



BOARD INDEPENDENCE AND BROADER DIVERSITY POLICY

PURPOSE

This Policy ensures an appropriate balance of power and authority at Board level and promotes a diverse and effective Board.

SCOPE

This Policy applies to the Board of Directors of Sasol Limited (the Board) and informs the nomination, appointment, and composition of the Board.

1. BOARD COMPOSITION

The Board shall comprise a balance of:

- executive and non-executive directors, with a majority being non-executive and independent;
- skills, experience and competencies necessary to support Sasol's strategy; and
- independence, enabling objective and effective discharge of its responsibilities.

2. BALANCE OF POWER AND AUTHORITY

The Board shall ensure an appropriate balance of power and authority, such that:

- 2.1 Decision-making authority resides collectively with the Board and is not vested in any individual director;
- 2.2 The roles of Chairman and Chief Executive Officer are separate. The Chairman is an independent non-executive director, supported by a lead independent director where appropriate; and
- 2.3 Effective processes are in place to manage director independence and conflicts of interest. Individuals with material, enduring conflicts of interest that cannot be adequately managed through disclosure and recusal shall not be considered for appointment.

3. BOARD DIVERSITY

The Board shall comprise individuals of high ethical standing, with appropriate skills, experience, and sufficient capacity to discharge their responsibilities effectively.

The Board recognises that diversity supports effective governance, sound decision-making, and long-term sustainability. The Board is committed to maintaining a diverse and inclusive environment in which directors can contribute openly and without bias.

In promoting diversity, the Board shall consider, among other factors:

- gender;
- race and culture;
- age;
- skills, experience, and fields of knowledge; and
- geographic and other attributes relevant to the Company's strategy and operating environment.

Board appointments shall be made on merit, while giving due consideration to the benefits of diversity in achieving an effective and balanced Board composition.

Directors are appointed through a formal and transparent process. The Nomination and Governance Committee shall:

- 3.1 Identify and recommend suitable candidates to the Board and shareholders;
- 3.2 Assess director independence in accordance with the Companies Act 71 of 2008 as amended, JSE and NYSE Listings Requirements, and King V, taking into account any relationships or associations that may impair objective judgement;
- 3.3 Consider diversity and overall Board composition to ensure the Board can discharge its responsibilities effectively; and
- 3.4 Evaluate the performance of the Board, its committees, and individual directors, including the adequacy of diversity and representation.
- 3.5 There is no prescribed retirement age for non-executive directors. Executive directors shall retire from management at age sixty (60), unless the Board determines otherwise in the interests of the Company.

4. DISCLOSURE

In line with the JSE Listings Requirements, the Company shall:

- 4.1 publish this Policy on its website;
- 4.2 disclose in its annual report:
 - how the Policy was applied in the nomination and appointment of directors;
 - progress against any voluntary diversity targets;
 - reasons where diversity objectives have not been achieved; and
- 4.3 provide transparent disclosure on Board composition and independence.