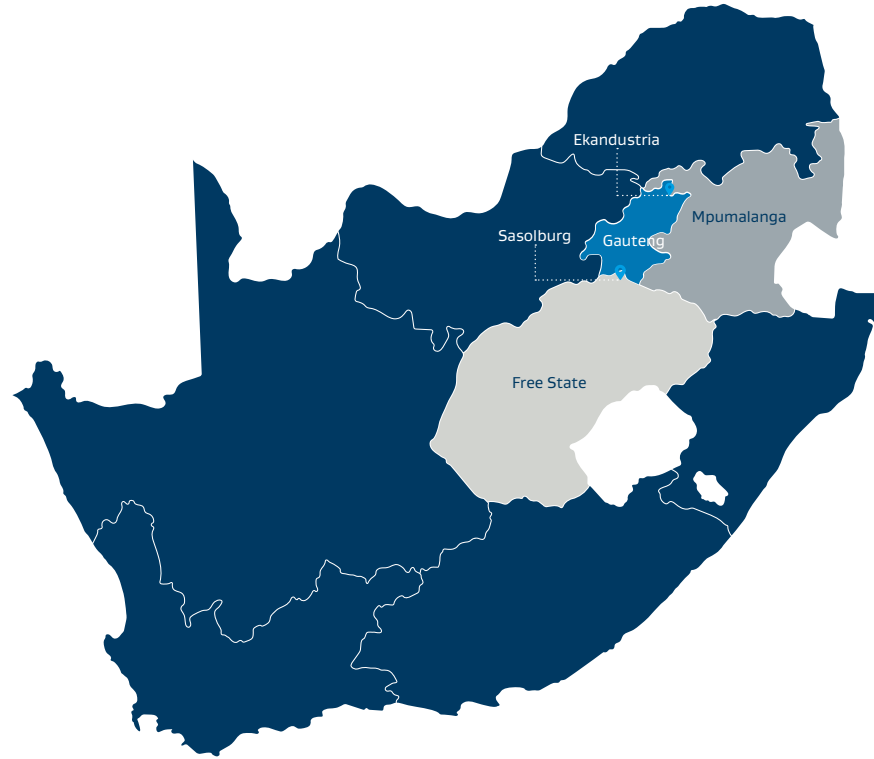


**DELIVERING  
ACROSS OUR  
RSA BUSINESS  
OPERATIONS**



# 1 Sasolburg and Ekandustria Operations

Sasolburg is the birthplace of Sasol, established 74 years ago in the grasslands just south of the Vaal River. The township of Sasolburg emerged from the birth of Sasol and is part of the Metsimaholo Local Municipality. The area has a population of about 150 000 people, including areas such as Deneysville, Metsimaholo, Oranjeville, Refengkgotso, Sasolburg, Vaalpark and Zamdela.



Ekandustria is located in Region Seven of the City of Tshwane and has a population of about 110 000 people, including areas such as Dark City, Ekangala, Rethabiseng, Zithobeni, and Bronkhorstspuit. Both regions face multiple social and developmental challenges such as unemployment, substance abuse and other socio-economic issues.

that require expertise and long-term partnerships. Sasol invests in creating shared value for the people of the Free State and Gauteng North by supporting strategic economic drivers, skills and capacity development. We actively involve our communities and employees in value creation to enable employability and increase potential for self-employment through portable skills that are useful in communities.

We believe there are opportunities for growth

Region	STEM Education R'million	Bridge to Work R'million	Community Health and Service Infrastructure R'million	Environment Stewardship R'million	Sasol for Good R'million	Total FY24 Spend R'million
Sasolburg and Ekandustria Operations	0,7	0,5	27,2	0,1	0,8	29,3



## a Education

The Sasol Foundation implements all the education programmes that support Sasolburg and Ekandustria operations through the Boitjorisong Resources Centre in Sasolburg and the Osizweni Science Centre in Ekandustria. These programmes support 130 ECD centres in Sasolburg and Ekandustria, 25 schools with online and extra lessons for mathematics and science, and the allocation of bursaries for qualifying learners pursuing STEMI careers. Additionally, the programmes provide technical education through high schools or TVET Colleges.

### Matric awards

We hosted a ceremony to recognise matriculants who excelled in their results. 20 top-performing learners from the Fezile Dabi and Gauteng North (Region Seven) districts respectively were awarded prizes and additional bursaries for their post-matric studies. These awards aim to encourage excellent academic performance from learners in our fenceline communities, with an emphasis on mathematics,

science, and arts subjects. The awards were as follows:

- Full bursaries were awarded to two top-performing learners from the Fezile Dabi District and one top-performing learner from the Gauteng North District to study at the higher education institutions of their choice.
- **Laptops** were awarded to **20 top-performing learners** from schools in Sasolburg and Ekandustria.
- **100 certificates** of achievement were given to learners, along with goodie bags for 20 top learners from each district.

### Bursary awards for university entrance

The Sasol Foundation awarded 11 bursaries to learners in Fezile Dabi, Govan Mbeki Municipality (GMM), and Ekandustria.



**b Bridge to Work**

**Skills Programme**

**Business Digital Services**

The programme is aimed at promoting entrepreneurship and employability by equipping candidates with the necessary technical and soft skills, as well as practical labs and work exposure. 15 beneficiaries from Sasolburg completed their training in drone piloting, data science, coding (full-stack Java developer programme), and robotics (AI programme) in May 2024.

**Handyman Services**

A total of 18 beneficiaries completed the training programme and graduated in Sasolburg. This training enables the beneficiaries to provide the following services:

- Inspection and use of tools
- Materials management
- General maintenance
- Civil and construction
- Electrical maintenance

**Social Employment Fund**

The Social Employment Fund (SEF2) project was implemented in collaboration with the Industrial Development Corporation (IDC), with Sasol as the co-sponsor. The project trained and employed 161 participants who met the criteria to clear alien and invasive plants in the Free State Province. Furthermore, eight potential business owners were

identified to develop sustainable businesses as part of this project. To date, 285 hectares of alien invasive plants and 455 hectares of litter have been cleared.

**Motor Mechanics**

Five learners from Sasolburg and seven learners from Ekandustria are enrolled as artisans in training for Diesel and Motor Mechanic trades. The beneficiaries are split into two groups: those without technical training follow the full apprenticeship route, doing their theoretical training at Qualitas Training. Learners with at least N2 in diesel or motor mechanics undergo a three-year work experience before attempting the trade test to qualify. This training is done in partnership with other private institutions where work-integrated learning is facilitated.

**Boitjhorisong Welding Training Centre**

The seventh cohort of students were enrolled in the welding school, which has graduated 79 students and 20 Tungsten Inert Gas (TIG) welders. Young unemployed members from the Metsimaholo community around Sasol's Sasolburg Operations received certificates of competence in February 2024 after participating in skills development programmes aimed at improving their employability. Eight students completed a course in structural welding and four in Argon TIG welding. Another cohort of 14 students started training in March 2024 and will complete their training before the end of the year. This programme is run in partnership with Aurex and Afrox.



**c Community Health and Service Infrastructure**

**Community Infrastructure Programmes**

**Road repairs**

Safety remains a priority for Sasol, and this necessitates our contribution to the safety of our communities by upgrading roads around our operational areas. This year, we invested in critical road maintenance and repairs in and around Sasolburg and Zamdela. We have completed upgrades to a total of 10 roads, including the resurfacing of the track for athletics to ensure that our athletes have a safe running surface. These upgrades created 66 temporary jobs during the programme execution phase.

**Water security supply projects**

To mitigate water shortages in our fenceline communities, we implemented multiple

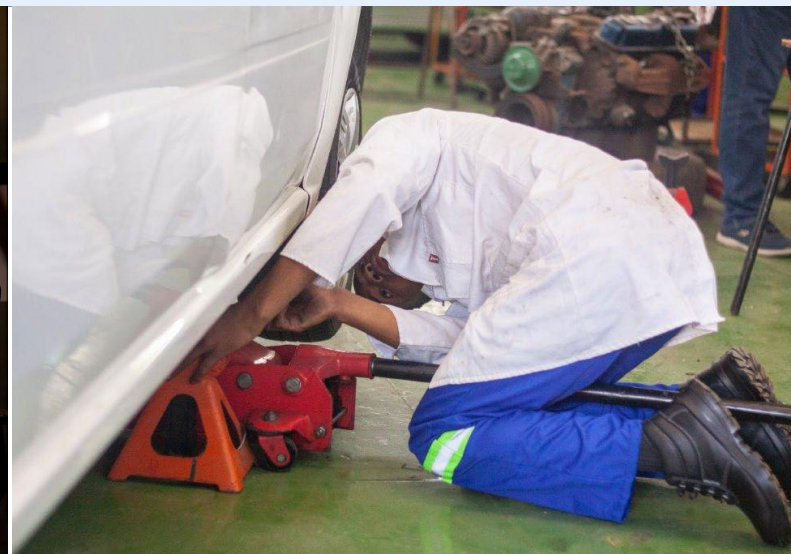
programmes to improve access to water in our communities. Below are several solutions that were implemented:

**1. Installation of water metering system and replacement valve at Abrahamsrust**

Installed additional dedicated water meters and a replacement valve on the water system to enable accurate readings for each end user. The water metering system at Abrahamsrust is now read independently and more reliably, ensuring a sustainable water supply. This project also benefits three adjacent properties and has created 10 jobs.

**2. Ekangala clinics' water security**

Boreholes were installed at four Ekandustria clinics, along with storage tanks and solar solutions, to ensure uninterrupted water supply to the primary healthcare facilities. The boreholes are equipped with solar energy and filtration systems to provide uninterrupted water during load shedding without adding operational costs to the facilities. This







programme will benefit about 81 891 community members who visit the clinics and created 34 temporary jobs during the construction phase.

### 3. Water security in Deneysville

Drilled three boreholes (one at the sports centre, one at Deneysville Clinic, and one at the community hall), equipped with solar energy solutions to ensure uninterrupted water supply. The boreholes were equipped with solar energy and filtration systems to avoid additional operational costs. The project will benefit 26 388 community members and created eight jobs.

### Installation of renewable energy at four police stations in Sasolburg

Renewable energy solutions have been installed at two Metsimaholo police stations to ensure uninterrupted power supply during grid outages, enhancing the stations' ability to operate for the safety and security of the community. This project rolls out to include two additional police stations and it has created 10 temporary jobs.

### Retrofitting of a fire truck for emergency response

Sasol has procured and retrofitted a fire truck to resource the fire department in Moqhaka Municipality for responding to fire emergencies.

This initiative ensures prompt and effective firefighting efforts to minimise injuries, fatalities, property damage, and safeguard the environment.

### Upgrade of Sasolburg fire station

The Sasolburg fire station has undergone internal upgrades, including addressing roof leaks and enhancing the control room to ensure new-age communication channels powered by renewable energy solutions. This project will ensure swift access to services and faster response times for fire emergencies. It benefits the Metsimaholo community and has created 20 jobs.

### Ekandustria Secondary School assembly point

The final phase of the assembly point structure for 1 700 learners and teachers at Ekandustria Secondary School has been completed. Learners now have a covered assembly point, providing shelter during rainy and sunny days.

### Sasolburg safehouse renovation

A comprehensive renovation of the safehouse for victims of gender-based violence and femicide (GBVF) has been completed. The renovations included installing a solar energy solution, borehole,

and a solar-powered geyser system, along with other internal and external maintenance. This will provide victims of GBVF with a safe and welcoming environment when they need shelter. The project has created 13 temporary jobs.

### Thuthuzela GBVF response

As part of Sasol's comprehensive response to GBVF, the Thuthuzela Centre in Sasolburg was renovated to ensure the overall functionality of the facility while providing comfort to those visiting the centre. This project created five temporary jobs.

### Ekandustria schools' food security support

An initiative to support 10 schools in Ekandustria with food tunnels and gardening equipment to enhance food security and production. School food gardens supplement meals for learners and provide long-term sustainability for food security. The project will benefit over 9 000 learners and has created five jobs.

### Etienne Rousseau Theatre roof repairs

The Etienne Rousseau Theatre is the only theatre in Sasolburg that provides entertainment for the community. It also serves as a venue for educational theatre for school children. Renovating the roof was crucial as it posed a safety risk to attendees. The theatre renovations created 14 jobs.

### Community Learning Centre

Sasol established a community learning centre to assist learning among out of school community members from Metsimaholo. This facility will augment the availability of public learning and will benefit over 80 000 community members. 28 people received temporary jobs during construction.

### Paved walkways

Walkways serve an important purpose of minimising interaction between vehicles and pedestrians and are especially important in areas with a higher number of pedestrians. They help mitigate risks such as injuries and fatalities. This project installed a 2 km paved walkway to be used by community members and has created about 25 temporary jobs.





## Sports Development in Our Communities

### Community and school sports support

Supported 12 community sports in Metsimaholo and school sport codes in the Fezile Dabi District to highlight the importance of healthy living in fenceline communities. The project benefits over 33 000 youth from schools and various sporting codes.

### Demolition of Moses Kotane Pavilion

Sasol implemented the demolition of the Moses Kotane Stadium main pavilion, which had exposed asbestos, posing a risk to the community and the environment. The project was carried out to ensure the area is safe and without risk to the Zamdela community. The stadium is used by over 82 000 community members at various intervals, making it crucial to ensure it is not hazardous for the users.

## Quality Community Healthcare Programmes

### Keep a Girl in School

950 girls from 62 Metsimaholo and Ekandustria schools benefited from the provision of sanitary products and menstrual health education and awareness sessions. This project is aimed at supporting girls who cannot afford these products by providing them at their schools.

### Eye and ear testing project

Periodic vision and hearing screening is recognised as an integral part of preventive healthcare. Poor vision and hearing efficiencies impact a learner's ability to achieve desired academic outcomes. Sasol partnered with the Department of Health and St John Ambulance in Metsimaholo area to provide mobile eye and ear testing, the provision of glasses, and referrals to provincial and district hospitals for further support and diagnosis. The project impacts over 5 400 learners from 40 schools and created two temporary jobs.

## Mobile Clinic Provision to Sasolburg Communities

A retrofitted, fit-for-purpose mobile clinic was donated to the Department of Health to serve areas in Viljoensdrift, Oranjeville, Deneysville and surrounding farms. This clinic will ease the pressure

on local clinics, reducing waiting and travel times for community members from rural parts of Sasolburg. The clinic will serve an area with about 158 000 beneficiaries.



## Case Study

### Sasol Reduces Water Challenges in Deneysville by Donating Three Boreholes for the Community

On Friday, 21 June 2024, Sasol handed over three boreholes to the Metsimaholo Local Municipality and the Free State Department of Health to improve water security in the Deneysville area. The boreholes, drilled at the Refengkgotso Community Centre, the Sports Centre, and the Deneysville Clinic, are equipped with solar-powered water filtration systems and have been certified as safe for drinking.

As the population continues to grow and demand for water escalates, ensuring a reliable and sustainable water supply becomes increasingly crucial. Sasol's mitigation strategy for sustainable water provision involved drilling these three boreholes.

The company recognises that securing a future water supply is not a challenge unique to South Africa, but it is certainly a serious concern for many living in the communities around Sasol's operations in Metsimaholo. Water is essential for sustaining life and plays an important role in maintaining personal and food hygiene.



These boreholes are critical for the socioeconomic success of fenceline communities. As part of Sasol's commitment to both communities and the environment, the handover of these three water boreholes empowered the communities with self-sufficiency and independence.

Cllr Denis Khasudi, Executive Mayor Fezile Dabi District Municipality, thanked Sasol for its important and catalytic role in providing water and bridging the gap between those who can afford to buy water and those who cannot.

The boreholes will help alleviate the water shortages in the area. For more on this story, visit our website: [www.society.sasol.com](http://www.society.sasol.com).



## Environment Projects

### Arbor Day

234 trees were planted at 38 schools in the Sasolburg and Ekandustria Operations fenceline communities, contributing to carbon offsetting initiatives.

### Sasol for Good

### Flood emergency response in Moqhaka Municipality

Relief efforts for communities affected by floods and torrential rains in Kroonstad were reported on 6 and 7 April 2024 in the Free State's Moqhaka Local Municipality. Sasol responded by donating disaster food hampers, hygiene packs and blankets. Sasol's support brought physical and emotional relief to those impacted by the disaster. This initiative

benefitted 221 households and individuals.

### World AIDS Day testing and screening

As part of the World AIDS Day (WAD) initiatives, 41 Sasol volunteers assisted in the HIV/AIDS education and awareness initiative. The programme was supported by counsellors, nurses and doctors to ensure that community members who came for testing and screening received the necessary support.

### Mandela Day

Sasol employees joined the world in honouring the legacy of the great Nelson Mandela by giving a little of their time to make a difference in the lives of others, contributing to changing the world around them. In addition to the food packing, employees volunteered to paint and clean a local ECD centre, and an NPOs. Two schools in Zamdela and Sasolburg also benefitted through maintenance work.

### CANSA Shavathon

To support the CANSA drive and awareness campaign, Sasol employees donated to the initiative, and 12 employees volunteered to participate. Sasol made a further cash donation to support cancer related research and activities.

### School Shoes Drive 2024

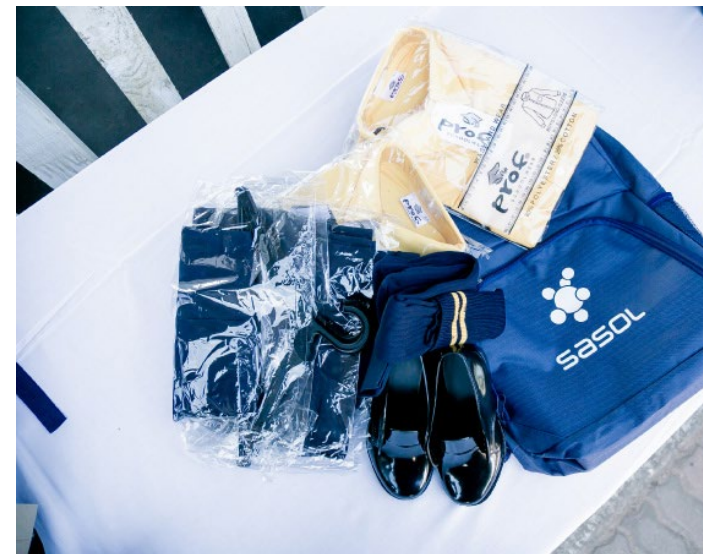
1 065 new school shoes were provided to orphaned and vulnerable learners, enabling them to attend school with dignity, confidence, and a sense of equality. 16 employees volunteered to donate these shoes to various schools.

### Winter Drive 2024

About 638 senior citizens and people living with disabilities in Sasolburg and Ekandustria received winter blankets as part of the Sasol for Good Winter Warm initiative.

### Festive Drive

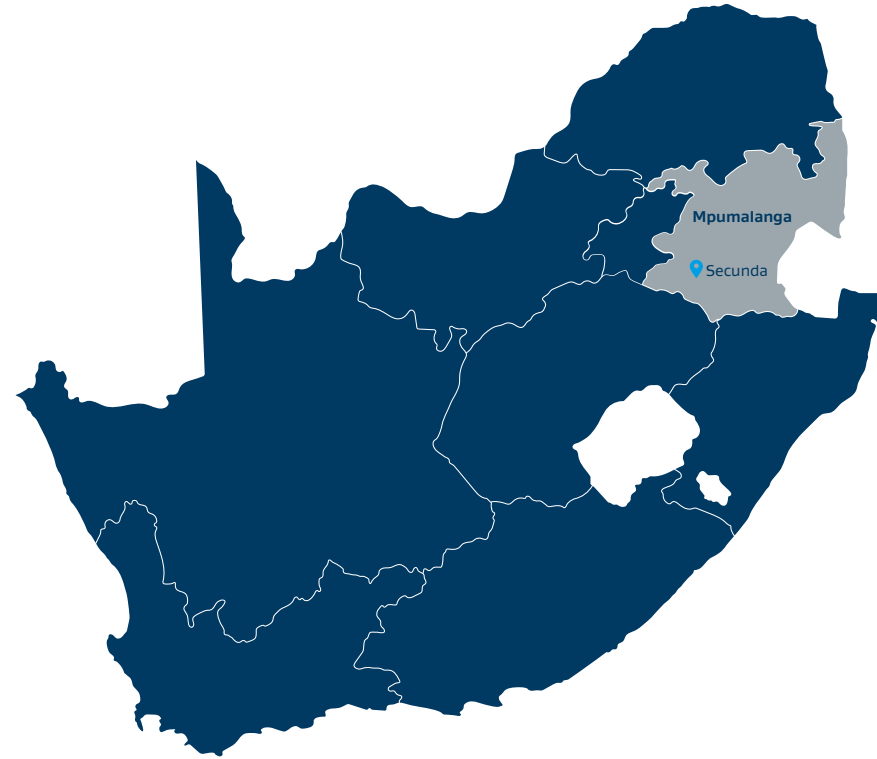
306 orphaned and vulnerable children benefited from our festive lunch and gifts drive in December 2023. 28 Sasol employees volunteered to deliver gifts to 11 community-based organisations in Sasolburg and Ekandustria.





## 2 Secunda Operations

Secunda hosts one of the world's largest synthetic fuels and chemicals facilities. Govan Mbeki Municipality (GMM) is a South African local municipality situated in the Gert Sibande District Municipality of Mpumalanga, with Secunda as the seat of the municipality. According to the 2011 census, the area has a population of about 294 538. The predominant languages spoken are Zulu, Afrikaans, Southern Ndebele and Sotho.



Sasol's Secunda Regional Operations in Mpumalanga remains one of the company's flagship operations. We collaborate with government, business and social partners on a range of initiatives that support municipal infrastructure

delivery and maintenance, education and health, as well as the development of local entrepreneurs. The Integrated Development Plan (IDP) is a joint initiative with local government that brings together key stakeholders to engage and prioritise areas of need.

Region	STEM Education R'million	Bridge to Work R'million	Community Health and Service Infrastructure R'million	Environment Stewardship R'million	Sasol for Good R'million	Total FY24 Spend R'million
Secunda	4,6	3,6	13,9	7	0,9	30



### a Quality Education

Education programmes are implemented through the Sasol Foundation, which serves as a centre of excellence for all education programmes within Sasol. The model used by the Foundation involves collaboration with the Department of Basic Education (DBE) at both national and provincial levels, as well as the Osizweni Science Centre, to deliver programmes aligned with the DBE curriculum. Over the past year, we supported 153 Early Childhood Development (ECD) centres in Secunda and KwaZulu-Natal areas, and 45 primary and secondary schools in the Gert Sibande District Municipality.

Below are some of the key deliverables for the past year:

#### ECD and STEM in schools

#### Matric Awards

- The Matric Awards are organised in the Mpumalanga province to recognise outstanding performance by learners and teachers who excelled in their matriculation results.

- These awards are also aimed at encouraging excellent academic performance from learners in our fenceline communities, with emphasis on mathematics, science and arts subjects. The awards were as follows:
  - A total of **229 learners** were awarded for achieving three or more distinctions, with 137 from Ehlanzeni and 92 from the Gert Sibande Standerton subregion and Badplaas/Manzana.
  - 10 bursaries** were awarded to top-performing learners who excelled in their Grade 12 exams in 2023.
  - 17 stakeholders/partners** funded the registration of students at various universities and awarded a total of 10 bursaries to deserving learners.
  - 156 learners** received financial support towards registration.
  - 10 schools** were recognised for their consistent outstanding performance.
  - Six best-performing teachers** were recognised for their excellence in teaching.





### STEM support programmes

- 17 primary schools from Mpumalanga and the North West provinces were supported in the spelling bee initiative, which encourages reading and language proficiency among learners.
- In Lekwa, Dipaleseng, and Govan Mbeki, primary school robotics and coding workshops were supported by the education districts to prepare teachers for the roll-out of the programme in schools. In addition, eight schools participated in the robotics and coding competition, which Sasol supported to enhance learners' knowledge.

- To prepare matriculants for their examinations, support was provided to 558 learners identified as "at risk" by their schools, five high schools in Embalenhle and three high schools in Bethal, for catch-up lessons. Additionally, a Grade 12 catch-up camp was organised for 220 learners from the Manzana/Badplaas District.

### Bursary awards for university entrance

The Sasol Foundation awarded 19 bursaries to learners from the Gert Sibande and Govan Mbeki Municipalities.

## b Bridge to Work

### Community skills

#### Traffic Point Duty Marshalls

To improve safety and reduce the risk of accidents, 38 traffic marshals were recruited to manage traffic during peak hours in eMbalenhle, Trichardt, and Secunda within the Govan Mbeki Municipality. This initiative continues to create job opportunities for youth while equipping them with valuable skills. All previous traffic marshals have been absorbed by the Provincial Department of Transport or other companies as full-time employees.

#### Iphepe Farmer Development Programme

30 emerging farmers completed their training in vegetable production and farm business management and are now undergoing mentorship before receiving start-up kits.

#### Small Business Development Programme

To increase access to markets and opportunities in our entrepreneurship programmes, 20 SMMEs and cooperatives from various sectors participated in a pop-up market to showcase and sell their products. This event was held in partnership with Small Enterprise Development Agency (SEDA), Gert Sibande TVET College, Mkhondo Municipality and National Youth Development Agency (NYDA), with stalls offering products and services ranging from manufacturing, beauty, food and other services. This monthly event helps customers connect with diverse suppliers.

#### Leather-Making Project

Two young SMMEs from Umhlathuze Municipality received support for their leather-making business through the provision of essential equipment. This initiative, done in partnership with the local municipality, will help them grow their business.







**Business Digital Services Programme**

15 youth are currently attending training in coding, robotics and drone piloting as part of our digital services programme. These skills will empower them to start their own businesses or find employment in related sectors.

**Renewable Energy**

55 learners were trained in renewable energy and electrical house wiring courses through the Gert Sibande TVET College. Upon completion, these learners will receive assistance with business development and employment opportunities.

**Business Digital Services**

This programme is designed to promote entrepreneurship and employability by equipping participants with essential technical and soft skills, practical lab experience and work exposure. 15 beneficiaries from Secunda completed training in

drone piloting, data science, coding (full stack Java developer programme) and robotics (AI programme) in May 2024.

**Welding**

18 young people from Secunda attended the welding programme, which will equip them with double-coded welding skills. Some participants will go on to start their own businesses, while others will seek employment in the industry.

**Handyman Services**

A total of 20 beneficiaries graduated from the training programme in Secunda. This training equips them with the following skills to serve their communities:

- Inspection and use of tools
- Materials management
- General maintenance
- Civil and construction
- Electrical maintenance

**c Community Service Infrastructure**

**Local service infrastructure**

**Renovation of Secunda Stadium**

A total of 500 seats were installed to replace old and broken seating at the Secunda Stadium, improving this key community facility. The stadium hosts school competitions, local and league games and community sports events. This renovation aims to increase school participation in sports, promoting the health and wellbeing of learners while building social cohesion.

**Mobile classrooms**

To address the shortage of classrooms in GMM schools, 18 fully furnished mobile classrooms were handed over to eight schools and two ECD centres in the Govan Mbeki Municipality. Trees were also planted at the benefiting schools, supporting around 300 learners.

**Water security for schools**

To improve access to water in schools, 23 water tanks, with stands and fittings, were distributed to 10 schools in Bethal (GMM), helping to mitigate water shortages. Over 7 100 learners benefited, allowing them to stay in school despite water scarcity issues.

**Baseline maintenance in Govan Mbeki**

To enhance the safety of our fenceline communities, Sasol conducts annual baseline maintenance, including critical road repairs such as pothole closures and grass cutting within various towns in the Govan Mbeki Municipality. This project has created business opportunities for four local small businesses.



### Water leak repairs

Sasol is collaborating with the Govan Mbeki Municipality to repair leaks on the 40 km pipeline distributing water to Bethal town. 17 leaks have been identified, four of which are within the Bethal distribution network and affect water pressure. Work has already been completed on two leaks, leading to improved water pressure and more efficient, sustainable water supply, especially helping to maintain the levels of the Bethal Rand Water Reservoir.

### Upgrade of Electrical Ring in eMbalenhle

To stabilise electricity reliability in eMbalenhle, Sasol upgraded electrical ring substation number one. The improvements included the installation of switchgear, construction of a control room and finalisation of cable installation. Upon completion, the project was handed over to the Premier of Mpumalanga and the Govan Mbeki Municipality for ongoing maintenance and monitoring. This was phase two of the project, with phase one having been completed the previous year. Two local SMMEs were given business opportunities for civil work and cable installation, creating 30 local jobs.

### Quality community healthcare

#### Substance abuse education and awareness programme

At Wentworth Hospital Gateway Clinic, 184 patients were educated on the dangers of vaping and hookah pipe smoking. Educational pamphlets on these subjects were distributed. Eight patients, concerned about their children using these substances,

received counselling and were referred to an addiction counsellor for further management. The substance abuse awareness and education programme, implemented at Wentworth and during the Kenmont School outreach, has shown positive results. Over 300 learners were made aware of Lezaine and Xanax addictions and the associated dangers.

#### HIV/AIDS awareness and training

Awareness sessions covered the basics of HIV, including the function and advantages of Pre-Exposure Prophylaxis (PrEP) and Post-Exposure Prophylaxis (PEP) to help destigmatise the virus among youth and encourage testing, ensuring they lead healthy lives.

#### Eye testing

Sasol partnered with the Department of Health in Secunda to provide mobile eye testing, supply glasses, and refer patients to provincial and district hospitals for further support and diagnosis. This initiative helped over 5 400 learners and community members.

#### Sasol Marathon

To promote health and wellbeing in our communities, Sasol supports developmental sports. The Secunda Marathon had 2 198 participants from the GMM area and beyond. The marathon is part of the Athletics South Africa approved events and helps participants prepare for the Comrades Marathon.



## d Environment Projects

### Environment education

To promote environmental protection, Sasol focused on implementing air quality and waste management programmes in our fenceline communities.

#### The Enviro-waste Programme

The programme raises awareness and assists the community in managing household waste, providing information on how to separate waste for recycling purposes. In Govan Mbeki Municipality (eMbalenhle, Secunda, and Lebohang), we carried out street clean-up operations, waste collections and recycling activities, aiming to empower our youth by involving them in cleaning and awareness campaigns in the community.

#### During this period:

- 15 000 households were reached through house-to-house education and awareness.
- 100 indigenous trees were planted in GMM schools.
- 5 863.068 tons of recyclable waste were collected.
- 2 850 learners from local schools were reached through awareness campaigns.
- 87 waste ambassadors were employed to assist with waste collection.

### Emba Swop Shop

This community development project was initiated by the Secunda Junior Engineers in 2013 and has created eight permanent jobs to date. It is based on the model of a recycle swop shop, which has been successfully used in other projects across the country. The basic concept allows children to bring recyclable materials, which are weighed and converted into points based on the value of the materials. These points can then be used in the shop to purchase necessities. The project has since expanded to enable the entire community to swop waste for goods in the shop. In this financial year:

- 72 new community members were registered.
- 3 100 community members benefited by consistently swopping waste for goods.
- 161.73 tons of waste were collected and recycled.
- R 1 million in rewards has been awarded to beneficiaries since the inception of the project in 2013.
- 735 volunteer hours contributed in FY24

### Baseline maintenance and grass cutting

This project focuses on improving the appearance and upkeep of Secunda and eMbalenhle. The work includes pruning trees and cutting grass along the main roads, including in eMbalenhle schools and during community events. The project created 80 jobs through three local SMMEs.



### 3 Sasol Energy



Value creation in these communities occurs primarily through our Satellite Operations, where a gas pipeline extends from Pande in Mozambique to Durban, KwaZulu-Natal, South Africa. Additionally, 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 Sasol service stations. Social investments are guided by the Sasol Friendly Neighbour philosophy, ensuring co-creation of impactful and relevant value-adding interventions in communities near our service stations.

#### Energy spend

BU	Quality Education R'million	Community Health and Service Infrastructure R'million	Environment Stewardship R'million	Sasol for Good R'million	Total FY24 Spend R'million
Sasol Oil	12,4	7,0	0,1	2,3	21,8



### e Sasol for Good

#### Community support

##### Child Protection Week Programme

Sasol Mining Facilities, during their demolition process, donated furniture and other goods to non-profit organisations and schools in the area. These resources will be distributed to Early Childhood Development centres, schools, and shelters within Sasol's fenceline communities in Gert Sibande District Municipality.

##### Back-to-School

In response to gender-based violence (GBV) in our communities, a 2024 Back-to-School campaign was initiated for employees to donate school stationery, sanitary towels and a printer to the Suid-Afrikaanse Vrouefederasie (SAVF) Secunda Child and Youth Centre.

#### Support for GBV

Sasol employees volunteered their time and resources by visiting Kosmos House, Siphephile Safe Haven and Restoration House, where they donated soft toys, comfort packs, a jungle gym, a washing machine and educational toys.

#### Hygiene pack donations

Girls from Tshepheha and Isifosethu schools in the Dipaleseng Municipal area received a one-year supply of hygiene packs. This initiative aimed to reduce absenteeism among girls due to the lack of hygiene products when needed.

#### Arbor month and world clean-up day

Five schools benefited from a tree-planting initiative during arbor month. In addition, 150 Sasol employees and community members participated in world clean-up day to promote the cleanliness of the environment and waterways.





**a Quality Education**

**Early Childhood Education**

- 12 Early Childhood Development (ECD) centres in Ekandustria, Region 7 (Gauteng), are receiving support through ECD practitioner training, educational materials, and nutritional feeding as part of the Palesa Coal Mine Supplier Development and Localisation (SD&L) commercial requirement. This initiative benefits 635 children from the local community.
- In the Nkangala District (Mpumalanga), 12 Early Childhood Development (ECD) centres are receiving support through ECD practitioner training, educational materials, and nutritional feeding. This initiative, part of the Thungela Coal Mine Supplier Development and Localisation (SD&L) commercial requirement, benefits 797 local children.

**STEM in schools**

Over 1 000 learners from schools in the Gert Sibande District Municipality attended a two-day programme from 26 to 27 July 2023 at Violet Jiyane Secondary School in Carolina, Mpumalanga. The event focused on sharing information about various career and bursary opportunities within the mining and energy sectors.

**Access to TVET programmes**

The Sasol-Eskom TVET Bursary Programme aims to build a pool of skilled graduates in STEMI, particularly from Eskom power stations, to address South Africa's critical skills shortage and contribute to solving the country's energy challenges. The programme's objective is to award 29 bursaries annually for the next five years in the fields of chemical engineering, with a focus on green hydrogen expertise, and electrical engineering, with a focus on solar energy expertise.

- In 2024, 31 students were awarded bursaries at Flavius Mareka, Gert Sibande, and Nkangala TVET Colleges and are currently completing their first semester of studies.
- Two students are six months into their workplace experience in Sasolburg and Secunda, respectively, while 13 students recently completed their N6 qualifications and started their graduate trainee programme in November 2023.
- In 2023, 31 students received bursaries at Flavius Mareka, Gert Sibande, and Nkangala TVET Colleges and are currently in their second trimester of studies.

- In 2022, 28 students met the requirements and were contracted for studies. Two of these students have completed their N6 and recently began their graduate trainee work at Sasolburg and Secunda operations.

**Tertiary education**

Sasol partnered with the Department of Mineral Resources and Energy (DMRE) to support the department's broader Youth Outreach programmes,

which include career expos, learners' focus weeks, and bursary opportunities. Of the five students who were awarded bursaries the previous year, three are now in their second year of funding, while the bursaries for the remaining two students were cancelled due to poor academic performance.

Five additional bursaries were awarded to learners who were struggling to cover their study fees. These students are currently in their final year of studies.

**b Bridge to Work**

**Iphepe Farmer Development Programme**

In collaboration with ROAS, the Energy Business supported 11 individuals from the Phola community in Emalahleni (Thungela mine communities) to participate in the Iphepe Programme, fulfilling the localisation commitment of the tender. All participants successfully graduated, receiving their certificates and PPE upon completion. They are now working on their farms and land while continuing to receive mentorship.





### Renewable energy training

This programme provides learners with the opportunity to receive renewable energy training while gaining on-the-job experience and earning a stipend for their learnership. Sasol has partnered with the Energy and Water SETA (EWSETA) and New Age Engineering Solutions (NAES) to implement the programme, which includes training and work-integrated learning. The programme is intended to be scalable over time.

- The aim of the programme is to train and absorb approximately 100 learners per year. In 2024, 60 learners have accepted the offer to join the programme out of 100 who were offered the opportunity. Some declined due to reasons such as misalignment of career expectations or unmet expectations regarding stipends.
- In 2023, 100 learners were trained, 30 of whom have since gained permanent employment.

The remaining 70 are being supported in their job search.

### Handyman services

12 intellectually disabled young adults are being trained in hygiene and cleaning through an NQF Level One learnership and job sampling programme. Upon graduation, they are assisted in finding employment opportunities in the open labour market.

### Business digital services

This programme aims to equip young people with skills in digital services. 30 young people have been trained in Fourth Industrial Revolution (4IR) technologies, with a focus on practical tools to help them understand the digital world and develop the necessary skills for the digital sector.



### d Sasol for Good

#### Philanthropic activities

##### Friendly Neighbour Programme

Under the Friendly Neighbour Programme, Sasol provides community service support to fenceline communities near Sasol franchisees. Sasol matches a retail franchisee contribution up to R10 000, with an additional amount of up to R20 000 provided for an initiative or donation to an NGO.

This year, 14 areas near Sasol retail sites benefited from various interventions through the Friendly Neighbour Programme.

##### Mandela Day

As part of Mandela Day activities, the Sasol Energy Marketing and Sales team packed over XXX dignity packs and food parcels for child-headed households.

### c Community Health Services



In response to gender-based violence and femicide (GBVF) initiatives, Sasol has launched a mobile health facility to provide counselling and medical assistance for GBVF cases in nine communities across Gauteng. This programme, implemented by Lovelife, will station the mobile facility in each community for two weeks to offer support before moving to the next location until all communities are served. Announcements will be made through social and mainstream media to inform communities about the mobile facility's upcoming visits.



# 4 Sasol Mining



Sasol Mining operates six coal mines, supplying approximately 40 million tons of thermal coal feedstock per annum to Sasol’s operations in Secunda and Sasolburg, as well as to the export market.

Region	STEM Education R'million	Bridge to Work R'million	Community Health and Service Infrastructure R'million	Environment Stewardship R'million	Sasol for Good R'million	Total FY24 Spend R'million
Sasol Mining	8,1	0	7,5	0,6	0	16,2

Our main operations include the Mooikraal colliery near Sasolburg in the Free State, and the Bosjesspruit, Impumelelo, Shondoni, Syferfontein, and Thubelisha collieries, along with the Twistdraai export operations in Secunda, Mpumalanga.

We promote social and economic development in South Africa by implementing Social Labour Plans (SLPs) in alignment with the South African Mining Charter. Our host communities in the Mpumalanga and Free State provinces have benefited from various projects, including the development of a clinic, fire station, roads, bridges, and housing for our employees.

## Community Development

### a Education

In terms of bursaries, there are a total of **23 students** across two provinces. In the Free State, there are **6 students**, with **4 from fenceline communities** and **2 from areas beyond the fenceline** but within the province. Mpumalanga has a total of **17 bursary students**, including **13 from fenceline communities** and **4 from areas beyond the fenceline** but within the province.

Regarding portable skills, there are **80 beneficiaries**. In the Free State, there are **30 beneficiaries**, all of whom are receiving basic welding training. Mpumalanga has **50 beneficiaries**, with **14** enrolled in Early Childhood Development training (offered to Sasol employees), **12** in garment making training, **12** in basic welding training, and **12** in crop farming training.

### b Bridge to Work

45 learners from the fenceline communities of Holfontein, Trichardt, and Kinross were trained and graduated with portable skills. The following courses were offered: Early Childhood Development management, basic welding, crop production, and basic electrical.

### c Community Service Infrastructure

We have fulfilled our LED project commitments as outlined in the Mooikraal and Secunda Complex SLP for FY21-FY25, which include the following:

- Completion and Technical handover of Vulindlela bridges at Ogies in eMalahleni, Mpumalanga.
- Procurement of four Emergency Fire Vehicles at Ngwathe Local Municipality in the Free State.
- Completion, commissioning and handover of the Mahokotsane and Metsimaholo Agro-Processing Hub projects in Metsimaholo, Free State.
- Completion, commissioning and technical



handover of the eMbalenhle Phases 1 and 2 electrical upgrade projects in Govan Mbeki Local Municipality, Mpumalanga.

- Technical handover and commissioning of five boreholes installed in 3 rural wards of the Lekwa Local Municipality, Mpumalanga.
- Construction and handover of 38 houses to new Homeowners under Sasol Mining Housing Programme.
- Three more Local Economic Development projects are envisaged to be completed before end of the financial year (FY25).

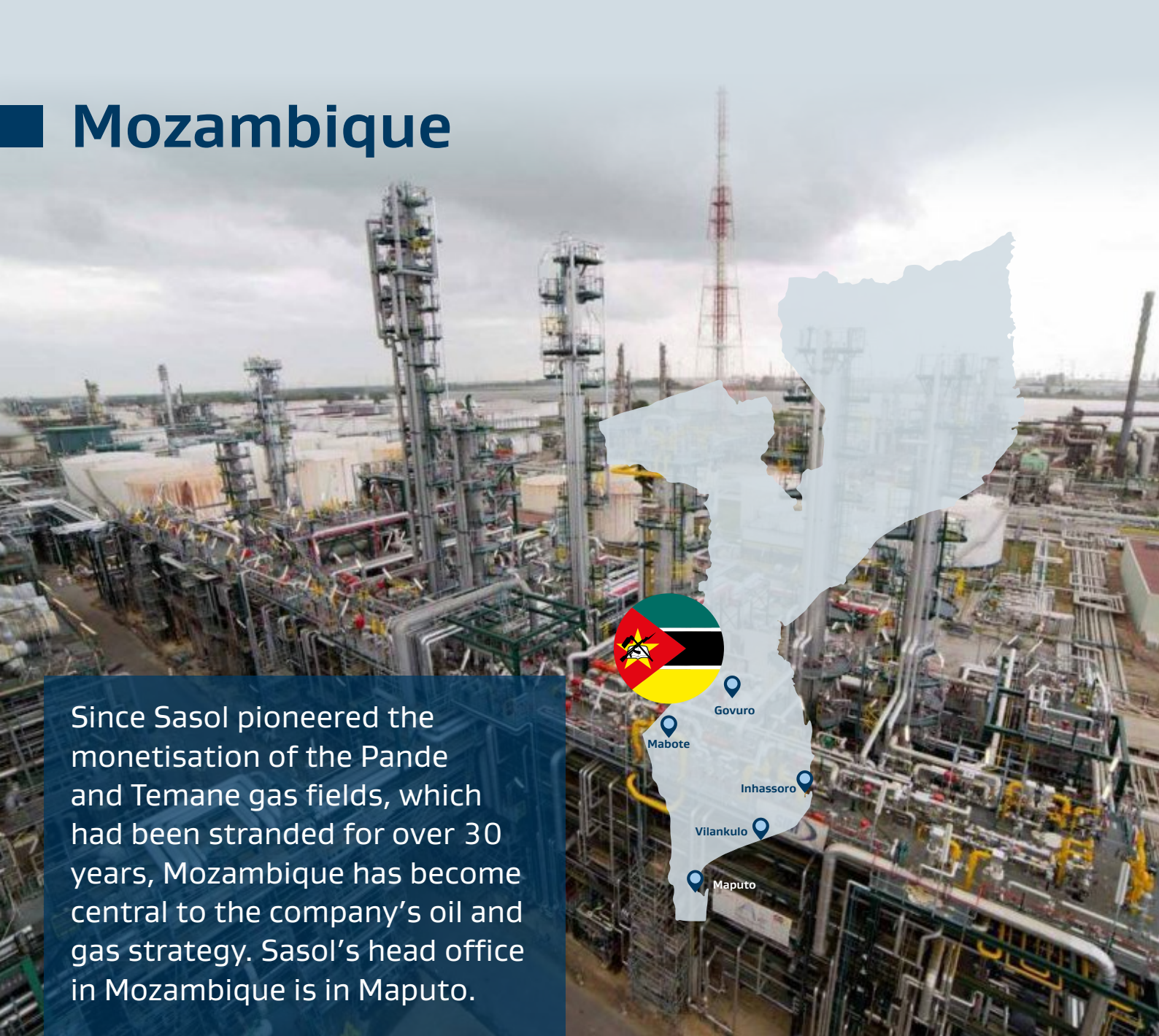




**03**  
**YEAR IN REVIEW**



# Mozambique



Since Sasol pioneered the monetisation of the Pande and Temane gas fields, which had been stranded for over 30 years, Mozambique has become central to the company’s oil and gas strategy. Sasol’s head office in Mozambique is in Maputo.

Mozambique, situated in southeast Africa and bordered by the Indian Ocean to the east, has its capital and largest city in Maputo (formerly known as Lourenço Marques from 1876 to 1976). The country is rich in natural resources, with an economy largely based on agriculture. However, the industrial sector is expanding, with notable growth in food and beverages, chemical manufacturing, aluminium, and petroleum production.

Portuguese is the only official language, spoken primarily as a second language by about half the population. Indigenous languages such as Makhuwa, Sena, and Swahili are also widely spoken. Mozambique has an estimated population of 30 million, according to the World Bank.

Focus Area	Spend (Rm)
Quality Education	6,3
Bridge to Work Skills	9,8
Community Health and Infrastructure	78,0
Enterprise and Supplier Development	0,5
Environment and Biodiversity	3,9
Sasol for Good	0,7
FY24 YTD Actual	99,3

## Community Development

### a Quality Education

#### Construction of Chitsotso Secondary School

Sasol is funding the construction of Chitsotso Secondary School, which will be completed in 2025. This will provide much-needed access to secondary education for learners in the area, addressing the challenge of limited secondary schools.

#### Rehabilitation of Chitsotso Primary School

After a severe tropical cyclone caused significant damage to Chitsotso Primary School, located less than 5 km from Sasol’s Central Processing Facility (CPF), Sasol partnered with civil society, the private sector, and the community to rehabilitate the school. The restoration included the removal and replacement of the roof and its supporting structure, painting of the classroom blocks, and replacement of doors and damaged windows. The rehabilitation is expected to be completed by the end of Quarter 1 of FY25.

#### Construction of classroom blocks

Sasol funded the construction of five new classroom blocks, each consisting of two classrooms, in the district of Inhassoro as part of the LDA small-scale initiative, with furniture provided for the classrooms. Additionally, two more classroom blocks are planned for construction in early FY25.

#### Supply of school desks

- Sasol launched the MaCarteira initiative in April 2022 to provide adequate teaching and learning conditions by removing all children from the floor in conventional classrooms in the districts of Govuro, Inhassoro, and Vilankulo.
- The initiative involved the acquisition and delivery of 3 500 school desks. The target for FY24 was the delivery of the final batch of 786 school desks, which was completed successfully. Thus, the MaCarteira project achieved the targeted number of school desks in Govuro, Inhassoro, and Vilankulo.
- Additionally, 100 desks and 100 chairs have been provided for teachers.







## Bursary programme in partnership with Ministry of Mineral Resources and Energy (MIREME)

- Five new bursary students, of whom four are from the province of Inhambane, from the districts of Vilankulo, Inhassoro, Jangamo, and Panda, have departed for Petronas University of Technology in Malaysia to start their studies in engineering.
- Annually, Sasol funds five students selected by the Mozambique Institute of Scholarships. The Sasol Scholarship Programme, implemented in collaboration with the Ministry of Mineral Resources and Energy (MIREME), is part of an integrated approach to skills development, aimed at building technical competencies and developing Mozambique’s human capital to meet industry requirements in the country.
- Over 30 students have graduated from this programme in the past and have received opportunities in the country.

## University collaboration in partnership with Eduardo Mondlane University (UEM)

- A total of 12 master’s students from the Hydrocarbons Processing course, funded by Sasol at Eduardo Mondlane University (UEM),

completed their three-month internship at the Temane Processing Facility (CPF).

- The master’s programme at Eduardo Mondlane University (UEM) is an innovative initiative aimed at strengthening the advanced training of Mozambican professionals. This programme offers students the opportunity to obtain a master’s degree in various technical and scientific areas aligned with the needs of the job market and sustainable development of the country.

## University collaboration in partnership with Escola Superior de Desenvolvimento Rural (ESUDER) and Universidade Save (UniSave)

- Sasol is funding a project to support the research activities (end-of-course work) of students from two higher education institutions: and Universidade Save (UniSave) and Escola Superior de Desenvolvimento Rural (ESUDER). The Scientific Initiation Project aims to fund community development projects with young students in the districts of Govuro, Inhassoro, and Vilankulo.
- As part of the project to support Research, Development, and Technology Transfer, Sasol highlights the harvesting of crops in the demo fields, training of producers, joint monitoring, and the identification of new areas for upcoming initiatives.
- In 2024, about 29 students (20 from UniSave and nine from ESUDER) benefited from the programme.

## Feature Story

### Laying the foundation for Secondary School Learners in Chitsotso

Within the scope of the Local Development Agreements (LDAs) signed between Sasol, the government, and the community, Sasol is contributing to the community by constructing a secondary school in Inhambane. On 24 May 2024, the foundation stone for the construction of the 4 de Outubro Secondary School in the Community of Chitsotso, District of Inhassoro, Province of Inhambane, was laid in the presence of the community and other key stakeholders, including government representatives.

“One of Sasol’s focuses is to ensure that young people have access to education in order to acquire skills that will give them an advantage in the labour market and in entrepreneurial initiatives, with a broader vision,” said Amosse Macamo, Secretary of State for Inhambane Province, at the groundbreaking ceremony. “Sasol is our strategic partner in colouring dreams and opening minds to a better future.”

The school will alleviate the demand for general secondary education, benefiting over 1 200 students. The facilities will include three blocks of four classrooms, one administrative block, a toilet block, a canteen, a guardhouse, an electricity network, a water supply network, and a weather-resistant fencing wall.

In addition, Sasol’s support in enhancing sanitation and water supply at Chimedge Primary School has significantly improved the quality of life for students and eased challenges for both the school and the surrounding community. This case study underscores the vital role of investing in infrastructure and education to promote hygiene and wellbeing among young learners. Sasol’s contribution has created a lasting, positive impact on Chimedge Primary School and seven other schools in the area, fostering healthier and safer learning environments.





## b Bridge to Work

### Field Ready Programme

- A total of 41 students from the districts of Govuro and Inhassoro benefited from the field ready training. This initiative provided youth (secondary and tertiary graduates) with intensive and practical training in various technical areas, including the applied personal skills module, English language training module, personal project development module, health and safety at work module, and applied technical skills module. The programme aims to increase the employability of local youth and support sustainable economic development in the region.
- Field ready is an intensive employability and skills development programme designed to prepare young graduates for the realities of the job market. Through a memorandum of understanding, Sasol sponsors the practical training of 10 young graduates per year from engineering courses, primarily from the districts of Govuro and Inhassoro.

### Inhassoro Training Centre (ITC)

- The ITC was handed over to the government in the previous year; however, Sasol committed to assisting with a technical handover for a period of three years.
- In partnership with Dom Bosco Higher Institute and the Fatlosang Development Trust Training Centre (FDT Training Centre), technical trainers/teachers were trained in areas such as mechanics, electricity, and welding, which will provide them with the international certification of IFPELAC trainers. In addition, 307 students were trained in fields including electricity, welding, gas processing, mechanics, electrical installation, and first aid.
- The Inhassoro Training Centre celebrated the graduation of the first 130 students in welding, electricity, and gas processing. Additionally, the training of three management trainers in “Certificates A”, focusing on administrative management, and the training of trainers in “Certificates B”, covering pedagogical topics, is currently underway, involving 10 trainers.



### Employment and skills for development

- A total of 207 graduates (99 females and 108 males) were equipped with skills through short courses in agro-processing, cookery, electricity, and plumbing. These courses were delivered via mobile units in partnership with IFPELAC.
- A cohort of 231 graduates from ITC and the mobile units participated in a workshop facilitated by German Development Cooperation GI, focusing on preparation for entry into the job market.

- 92 CFP Inhassoro graduates (54 males and 38 females) assisted by the programme have successfully secured employment.
- Additionally, 36 CFP Inhassoro graduates (22 males and 14 females) have secured internships.

### Entrepreneurship Programme – Inhassoro and Govuro

- 500 beneficiaries have entered the training.
- 258 beneficiaries entered the mentoring phase.
- 232 beneficiaries passed the competition to qualify for access to the fund.
- 132 beneficiaries received funds.



## Goat value chain development – Inhassoro and Govuro

- Under the LDAs, Sasol has implemented a goat breeding programme to foster sustainable agricultural practices and stimulate economic development in Inhassoro and Govuro. The programme’s goal is to enhance community development, reduce poverty through diversified income-generating activities, and strengthen local capacities in livestock management by introducing cattle of improved species.
- During the initial phase, 400 female goats and nine Kalahari Red male goats have been distributed among 100 beneficiaries across the communities of Maperepere, Catine, Macovane, Chibo, Vuca Interior, Tiane, and Chibuca. This programme aims to empower these communities by providing resources to create sustainable livelihoods and support the local economy.

Goats Value Chain						
District	Community	Total Beneficiaries	Number of Females	Number of Males	Mortality	Births and Survivors
Inhassoro	Macovane	8	32	1	9	6
	Vaco Interior	15	60	2	14	25
	Maperepere	8	32	1	2	11
	Catine	15	60	2	7	10
	Tiane	14	56	2	6	6
	Chibo	15	60	2	5	10
Govuro	Chibuca	25	100	3	34	73
<b>Total</b>	<b>7</b>	<b>100</b>	<b>400</b>	<b>13</b>	<b>77</b>	<b>141</b>

## Cashew nuts value chain development – Inhassoro and Govuro

The Cashew Nut Project is a central component of the LDA, focused on enhancing agricultural practices, supporting livelihoods, and boosting the local economy. In the two districts within the ADL (Inhassoro and Govuro), the project has provided training for beneficiaries and distributed 14 880 seedlings for planting in Inhassoro and 15 480 in Govuro. While climatic challenges, including a drought from January to March 2023 and heavy rains in March 2024, resulted in a 15% loss of seedlings, the project remains committed to fostering the growth and resilience of cashew cultivation within these communities.

Cashew Nuts Value Chain									
No. of Order	District	Locality	Community	Total Beneficiaries	Total Cashew Plants	Women	Men	Young People	Plants Lost in the Field
1	Inhassoro	Nhapele	Catine	20	1 200	10	10	2	143
2			Maole	25	1 500	14	11	3	128
3			Maperepere	26	1 500	15	11	1	198
4		Maimelane	Cachane	22	1 320	9	13	2	132
5			Chitsecane	20	1 200	6	14	1	103
6			Chitsotso	10	600	3	7	0	398
7			Mabime	20	1 200	7	13	2	151
8			Matsanze	20	1 200	4	16	5	108
9			Mangungumete	10	600	1	9	1	19
10		Inhassorosede	Nhacolo	20	1 200	11	9	1	78
11			Mahoche	20	1 200	14	6	0	153
12			Drumstick	20	1 200	12	8	0	196
13			Macurrumbi	16	960	10	6	1	138
<b>Subtotal</b>		<b>3</b>	<b>13</b>	<b>249</b>	<b>14 880</b>	<b>116</b>	<b>133</b>	<b>19</b>	<b>1 945</b>
1	Govuro	Pande	Chimedje	30	1 800	18	12	16	405
2			Chibuca	18	1 200	10	8	4	100
3			Machovo	25	1 200	2	23	2	131
4			Mazino 1	20	1 200	12	8	6	168
5			Mazino-sede	21	1 260	16	5	0	409
6		Colonga	19	1 115	6	13	1	172	
7		Pande 1 Ads	26	1 200	8	18	5	198	
8		Nova Mambone	Cubuacubua	24	1 440	4	20	7	453
9			Maluvane	60	3 600	28	32	13	2 826
10			Nhamuchue	25	1 500	16	9	6	720
<b>Subtotal</b>		<b>2</b>	<b>10</b>	<b>268</b>	<b>15 480</b>	<b>120</b>	<b>148</b>	<b>60</b>	<b>5 582</b>
<b>Grand Total</b>	<b>2</b>	<b>5</b>	<b>23</b>	<b>517</b>	<b>30 360</b>	<b>236</b>	<b>281</b>	<b>79</b>	<b>7 527</b>





## Eggs value chain

The construction of three aviaries is now complete, with one located in Govuro District, supporting 31 beneficiaries in the Pande community, and two in Inhassoro District, benefiting 25 individuals across the Nhacolo and Mucocuene communities. These cooperatives hold a single contract with IFS, a company providing catering services to Sasol.

The Egg Value Chain Project aims to fortify the local economy by increasing egg production, distribution, and commercialisation within Inhassoro and Govuro districts. This initiative creates sustainable livelihoods by equipping local farmers with essential training, resources, and infrastructure for enhanced egg production.

The project not only bolsters food security and nutrition in the region but also contributes to economic growth, fostering resilience among beneficiary communities and delivering long-term positive impacts on their livelihoods.

## Pineapple value chain

Despite initial challenges, the families are actively engaged in managing the pineapple fields, showing strong commitment and positive community involvement in the project.



## Case Study

### Sasol boosts horticulture in Govuro and Inhassoro districts

As part of our Bridge to Work Youth Employability programme, Sasol supports farming and farmers to contribute to food security and the development of emerging farmers. In Mozambique, we support our communities in Govuro, Inhassoro, and Pande. This work is done in partnership with local farmers and farming organisations.

“Sasol’s presence has generated many benefits for our community, such as the implementation of the irrigation system project, which has boosted vegetable production here in Nhacolo,” said Luís Gotine, President of the Nhacolo Horticulturists’ Association in Inhassoro, Inhambane Province.

The Nhacolo irrigation system, implemented in 2022, was developed as part of the Small-Scale Projects under the Local Development Agreements (LDAs), which includes the construction of 20 irrigation systems, each covering one hectare, totalling 20 hectares of horticultural production.

Of the total irrigation systems planned, 16 are in Inhassoro and four in Govuro. To date, eight systems have been completed and delivered to the

communities of Nhacolo, Chimajane, Mudumane, Mabime, Malangute, Chitsecane, Buchane, and Manusse in Inhassoro. The remaining four systems for Govuro District, along with the additional eight for Inhassoro, are under construction and are expected to be completed by December.

To ensure sustainable production, the Nhacolo Producers’ Association—comprised of 26 women and six men—sells its produce at local markets and recently signed an agreement with a catering company supplying meals to Sasol. With this agreement, the 32 association members now benefit from a stable income source.

Saquina Mucavele, a member of one of the beneficiary communities, shared: “With the income from selling produce, I can buy essentials for my family. The irrigation system has been invaluable in helping us increase our output.”

The irrigation systems installed under the LDA Small-Scale Projects include a water supply system with a borehole and solar-powered pump, an elevated water tank, and distribution points throughout the fields. Each system is also fenced to prevent livestock entry.

For more information, visit [www.society.sasol.com](http://www.society.sasol.com)





## C Community Health and Service Infrastructure

### Community Health Education Programme

Activists in HIV/TB, malaria, and sexual and reproductive health have been trained to deliver lectures and workshops in schools, community centres, and other community locations. Their focus will be on the prevention, treatment and care of these diseases.

This programme is expected to empower community members to address various health issues, make informed decisions regarding sexual and reproductive health, and seek healthcare services in a timely manner.

### Refurbishment of the Mangungumete health centre

The refurbishment of the Mangungumete health centre has been successfully completed and handed over to the Department of Health. Strategically located in a key area within the district of Inhassoro, this health centre provides essential healthcare services to neighbouring communities.

The project included maintenance of electrical

systems, the water supply network, doors, windows, and ceilings. Additional work involved painting the residences for technical staff, the generator house, kitchen and laundry, morgue, maternity unit, corridors, nursery and external service areas.

### Inhassoro district hospital

Sasol has committed to upgrading the Mangungumete health centre, which will be elevated to the status of a district hospital. Sasol's contribution focuses on the construction of the operating theatre, while the government will contribute medical equipment. The construction will begin on the last quarter of 2024, with the project scheduled for completion in 2025.

### Construction of the Inhassoro multipurpose field

As part of efforts to develop sports infrastructure, the construction of the Inhassoro multipurpose soccer field has been initiated and is expected to be completed by the end of 2024, following delays caused by the rainy season.

### Community centres

We completed the construction and handover of community centres in the following communities: Rumbatsatsa, Chimedje, Pande-sede, Chibuca, and Litlhau. These community centres serve as venues for a wide range of activities, including community meetings, training sessions, fairs, healthcare campaigns, business meetings and other activities identified by the communities.

### Water, Sanitation and Hygiene Programme

- The Water, Sanitation and Hygiene (WASH) Programme focuses on improving and sustaining water supply services, fostering behaviour change to keep systems operational and promoting better hygiene practices to maximise the health benefits of clean and reliable water access.
- The programme engages all stakeholders, including local government, using an Area-Wide Rural Water Supply Service (ARWSS) approach in Inhassoro and Govuro districts.
- This initiative focuses on improving services in 37 target communities and incorporates the principles of Sustainable Sanitation and Hygiene for All (SSH4A) for sanitation and hygiene components.
- The overall impact goals include providing 10 000 households, 12 schools, and seven health centres with water supply services that meet acceptable quality, quantity, availability, acceptability, and reliability (QQAAR) standards.
- Additionally, the aim is for the 37 target communities to achieve and maintain open defecation free status.

#### Activities completed by the end of Financial Year 2024:

- 13 new boreholes drilled with hand pumps, benefiting approximately 840 households, provisionally delivered to communities and the government.
- Two new boreholes constructed for the Maluvane water supply system, provisionally delivered.
- One borehole constructed for the Chipongo water system, provisionally delivered.







- 23 hand pumps repaired by artisans, benefiting approximately 1 225 households, provisionally delivered to communities and the government.
- Five hand pumps repaired by communities coached by SNV and government technicians, benefiting 175 households.
- 12 new community water supply and sanitation committees (CAS) formed with 122 members, and 92 CAS revitalised with 931 members.
- 36 mechanics trained in hand pump repairs.
- 18 artisans trained in latrine slab production.
- A hand pump spare parts supply chain developed, with parts made available through three vendors (two in Inhassoro and one in Govuro).
- Rehabilitation of the water supply system at Macovane Primary School completed, benefiting 328 students and teachers.
- The SNV team reviewed all water supply systems rehabilitated and built by the project to address existing challenges and ensure sustainability after the project phase is complete.
- 4 931 latrines, handwashing stations, and drying racks established or recorded by households in 19 communities, benefiting approximately 22 000 people.

## Urban planning support

- Territorial/urban planning plays a significant role in the development of communities by contributing to territorial ordering, which positively impacts community growth and facilitates the expansion of on-grid electricity.

- During this reporting period, the first phase of this programme was successfully completed in the following communities within the district of Govuro, including Colonga, Chimedje, Maluvane, Doane, and Pande 1.
- For the second phase of the programme, covering the community of Mazino-sede, the contract has been awarded to a service provider who will be responsible for executing the works.
- Sasol also sponsored the celebration of World Environment Day.

## Access to electricity

The main objective of this project is to provide full access to electricity for fenceline communities, ensuring the socio-economic development of the targeted geographical areas. This initiative also allows Sasol to demonstrate its commitment to the development of its fenceline communities under the LDAs. The programme consists of several phases:

- **Phase one** (on-grid): Focuses on the communities of Litlhau, Colonga and Pande-sede.
- **Phase two** (on-grid): Will extend to the communities of Manageralane 1, Mangarelane 2, Temane, Chipongo, and Mapanzene.
- **Off-grid**: Depending on the findings from the technical assessment, some communities will be included in the off-grid component of the programme, which involves providing solar kits to community members.

## Irrigation systems

Sasol initiated the construction of five irrigation systems in the district of Inhassoro, serving the communities of Mabime, Manusse, Malangute, Chitsecane, and Buchane. These systems have been handed over to the communities.

- The implementation of these irrigation systems has yielded the following outcomes:
  - **Increased agricultural productivity and food security:** Consistent water supply enables multiple cropping cycles and improved crop quality, leading to higher yields, a more reliable food supply, and enhanced dietary diversity for local communities.
  - **Economic and social development:** Stable crop production results in steady incomes for farmers, reducing poverty and improving living standards. Additionally, the construction and maintenance of these systems have created job opportunities, stimulating the local economy and empowering communities.
  - **Environmental and technological benefits:** Modern irrigation promotes efficient water use and prevents soil erosion, preserving soil health. These systems also encourage the adoption of modern agricultural technologies, improving overall farm management.
- Furthermore, 12 additional irrigation systems will be constructed in Govuro (Chimedje, Machovo, Chiquire, and Mazino 1) and Inhassoro (Chitsotso, Temane, Mangarelane 2, Vuca, Catine, Maole, and Macovane).

- A memorandum of understanding (MoU) has been signed with the implementation partner, who has been introduced to the local government and communities. The implementation partner is currently in the process of selecting a contractor and supervisor, with construction expected to begin early in FY25.

## Community soccer fields and markets

The construction of community soccer fields plays a vital role in promoting community wellbeing, particularly among the youth. The communities of Cachane, Mangugumete, Maluvane, and Inhassoro opted for the development of these soccer fields.

- In Cachane, progress on the soccer field construction has been delayed due to issues with the initial contractor, whose contract was terminated. This same contractor was also responsible for the Colonga Market construction, which remains incomplete. As a result, SPT signed a memorandum of understanding (MoU) with a new implementation partner, who is now carrying out the completion of both the Cachane soccer field and Colonga Market.
- In FY24, MoUs were also signed with an implementation partner for the construction of community soccer fields in Mangugumete, Maluvane, and Pande-sede, following similar principles.
- Construction activities are expected to commence in early FY25.



# United States of America



Sasol's United States headquarters are in Houston (Texas), with operational facilities in Texas, Arizona, Pennsylvania, and mega chemicals 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.



**a Quality Education**

**You Be the Chemist™ national challenge**

The Chemical Education Foundation (CEF) You Be the Chemist™ programmes inspire K-8 students to pursue STEM in both study and careers, build educator confidence, and strengthen communities by engaging employers with local schools.

This year, Sasol has partnered with CEF to support the 20th anniversary of CEF's You Be the Chemist™ national challenge. With over 17 000 students applying, this challenge empowers the next generation of leaders to use critical thinking skills to address sustainability issues within STEM-based industries. For their submission, participants researched and created a company that offered an innovative solution to a sustainability problem.

Through Sasol's support, a science-based curriculum and resources have been provided to more than 17 000 students across the region. This partnership has made it easier for students to participate in the challenge, which offers nearly \$50 000 in scholarships.



**Sasol Scholars Programme**

Sasol has historically focused on supporting fenceline communities with process technology and technical training. As Sasol's recruitment needs have evolved, the training programmes have been adjusted to align with business requirements. Sasol Chemicals America launched the Sasol Scholars Programme to expand its educational outreach, supporting high school seniors in pursuing higher education across various fields of study.

The Sasol Scholars Programme provides scholarships to graduating high school seniors and current college students pursuing associate or bachelor's degrees. In the programme's inaugural year, Sasol awarded \$100 000 in scholarships to 10 graduating high school seniors from its fenceline communities, with many of these students attending Sasol partner universities in Louisiana.





**c Environment Projects**

**Partners in Parks**

Partners in Parks is a public-private partnership supporting park infrastructure and educational programming, responding to the needs of our fenceline community, employees, and prospective employees for the revitalisation of public greenspaces and community aesthetics following recent natural disasters. Sasol has supported Tuten Park and Riverside Park through this programme since 2018. As part of the partnership, Sasol sponsored and assisted with the development of an educational programme, Nature in Focus, at the two parks.

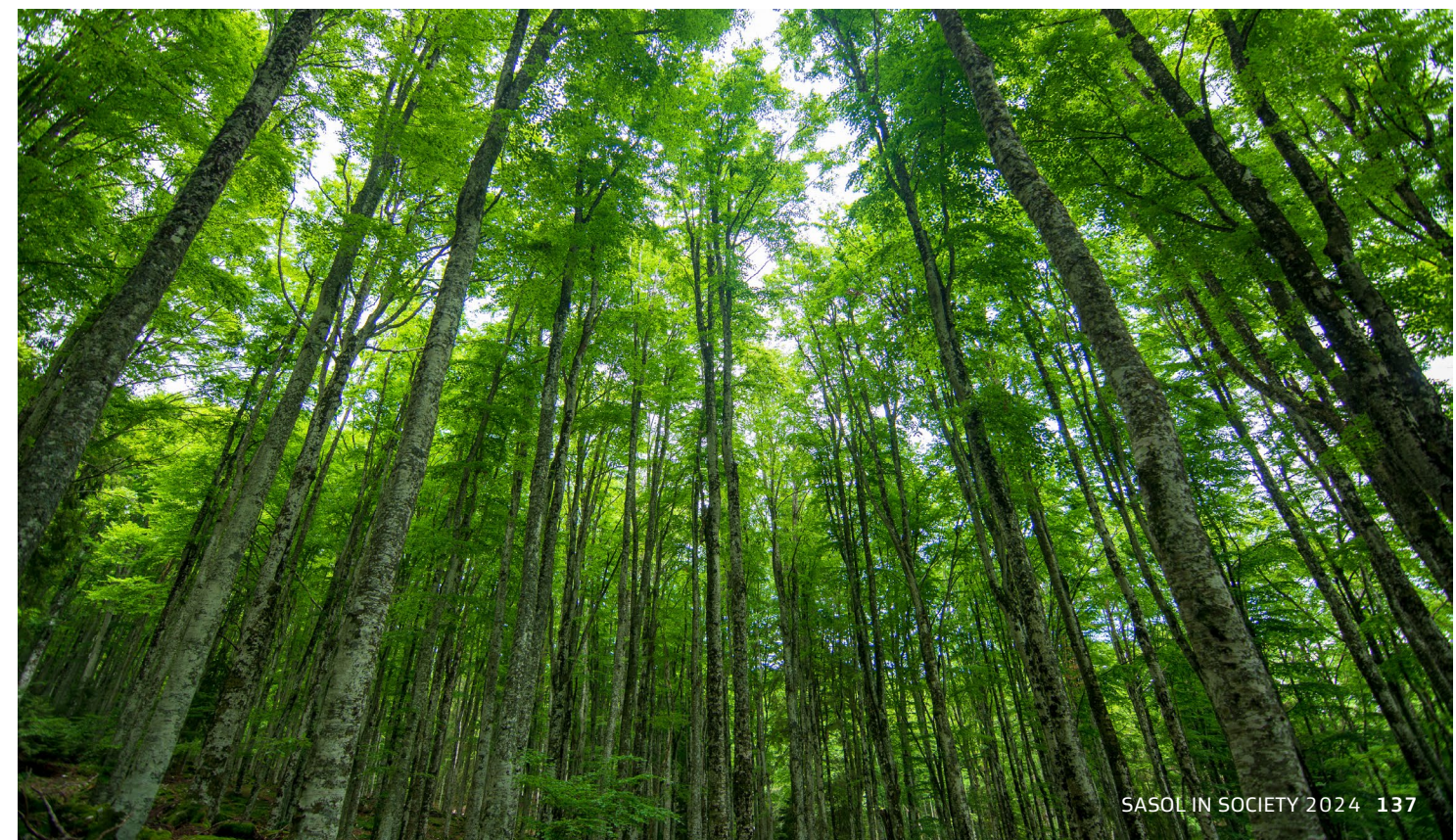
- During FY24, Sasol partnered with the City of Lake Charles to host three Nature in Focus events at Tuten Park, where over 300 community members participated in hands-on opportunities to learn about the impact of insects on the Southwest Louisiana ecosystem.
- Sasol and the City of Lake Charles completed the restoration of Tuten Park, one of Sasol's partner parks. Through this initiative, Sasol partnered with environmental group Resources

Environmental Solutions (RES) to rehabilitate nearly 15 acres of greenspace, providing community members with access to walking trails and an outdoor learning centre.

**1 000 Trees in 1 000 Days**

In 2016, the Calcasieu Parish community identified a need to restore, preserve, and enhance local ecosystems. Sasol answered this call by developing the signature programme, 1 000 Trees in 1 000 Days.

- Through this programme, Sasol, along with multiple community partners, brought together more than 660 volunteers to plant 1 000 trees from 2016 to 2019. In FY23, Sasol Chemicals America relaunched the 1 000 Trees Programme to continue restoring, preserving, and enhancing local ecosystems across Texas and Louisiana.
- Within one year, 500 trees were planted at Sasol's partner park in Lake Charles, Louisiana, achieving over 50% of the targeted number of trees.



**b Small business development**

**Business Incubator of Southwest Louisiana**

Sasol is a longstanding partner of the Southwest Louisiana Economic Development Alliance (SWLA) and their Business Incubator Programme. Through the incubator, small businesses across Southwest Louisiana receive support and resources to accelerate the development of their start-ups. The incubator provides small businesses with access to training, start-up office space, business equipment, coaching, counselling, managerial and technical services, along with networking opportunities.

As part of the 2024 small business week in the United States, the Business Incubator of Southwest Louisiana hosted its 12th annual Business Pitch Competition, where small businesses across the SWLA region presented their business ideas to judges for the opportunity to receive financial aid and support services from the incubator to start their businesses. Sasol supported the competition by contributing \$10 000 to the winners.

**Louisiana small business development centre at McNeese**

The Louisiana small business development centre at McNeese State University in Lake Charles offers confidential consulting and business training to existing and potential small business owners in the Southwest Louisiana area at no cost. Sasol is one of the centre's largest corporate sponsors.

This fiscal year, the development centre counselled over 450 distinctive clients, including 20 industry-related clients. Additionally, the centre supported over 60 community members through small business workshops.





## Southwest Louisiana wildfires

During the first quarter, Louisiana experienced an unprecedented 441 wildfires. Sasol contributed \$10 000 to the community foundation of Southwest Louisiana's Relief Fund to support emergency responders battling wildfires in Beauregard Parish.

- The emergency funding helped provide resources requested by the governor's office of Homeland Security and Emergency Preparedness, offering immediate support to first responders during the natural disaster.
- Over 25 members of the Sasol emergency response team assisted with firefighting efforts in both Beauregard Parish and Westlake, Louisiana



## d Sasol for Good

### 2024 community week

The third annual community week, dedicated to benefiting neighbouring communities through company and employee engagements, was held:

- Over \$50 000 in charitable and employee-directed contributions were made to non-profit organisations.
- More than 20 local businesses across Texas and Louisiana were supported.
- Over 500 employees across Chemicals America participated in various community events.
- Four volunteer initiatives took place, with employees expressing gratitude to more than 30 emergency responders for their service.
- Over 100 employees planted 500 trees in support of the signature initiative, 1 000 Trees in 1 000 Days.

### Chem Expo signature initiative

Chem Expo is a Southwest Louisiana industry-led science experiment showcase focused on educating local students about the ingredients produced at chemical manufacturing facilities in their communities and the consumer products they enable.

- Over 120 United States employees participated in the 2023 Chem Expo, demonstrating science experiments tied to Sasol's Lake Charles Chemical Complex end products.
- 2 100 students and teachers from the Calcasieu Parish School Board attended the event.





# 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, supported by the world's third-largest natural gas reserves. The country's economic growth has been predominantly based on its petroleum and natural gas industries, which began in 1940. As the world's leading exporter of liquefied natural gas, Qatar ranks among the wealthiest countries by per capita income.

Located in Western Asia, Qatar occupies the small Qatar Peninsula on the north-eastern coast of the Arabian Peninsula. At the end of August 2024, Qatar's total population was 3,054,365, according to the Qatari Planning and Statistics Authority. The official language is Arabic, with English widely spoken.

“ Sasol in Qatar executes initiatives that are in alignment with the Qatar National Vision 2030 and prioritizes partnerships with government, civil society and other partners to ensure that the offerings remain relevant and support the fence-line communities through various social investment programs and flagship initiatives that focus on:

- Environmental Awareness
- Community Health and Accessibility
- Science, Technology, Engineering and Math's (STEM) related activities. ”

Focus Area	Spend (Rm)
Quality Education	960,600
Bridge to Work	36,989
Community health and infrastructure	754,929
Environment and biodiversity	292,376.9

## a Quality Education

### STEM Education

We supported STEM Education activities at Awsaj Special Needs School to promote interest in science and technology, using the Sasol Solar Challenge as an opportunity for local universities to engage. Over 50 learners participated in the International Day of Women and Girls in Science activities, which promotes STEM in schools.

## b Bridge to Work

### Step-by-Step Programme

Three students were supported through the Step-by-Step Programme to gain paid employment with Carrefour. We also championed the Hirfa Creative Studio, organised by Step-by-Step, by empowering learners in entrepreneurship. These learners created Ramadan Date Boxes as corporate gifts.

## c Community Health and Service Infrastructure

### Infrastructure support for Accessible Qatar app

The Sasol Qatar team and Qatar's Ministry of Social Development and Family entered a partnership





to collaborate on the Accessible Qatar initiative, including the able initiatives, to support people with disabilities. Through our partnership, the Accessible Qatar website has reached over 70 000 people, raising awareness about the importance of creating accessibility for those who are differently abled.

We also participated in the Accessible Qatar Workshop on 3–4 March 2024, as part of the international biennial art and design conference (Tasmeem Doha), led by Virginia Commonwealth University of the Arts in Qatar (VCUQ). The theme of the workshop was “Taking Down Barriers”. Students and teachers interested in accessibility and urban design, as well as persons with disabilities, participated in the workshop to explore how public spaces can be designed to integrate everyone for improved health outcomes.

### Community health

Sasol and ORYX GTL organised a first-of-its-kind training session for Diabetes Awareness Month in November 2023. The partners led the Pediatric Diabetes and Endocrinology Department at Hamad Medical Corporation (HMC), where 32 senior managers representing all aspects of QUEST’s operations (HSSE, F&B, HR) attended to discuss improving the quality of health for communities.

## d Environment and Biodiversity

- The Qatar e-Nature Zone at ORYX Family Day featured a dedicated zone offering hands-on “Edutainment” activities that celebrated Qatar’s natural biodiversity and emphasised the importance of sustainability for families.
- 250 Qatari and Qatar-based children and over 375 adults visited the family-friendly zone, spending an average of 15 minutes exploring the various discovery zones to learn about biodiversity.
- 28 family members and individual participants, representing academia, healthcare, and both private and public sectors, attended the Qatar e-Nature workshop with the Qatar Natural History Group. The workshop aimed to improve the biodiversity platform for communities.
- Students aged 12–16 years from various schools with an interest in STEM and sustainability participated in a workshop on how to enhance environmental sustainability in the country.

## ■ Eurasia and China

### Italy

#### a Sasol for Good



- 40 university students received a one-week, face-to-face mentorship with Sasol Leadership and Senior Managers, where they learned about the world of work and opportunities within Sasol.
- 100 engineering students from the University of Palermo and the University of Catania participated in a session with our employees, interviewing them about career opportunities at Sasol.



### China

#### a Sasol for Good



- 57 employees and their families participated in the Environment and Stewardship Volunteering Programme, contributing to tree planting and greening efforts in the local community.
- 21 children actively participated in this initiative as well.







**04**  
**GLOBAL**  
**INVESTMENT**



# Our global alignment to SDGs



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